



Founded in Philadelphia, [Spring Point Partners](#) (Spring Point) is a social impact organization that invests in the transformational leaders, networks and solutions that power community change and advance justice for all. While our commitment to advance equity and justice unites and guides everything we do, our signature programs aim to empower young people (The HIVE), inspire life-long learning (ember), protect animals (Life of Riley), preserve the planet (Delta) and promote prosperity for all.

We seek out and support community leaders who have the vision to see what is possible and the commitment to make it real. We connect the expertise and experience of partners with comprehensive and flexible supports for shared learning and collective impact. We embolden community leaders to scale and sustain change by investing in innovative ideas and adaptive solutions.

We use complementary methods to achieve our objectives: grantmaking to foster long-term systemic changes; impact investments in companies and funds that prioritize equitable access to financial opportunity and wealth building; and program development and other technical assistance to support our partners.

## ABOUT THE POSITION

The Program Officer for Social Justice reports to the Director of Impact Operations and will serve as the lead for Spring Point's Social Justice portfolio. The Program Officer will help to identify organizations and partners that align with Spring Point's strategic focus on social justice, specifically related to racial and gender equity and supporting intersectional approaches to overcoming systemic injustice. Working with the Program Officers of the other portfolios, the Social Justice Program Officer will partner with practitioners, policy organizations, and leaders working in this space, to identify best practices and ambitious strategies, lift up the latest conversations and trends in the field, and co-create a road map to help build the capacity of grantees/partner organizations to do their work well. The Program Officer will work collaboratively with individual organizations to identify needs and challenges and meet them where they are in terms of strengthening their organization to facilitate and maximize impact. They will also work to create a sum bigger than its individual parts in terms of the impact achieved by the full group of social justice grantees/partners.

## ROLES AND RESPONSIBILITIES

Working with other Program Officers and with the overall Impact Team, the Program Officer will work across all facets of grantmaking, impact investing, and program development.

Specifically, the Program Officer's responsibilities will include but are not limited to:

- **Program Strategy Implementation** – Work with Director of Impact Operations and EVP, Impact to develop tactics for advancing SPP's strategic objectives around social justice.
- **Pipeline Development** – Source and identify prospective non-profit organization partners and social impact ventures.
- **Social Impact Investing** – Collaborate closely with the Impact Investing Team to identify and vet opportunities that align with Spring Point's values-based investment strategy.
- **Project Development and Management** – Identify opportunities for Spring Point to work with partner organizations to co-create and implement key initiatives and amplify the impact of these efforts.

- **Portfolio Management** – Manage relationships with partner organizations; earn trust and build relationships amongst grantees; support grantee capacity and be responsive to their needs; convene grantees for peer learning and sharing; manage consultants working on related projects.
- **Outcomes and Evaluation** – Work with partners collaboratively to define goals for each grant and investment, as well as in aggregate at the portfolio level.
- **Research and Learning** – Stay current on key issues and related research; gather market intelligence to inform impact investments; lift up learning from partner organizations and learn from partner organizations.
- **Grants Management** – Coordinate with Spring Point’s Operations and Finance staff to manage administrative tasks throughout a grant’s lifecycle.
- **Organizational Team** – Participate in regular staff meetings, retreats, and events. Travel to conferences and site visits as necessary. Collaborate with other Program Officers and staff to ensure consistent implementation of Spring Point impact strategy and values.

## CANDIDATE QUALIFICATIONS

We are open to a range of professional experiences that candidates provide, and that at minimum, meet these qualifications:

- **Professional Experience:** At least 5 years of relevant domain expertise at a nonprofit, foundation, or related social impact organization.
- **Operational Expertise:** Experience and skills in program development and management, strategic philanthropy, partnership management, and social impact investing.
- **Values Alignment:** Demonstrated desire to work on social change issues and commitment to increasing positive outcomes for vulnerable populations.
- **Flexibility and Availability:** Ability to quickly pivot and thrive in a fluid environment, with flexibility in scheduling for periodic night or weekend events, as well as overnight travel.
- **Strong Communication Skills:** Excellent written and oral communication skills, including the ability to present effectively at public events.
- **Technology Proficiency:** Ability to integrate technology into work, and proficient in Microsoft Office (Outlook, Word, Excel, and PowerPoint).
- **Education:** Associate's degree.

*In addition, we seek candidates who demonstrate these preferred qualities:*

- **Mission Focused:** Enjoy working within a small, entrepreneurial environment that is mission-driven, practitioner-led, community-oriented, and understands the value of learning in social justice movements.
- **People Oriented:** Able to create a warm and welcoming environment focused on the success of others. Skilled at initiating, developing, and maintaining positive relationships as well as communicating a genuine concern for individual team members while maintaining awareness of the levels of relationships within an organization.
- **Team Player:** Collaborative and supportive of others with diverse backgrounds and skill sets.
- **Committed to DEI:** Demonstrated experience with and commitment to supporting a diverse, equitable, and inclusive organization.
- **Data Fluency:** Curious about data and able to analyze and translate data into action, highlight trends, and educate others about the work.
- **Confidentiality:** Ability to handle confidential information with maturity and discretion.

## DIVERSITY EQUITY AND INCLUSION STATEMENT

Spring Point Partners is an Equal Opportunity Employer, committed to diversity, equity, and inclusion. We welcome and encourage all qualified candidates to apply.

## HOW TO APPLY

Interested candidates should apply by emailing cover letter and resume to [poimpactsearch@thespringpoint.com](mailto:poimpactsearch@thespringpoint.com)

We look forward to hearing from you!