



School of
International
Futures

JOB DESCRIPTION TEMPLATE

Strategic Impact & Investment Lead

1. About the Role

Remote working with flexible hours | 3 days per week | £350/day | Initial 9-month contract with possible option of extension.

This is a senior strategic role focused on strengthening the organisation's impact narrative, funder engagement and social investment proposition. Over the next nine months, you will join us on an organisational moment of change to help us articulate why futures-inspired work matters now more than ever, and how funders and social investors can support us as we move to a more impactful, globally distributed model.

This is an experimental new role to position SOIF and our community as better listeners and storytellers with funders and social investors – helping us to move from one-year grants to longer-term, more sustainable win-win learning partnerships anchored in people and lived experience. This role has emerged because we are hearing time and again from partners that so much of SOIF and our networks' impact and assets remains invisible. We are noticing a gap in gathering and making sense of signals from the shifting funder and social investment landscape. What is more, we are on a change journey to develop a new organisational model to scale impact globally. We are therefore seeking someone to help us address these gaps and make SOIF more investable as we embark on our next phase.

Whilst we are looking for someone who has experience in/with philanthropy and social investing, we are not looking for a traditional fundraising skillset (you wouldn't be writing many bids, holding fundraising targets or managing programme leads who do fundraising). Instead, we are looking for someone who brings experience and finds energy in collective sensemaking, narrative development, and building team confidence, capability, and infrastructure around funder engagement. You find joy in working in dynamic and complex environments and learning by experimentation. Success after the nine months will be a robust future-alert fundraising strategy that is both ambitious and actionable, a strong narrative and case for support, and a team that feels more confident in drawing out the insights and impact from their work and positioning that in compelling ways to funders.

Whilst this role will not have a dedicated team on this work, you will work closely with SOIF's Senior Management Team and Practice Leads, with our fundraising sub-team,

and with other new cross-organisational roles that we'll likely be recruiting for by early 2027.

2. About the School of International Futures (SOIF)

SOIF is a global non-profit collective helping people transform the present through structured thinking about the future.

Our vision is an equitable and sustainable world for current and next generations. We work with citizens, organisations, and leaders to strengthen long-term thinking, navigate uncertainty, and create positive change.

We are values-led, international, and largely distributed – our team spans multiple time zones, and we offer flexible contracts, job shares, and working arrangements that let people balance SOIF with other commitments. We are committed to building a diverse and inclusive organisation and welcome applicants from all backgrounds, countries, and sectors.

3. Key Deliverables

The deliverables in this role are oriented around three core learning questions:

1. What does a compelling story of the impact of SOIF and our networks' work look like for funders and investors?
2. How can we activate and build the capability of our people to listen and connect with funders and investors on a journey with us?
3. What do you think are the biggest gaps and funding opportunities over the next three years, as the investment and funding landscape is shifting for an organisation and network using futures informed insights to steward transformation? How do we position ourselves to meet this moment?

Rather than see this role as an isolated or silo-ed one, we envisage embedding you in different teams and workstreams in order to address this broader enquiry and ambition.

We are open to shaping the deliverables further with the appointed person in this role, but outlined below is our current thinking about bringing this to life in practice. You'll work very closely in thought-partnership with the Managing Director and Operations Director to co-prioritise and ensure that emerging insights are aligned and actionable. We would also like to shape a journey for and with you that ensures that you are sufficiently exposed to and embedded in our teams and communities in order to get a feel for the challenges, hopes and fears that are being experienced.

Building the narrative and fundraising approach as we start the next phase of SOIF's journey

Outcome: A narrative, strategy and core logic

- You will join us towards the tail-end of a 4-month-long community enquiry around SOIF's role in the field. You will help us to consolidate insights and, in particular, lead the development of the narrative and strategy around this for potential funders / social investors.
- You will lead the development of the funding & social investment proposal that lays out the logic and urgency for



<i>that will position SOIF to target \$4 million over the next 3 years.</i>	SOIF as an organisation and community to evolve. • You will work and think creatively with our fundraising sub-team, Senior Management Team, Development Committee and Advisory Circle to start driving the engagement with funders and investors.
<i>Improving how we listen and engage with funders</i> <u>Outcome:</u> Improved capability and confidence of the team to understand and navigate the shifting fundraising landscape, work in a relationship-centred way to take funders on a journey.	• You will be embedded in our fundraising sub-team: observing our processes, practice and rituals, and - over time - advising and embedding more relational, learning-centred and also efficient ways of engaging with philanthropy and investors. • You will design and chair our fundraising-focused meetings to ensure that we are nurturing and converting relationships, and working cross-organisationally to submit high quality proposals. • You will connect dots between proposals, people and processes to make sure we're thinking in a holistic and strategic way about how we're presenting our work to funders. • You will take the lead on sharing signals, insights and developments with the wider organisation through weekly and monthly cross-org convening moments.
<i>Advisor and strategic thought-partner to our Managing Director</i> <u>Outcome:</u> Our leadership team is using touch points with funders and investors more effectively.	• You will work emergently and responsively with our Managing Director to provide wider strategic reflections, thought-partnership and advice: ◦ On positioning SOIF to raise and influence capital in a fast-shifting environment. ◦ How we best leverage engagement points (like Skoll, UNGA, and other funder and investor convenings) that our Managing Director and Senior Management Team attend.
<i>Advisor and strategic thought-partner on other impact and engagement work</i> <u>Outcome:</u> Our impact, knowledge management and	• You will provide advice and reflections around the recruitment of another new role we're hoping to create towards the end of 2026: an impact and collective intelligence lead. • You will provide advice and reflections on the process and narrative that will inform a 15 year impact report in 2027. • You will provide advice and reflections on what SOIF needs to

*storytelling processes
are aligned with our
fundraising work.*

do, prioritise or build in order to put our data, relationships and assets more effectively in service of the field.

