

## Pathway - Project Director position

### About Pathway

Pathway is a new initiative founded in 2022, aiming to catalyse opportunities for Black and Minoritised communities across England through social investment. The Pathway Fund aims to act as a wholesaler in the social investment sector by:

- Providing grant funding to address barriers faced by **enterprises** led by and for Black and Minoritised communities in accessing finance to **fund and grow their activities**, and in **acquiring community assets**;
- **Catalysing further investment** into Black and Minoritised communities by de-risking investments through blended finance and influencing new investors;
- **Influencing the UK impact investing sector** on the agenda of racial equity, through sharing of best practices and data and setting of standards, and supporting emerging Black and Minoritised leaders in the sector.

Our vision is one whereby the impact investing sector helps to achieve racial justice - a vision and transformation of our society to eliminate racial hierarchies and advance collective liberation, where Black and Minoritised communities in particular, have the dignity, resources, power, and self-determination to fully thrive.

[Voice4Change England \(V4CE\)](#) has partnered with [The Black Global Trust](#) and [The Social Investment Consultancy](#) to create Pathway. We have just secured £0.5 million development grant funding and will enter into a startup phase as of April 2022. We have not launched publicly yet but intend to do so in September. The ambition is to raise £30 million as a 10-year spend-down endowment fund, as well as to diversify into raising our own fund of funds.

### About Project Director

#### *Key responsibilities*

Pathway is recruiting a Project Director. This is an exciting role for someone entrepreneurial, passionate about racial equity and the power of investments, excited by the prospect of shaping systems change. This role will entail a high degree of autonomy, and you will be accountable to the Project Leadership (comprised of three part-time Executive Directors), and supported by the Advisory Board.

The Project Director's primary responsibilities include, but are not limited to:

- Driving and communicating the philosophy of our work, and why we exist
- Inspire our people, our funders, and our partners to collaborate with us, challenge us, and amplify our work.
- Engage, influence, and shape key actors in the social investment system including diverse-led organisations and social investors, foundations and local government, corporates, and other actors.

- Provide a strategic plan for the organization's growth and development over the next five years.
- Hire, supervise, and manage a high performing team that has the talent it needs to deliver on its mission.
- Lead all aspects of business development and fundraising, including building relationships with Funders, social investment actors, diverse leaders, government and relevant stakeholders.
- Support the small team and provide support, including managing risk and supervision.
- Manage all daily operations of the organization including finance, payroll, IT, and legal.

#### *Experience we are looking for*

The ideal candidate will have an established track record in fundraising, the U.K. social investment space, diversity, equity and inclusion.

In addition, the ideal candidate will have the following qualifications and experience:

- Proven experience leading operations in a start-up environment including people management, financial management, and Board management.
- Deep knowledge of social investment, social enterprise, or innovative solutions, including a professional network across the U.K. and global social investment space.
- Proven success building relationships and negotiating for social investment deals, fundraising, service provision, fee-for-service, and other partnerships.
- Experience building teams, growing talent, and driving an inclusive culture.
- Robust business development and management skills, experience in growing revenues, margins, and tracking and communicating operations with colleagues, Board, and supporters.
- Capable of organising our work into effective programs, projects and work streams.
- Capable of articulating, communicating and selling our vision internally and externally.
- Able to speak at events, draft thought leadership, and advance strategic positioning in the UK social investment market.

#### *About the role*

- Salary, benefits, and worksite: The salary for this role is 70,000 GBP (Full Time Equivalent) with the possibility of bonus upon successful fundraising.
- Pathway provides comprehensive health benefits, paid time off, and access to training, community, and technical support.
- The position can be (part) remote, with some in-person work, and must be located in London, UK. The Project Director can opt to share office space with Voice4Change, in Kentish Town, in London, UK.

How to apply:

To apply, please email your answers to the following questions, with "Project Director Application" in the subject line.

- 1) Tell us about your passion for advancing racial equity within the social investment sector in the UK.
- 2) What are the top 3 skills or experience you can offer to Pathway?
- 3) Tell us about an experience when you had to bring an idea into action.
- 4) Tell us about your leadership style, and an example that brings your leadership style and values to life.

Please apply before 21 September, and shortlisting will begin immediately for interviews in late September. We are hoping to announce an appointment by mid October.

To learn more about our work visit <https://www.voice4change-england.org/pathways>

If you would like a conversation about this role, please e-mail [pathway@voice4change-england.co.uk](mailto:pathway@voice4change-england.co.uk). We are scheduling 1:1s with prospective candidates throughout summer.