



Title: Social Impact Officer

Group: The Beacon Fund

Reporting to: Senior Social Impact Officer

Salary: \$118,000-140,000

Location: Denver

Overview:

At Beacon Fund, we believe everyone deserves the opportunity to achieve their full potential and thrive. We work to remove barriers and empower individuals to live a life of purpose, belonging, and well-being.

The Beacon Fund is a social impact organization that uses a mixed-capital approach to invest in career and postsecondary success, immigrant integration, and place-based special interests. We advance our work through a broad set of tools, including philanthropic grants, investments, and collaborative partnerships.

We anticipate making two hires from this search, both serving as Social Impact Officers with complementary areas of emphasis. One role will focus on flexible financing and catalytic capital in our education portfolio, benefiting from an understanding of impact investing principles. The other role will work more broadly across Beacon, drawing on strengths in advancing policy and management of complex projects. As a matrixed team, responsibilities and portfolio alignment will evolve over time in response to organizational priorities.

Responsibilities:

The Beacon Fund is seeking a skilled and highly motivated leader to serve as Social Impact Officer. Beacon's impact is driven by its shared impact model, where social impact officers flexibly support portfolios across Initiatives while supporting Beacon's strategic learning and development goals.

This collaborative role requires flexibility, adaptability, and a strong desire to learn and grow in an evolving and entrepreneurial organization. This role thrives in Beacon's matrixed structure, flexing across initiatives and tools to integrate learning and impact throughout the organization. The Officer reports to the Senior Social Impact Officer and works closely with Initiative Directors, the Director of Learning and Evaluation, and colleagues across Beacon.

Key responsibilities will include:

Portfolio Management and Stewardship

- As part of the shared impact team, work closely with Initiative Directors and other portfolio leads to identify, vet, and engage potential partners and initiatives across the capital continuum
- Cultivate and maintain strong relationships with current and prospective partners
- Solicit proposals in accordance with portfolio objectives and fund priorities and prepare materials for review
- Present opportunities, answering pertinent questions and framing impact aspirations
- Identify and track key performance indicators to measure and monitor the impact of partners—both at the individual partner and initiative level. Create mechanisms for mid-course corrections as needed
- Work closely with the operations team to ensure seamless execution and compliance with funding guidelines
- Surface emerging trends and opportunities to inform portfolio strategy and future grants and investments
- Provide support to partners as needed, helping ensure the success of our shared work

Learning, Evaluation, and Shared Impact Integration

- In close partnership with the Director of Learning and Evaluation (L&E), embed L&E practices into all initiative and portfolio activities, ensuring that learning is embedded in annual goals, strategic planning, and team meetings
- Organize learning conversations to help Beacon's leadership team draw strategic insights, refine theories of change, and inform funding decisions
- Support regular reporting processes, including preparation of quarterly and annual reports that synthesize key portfolio progress and initiative learning
- Engage in the development and implementation of tools and systems (e.g., knowledge management system, data cleaning protocols, dashboards, goal-setting templates) to strengthen data quality and facilitate shared learning
- Participate in and contribute to monthly L&E meetings, Shared Impact Meetings, and support timely strategy and learning projects and ad hoc requests
- Support an organizational culture of learning, humility, and curiosity that incorporates new methods of planning, assessment, and continual improvement into Beacon's work

Team Collaboration and Culture Building

- Contribute to our culture by embodying our core values (belonging, partnership and collaboration, humility, respect for the individual, nimbleness, and being catalytic)
- Be an active participant in team meetings and projects
- Proactively communicate with colleagues across our matrixed structure

Qualifications

Consider applying if you are driven to make impact and have at least seven years of relevant professional experience in one of the following areas. Regardless of which skills you bring with you, being a part of our matrixed team will give you the opportunity to learn in other areas.

- Impact or strategy consulting: helping develop and drive the social impact strategy of organizations
- Philanthropy: grantmaking with social entrepreneurs and nonprofit organizations
- Advocacy and policy development: supporting policy change efforts at the local or national level
- Social Impact: leader within a social impact organization or program
- Impact investing: experience in impact-first investing, such as working with CDFIs, social entrepreneurs, or PRIs (MBA is a plus)

Skills & Competencies

- Strong project management skills, with the ability to lead and manage complex projects in a dynamic environment
- Excellent written and oral communication and facilitation skills
- Strong relationship development and management with internal teammates and external partners
- Ability to analyze and synthesize quantitative and qualitative data

In addition to the technical qualifications for the role, the ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- **Flexibility:** Comfortable with ambiguity and adept at navigating a dynamic landscape where priorities may shift, and new opportunities arise. Willingness to embrace change, think creatively about solutions, even in the face of uncertainty.
- **Curiosity:** Possesses a strong desire to learn about current work, emerging trends, and potential opportunities that advance the organization's ability to achieve social impact goals.
- **Humility:** Approaches work and partnerships with partners humbly, prioritizing asking questions over making pronouncements. Thrives in close partnerships with others and accepts strategic directives.
- **Collaboration:** Demonstrates a desire and eagerness for collaborative work, excelling in team-focused environments to achieve objectives.
- **Growth Mindset:** Holds a deep belief in the potential for continuous development and improvement. Approaches challenges and setbacks as opportunities for growth. Demonstrates a readiness to embrace new strategies, seek feedback, and refine skills.
- **Ownership and Self-motivation:** Exhibits a strong sense of accountability. Drives forward progress and seeks solutions when confronted with challenges.

Working at The Beacon Fund

Beacon Fund offers a hybrid work model and candidates must be present in Denver during normal business hours three days each week. We provide a comprehensive benefits package,

including medical, dental, and vision insurance, a 401(k) retirement plan, and generous paid time off.

Join our team for an opportunity to thrive professionally, enjoy work-life balance, and contribute to an organization dedicated to belonging and bridging connections across lines of difference.

Click here to apply: <https://airtable.com/appzErrKyeasL84eY/pagsm1bv4fmvo5f96/form>