- You will advise on our SOIF2027 retreat convening and 15 year celebrations.

4. Experience, Skills and Attributes

Essential experience and skills

- You will have experience engaging with philanthropy and/or investors and building reciprocal and non-traditional partnerships that centre learning as well as funding.
- You are a deep listener and are able to synthesise and sensemake across systems and collate insights and narratives that can be adapted to land with different audiences.
- You will have experience working in and building ecosystems and networks - by which we mean: you work in relationship-centred ways, you are comfortable with emergence and complexity, and you have experience of connecting dots and galvanising energy to steward new initiatives across distributed groups.
- You are comfortable being an innovator and a builder in order to co-shape a role, building a practice and culture across the team to listen and sensemake as a community, and bringing vision and structure to projects and processes.

5. Growth & Development

At SOIF, we encourage everyone to continue developing their craft, contribution, and influence through the opportunities available in their role. While growth is not a contractual requirement or linked directly to contract renewal, team members are encouraged to use the SOIF Growth Map to identify opportunities to deepen their expertise, take on stretch opportunities, strengthen relationships, contribute across practices, and support organisational learning. Growth conversations form part of regular development and renewal discussions and are intended to be supportive and future-focused.

6. Our Values

At SOIF, our work is guided by a shared set of values that shape how we work with one another, our partners, and the communities we serve.

In our work with partners and clients, we are guided by:

- **Commitment to social justice** – working towards a more equitable and sustainable world for current and future generations.
- **Respect for complexity** – recognising that meaningful change requires curiosity, systems thinking, and openness to different perspectives.
- **Empowerment through participation** – creating space for people and communities to shape the futures that affect them.



Within our team, we value:

- **Collaboration** – working generously across practices, projects, and geographies.
- **Communication** – sharing openly, listening well, and keeping one another informed.
- **Transparency and trust** – building strong relationships through honesty, accountability, and integrity.
- **Quality and proportionality** – delivering work that is thoughtful, high-quality, and appropriate to the context and need.

We also encourage the thoughtful use of emerging technologies, including AI, to improve productivity and impact, while always applying professional judgement, protecting confidentiality, and recognising that these tools complement rather than replace human expertise.

7. Expectations

All SOIF team members are expected to:

- **Deliver high-quality work** and take ownership of agreed outcomes and commitments.
- **Build positive relationships** and collaborate effectively with colleagues, partners, clients, and networks.
- **Communicate proactively**, sharing information clearly and raising issues, risks, and opportunities early.
- **Learn, adapt, and contribute**, supporting knowledge sharing, reflection, and continuous improvement across the organisation.
- **Work flexibly across projects, practices, and emerging priorities**, contributing where your skills and experience add the greatest value.

8. Ways of Working

SOIF is a distributed, international organisation, and we place a high value on trust, flexibility, and ownership. We care more about outcomes than where or when work happens, and we rely on people to communicate proactively, manage their commitments, and work collaboratively across teams, projects, cultures, and time zones.

Many of our roles evolve as opportunities, funding, and priorities change. As a result, people who thrive at SOIF are often comfortable with ambiguity, curious about new ideas, and willing to step into emerging opportunities. We value people who can connect dots, build relationships, and work across different communities, practices, and perspectives to help move our mission forward.

Above all, we look for colleagues who are collaborative, generous, and committed to creating a positive impact. We believe the best work happens when people support one another, share learning openly, and contribute in ways that are sustainable for themselves, their teammates, and the wider organisation.

9. Diversity, Equity and Inclusion

SOIF is committed to building a diverse, inclusive, and equitable organisation that reflects the communities and futures we seek to support. We welcome applications from people of all backgrounds, identities, experiences, and perspectives; diverse teams make better decisions, ask better questions, and create more meaningful impact.

All qualified applicants will be considered without regard to race, ethnicity, nationality, religion, disability, gender identity or expression, sexual orientation, age, veteran status, or other protected characteristics. We are committed to making our recruitment and working practices as inclusive and accessible as possible.

10. Application Process

You can be based anywhere, but +/- 5 hours from the UK is preferred to allow for sufficient overlap time with other team members.

To apply, please submit your CV and cover letter via soif.org.uk/jobs. Please also respond to the following three questions:

1. What signals are you picking up from the philanthropy and/or social investor fields, and what could this mean for SOIF?
2. What are some of the principles that underpin your approach to supporting learning and capability-building?
3. How would this role enhance or align with your personal purpose?

The **closing date for this role is Sunday 2nd August at midnight BST** (although we will not have any team members on hand after 5pm on Friday 31st July, just in case you have any technical issues or questions).

First-round interviews will likely be on Tuesday 11th August and second-round will be on either 18th or 19th August 2026.

Use of AI in Applications

We welcome the thoughtful use of AI tools as part of the application process. However, we are interested in your thinking, judgment, experience, and communication style. Applications that rely heavily on generic or unedited AI-generated content may not demonstrate suitability for the role as effectively as authentic, reflective responses.

If you have any questions about the role, please get in touch with Abi Nokes, Director of Networks, at abi@soif.org.uk