



Manager, Impact Measurement & Management

Impact Investing in Developing Countries

About MCE

[MCE Social Capital](#) (MCE) is an impact investing firm that invests flexible capital in enterprises committed to generating sustainable livelihoods, with a focus on women and the environment, to allow these enterprises to scale and better serve their customers, their employees, and their communities. Since 2006, MCE has disbursed close to \$300 million in debt capital to 140 institutions in 55 countries throughout the developing world. MCE has recently launched a new impact-first sustainable agriculture fund, MESA, bringing total assets under management to \$100 million.

MCE manages two investment portfolios:

- **Small and Growing Businesses (SGB)** that create jobs, help smallholder farmers improve productivity and income, and facilitate clean water and energy. MCE seeks to address some of the critical market gaps by providing catalytic loans of \$250k to \$2 million to support small and growing businesses in the “missing middle”.
- **Inclusive Finance - Financial Service Providers (FSP)** investing in microfinance institutions, fintech and other financial service providers that help people living in rural areas gain access to credit, savings, insurance, and business education. MCE provides loans of up to \$4 million.

MCE is a growing, dynamic organization with hubs in Washington DC, Barcelona, Spain, and Nairobi, Kenya.

Preferred Location

Washington, DC or East Coast US. Within these geographic locations, MCE is open to hybrid or remote working arrangements.

About the Role

The Manager, Impact Measurement & Management is responsible for leading all impact strategy, measurement, and evaluation for MCE Social Capital. The Manager will lead the process of identifying and executing on continuous improvements in MCE’s understanding of and ability to measure the social and environmental impact of its lending activities.

MCE has long been recognized as a leading impact-first investor. The role offers the opportunity to shape the evolution of MCE’s impact measurement and management function and establish best-in-class approaches.

The position will collaborate with teams across MCE, gaining exposure to various aspects of impact investing fund management. The Manager will report directly to the Chief Investment Officer with frequent touchpoints with the CEO, and will work closely with MCE's Investment and Business Development teams.

Responsibilities

Impact Strategy

- Lead and manage process to update MCE's impact strategy, including refinement of the impact thesis and definition of specific impact performance objectives for MCE's investment portfolio.
- Bring together MCE's strong existing impact frameworks into a streamlined whole, allowing for comprehensive understanding of MCE's environmental and social impact.
- Drive the development of MCE's impact measurement practices and research sectoral and thematic questions to inform continuous improvement in MCE's ability to make impact-first investment decisions.

Impact Analysis — Measurement, Evaluation, and Management

- Develop and refine analytical frameworks and models of impact analysis to enhance MCE's due diligence, investment decision-making, and post-investment monitoring.
- Lead the management and analysis of both quantitative and qualitative impact information; implement a central database/platform for MCE's impact data.
- Conduct impact due diligence on potential investees across all stages of the investment process; write the impact analysis section of investment memos and present the impact case for the investment to MCE's Investment Committees.
- Work with MCE's Investment team to monitor, evaluate, and report relevant impact data from portfolio companies, ensuring timely collection / reporting of impact data.
- Provide meaningful feedback and impact advisory support to MCE's portfolio companies.
- Play a lead contributor role to MCE's annual impact report, including leading the data collection and analysis through direct communication with each portfolio company.
- Manage impact studies with collaboration with MCE portfolio companies and third-party consultants or research firms (such as 60 Decibels), including onboarding, communication, and analysis and discussion of results and insights.
- Support MCE's Environmental, Social and Governance (ESG) practices, policies and reporting in coordination with the relevant internal teams.

Insight Generation and Representation

- Capture lessons learned for continuous improvement in MCE's impact management and measurement practices.

- Develop a deep understanding of the business models of MCE portfolio companies and connect the dots between impact performance and financial performance.
- Transform data into insights and identify emerging patterns in MCE's portfolio.
- Capture original insights in written and visual form for internal and external communications purposes; develop externally-facing materials in collaboration with the Business Development team and lead internal impact learning sessions.
- Engage actively in the impact management landscape, sourcing new learnings for MCE, sharing MCE's experience, and building MCE's profile through articles, presentations, and participation in industry working groups.

Qualifications

- MBA, MPA, or other master's degree in a relevant field and 5-7 years direct experience in impact analysis and impact frameworks, either in the impact investing industry, investment or market research, or management consulting.
- Excellent written and verbal communication skills, with an ability to present complex information concisely.
- Strong quantitative, data management, data analysis and data manipulation skills; proficiency in Excel and data analytics applications (eg, Tableau, PowerBI).
- Knowledge of social enterprise business models operating in emerging markets.
- Highly organized and adaptable; capable of balancing multiple priorities in a dynamic environment, while maintaining a high degree of accuracy and quality.
- Self-motivated and proactive work ethic, with a demonstrated ability to see projects through to completion independently and carry new ideas to fruition.
- Strong commitment to and passion for MCE's mission.
- Willingness to travel 20% of the time in MCE's countries of operations and to annual all-staff retreat.
- Spanish language proficiency and/or experience living in emerging markets is a plus.
- US work authorization is required for US-based staff

Compensation & Benefits

Salary range: \$95,000-\$115,000. A final offer will be dependent upon a candidate's location, skills and experience.

MCE provides an industry-leading benefits package, including:

- A flexible work model that includes both remote and in-office options (depending on location)



- Health, dental and vision insurance, fully paid parental leave, 401k matching, generous paid time off, and a sabbatical policy to recharge after 5 years
- Professional development support
- Opportunity to travel and work with entrepreneurs from around the world
- Innovative and forward-thinking company allowing opportunities for increased responsibilities and fast career progression
- Opportunity to learn from frequent interactions with MCE's Board members, impact-investing leaders and angel investors sitting on the Investment Committees
- A collaborative, inclusive and fun work environment! Check out our Glassdoor page to hear directly from current and former staff on what it's like to work at MCE.

How to Apply

Send cover letter and resume to info@mcesocap.org with "Impact Management & Measurement" in the subject line by July 17.