**LOCATION**: Washington D.C., USA.

**TERM**: This is a long-term position with minimum commitment of 3 years

**SALARY**: Competitive for the industry and location.

**EXPECTED STARTING DATE**: Between April – August 2017

**DEADLINE**: February 5th (applications will be reviewed on a rolling basis)

## ABOUT INSTIGLIO

**OVERVIEW OF THE ORGANIZATION**

Instiglio is a non-profit that partners with governments, donor agencies, and foundations in emerging markets to create innovative Results-Based Financing (RBF) strategies and instruments that incentivize and catalyze social impact in international development. Our niche, innovative and knowledge-oriented practice engineers novel financing mechanisms, such as the world’s first Development Impact Bond in India, and works closely with public funders to re-imagine the effectiveness of their funding. By tying funding to measurable results, these models create greater accountability and transparency in the use of funds, generate incentives for more cost-effective programs, and give providers the flexibility to adapt their programs to the complex nature of social problems.

In the last decade, the global interest in Results-Based Financing (RBF) has rapidly picked up with more than USD$ 20 billion disbursed through RBF instruments in 65 developing countries. In 2016 alone, Instiglio channeled over USD$ 300 million via Results-Based Financing to purposeful development projects that directly tie funding to outcomes such as increased enrollment and learning outcomes for vulnerable girls attending primary schools in Rajasthan, India.

In the last four years, we have worked with over 30 leaders from governments, aid agencies and delivery organizations to re-imagine the way development works in 10+ countries globally. We currently focus on Latin America, sub-Saharan Africa and India and work with influential aid organizations such as the Inter-American Development Bank, the World Bank and the Millennium Challenge Corporation, as well as government agencies. With more and more decision-makers focusing on results, 2016 was a milestone year for RBF and for Instiglio.

**FUTURE DIRECTION**

Looking forward, we are confident about the continued momentum for Results-Based Financing in 2017, particularly as we work to consolidate our position as a thought-leader of the Results-Based Financing space with an increasing focus on the needs of government and bilateral and multilateral aid agencies. We will also continue to accompany service providers with performance management services in pursuit of greater results. We are doubling down our focus in Latin America and rolling out our services into Africa in response to the growing demand from clients. As usual, we will prioritize building high-quality teams and upholding our high standards of quality over a rapid expansion. We will continue to be problem-driven and thoughtful advisors to forward-thinking and inspiring leaders in the public and social sectors. We are also commitment to further building the evidence base and actively contributing to the sector’s knowledge on best practices around RBF.

**OUR CULTURE**

Instiglio’s diverse team is dedicated to strengthening the impact of social programs in developing countries. We don’t hesitate to ask the hard questions and we look for that boldness, curiosity, and drive for excellence in anyone who joins our team. We are a collaborative team where you will lead as well as be a team player. You must execute with good
judgment, be ready to hit the ground running from the get-go and use your strengths and skills to navigate the best way forward. Our fast-paced, dynamic environment will challenge you to be adaptable, able to voice and defend ideas in productive debates, and be motivated by the inherent uncertainty of an organization that is pushing for systemic change.

**POSITION DETAILS**

**YOUR MISSION**

As a Junior Partner, you will be part of the leadership team of a change-making, fast-moving, nimble organization. You will join the team to play a critical leadership role in developing relevant services for our clients and managing the growth of our team in DC. You will also actively catalyze the momentum of RBF and join other actors in the field of international development to work on its global expansion as a viable tool to solve the world’s most pressing social issues. In terms of client engagements, you will lead the project creation and delivery, during which you will manage project teams to deliver high-quality, socially impactful work and be accountable for the results of projects. You will manage complex engagements, coach clients through difficult yet important adaptations of their practices and translate complicated concepts into understandable and practical insights. Finally, you will also use your unique exposure to imagine and develop new services, carrying forward the promise of Instiglio to be and remain at the cutting-edge of development practice.

Given the importance of this role and the uniqueness of our culture, you will go through a 6-months ramp-up period based in Bogota and will be asked to play a senior associate and/or a manager role in at least 2 projects at first and report to our project leaders. Learning the mechanics/foundation of junior project roles and being with the team upfront helps leaders better understand project execution, project management and internalize the unique culture of Instiglio. After a review at the end of the 6 months, you will transition to the DC-based Junior Partner position described above.

**YOUR CORE ROLE:**

- Assisting the Managing Partner in designing and executing our global strategy and organizational development.
- Leading the organization’s development strategy in sub-Saharan Africa.
- Cultivating relationships with key impact partners and clients in DC and positioning the brand and services vis-à-vis them.
- Developing, managing and giving technical direction to complex and impactful RBF and performance management projects.
- Being an original and exceptional thought-leader, providing unique insights and representing Instiglio in front of clients, partners and in conferences, media and other public forums.
- Actively building the evidence base behind our work and pushing our knowledge work, including building relationships with knowledge partners.
- Actively contributing to radically innovating our portfolio of services in response to emerging trends and client needs.
- Growing the DC-based team and the Africa team over time to respond to emerging needs and planned growth.

**ARE YOU READY FOR THE CHALLENGE?**

Here is what we think it takes to succeed in this role:

- Deeply passionate and knowledgeable about international development
- 10 years of experience, 4+ years of relevant work experience and an understanding of international development and/or the public sector.
- A relevant master’s degree.
- Connected influencer: Extensive and strong networks in and knowledge of the donor community (aid agencies)
- People person: Demonstrated ability to cultivate relationships, build talent and influence decision-makers.
- Mobilizer: Excellent communications and stakeholder engagement skills, and track-record of effectively brokering agreement.
- Expert: Expertise in RBF, PPPs, impact evaluation, change management, public sector reforms, performance management or other relevant areas.
- Rapid learner: Ability to quickly grasp and build technical know-how in a new field
- Outstanding creativity, structured thinking and strategic planning skills
- Fluency in English. Fluency in French is a strong plus. Fluency in Spanish is a plus
- Work authorization in the US is a strong plus.

**HOW TO APPLY**

If you are interested in applying to this position, please complete and submit the following form: http://bit.ly/InterestedInInstiglio. Finally, please send your resume in English to careers@instiglio.org with the subject line “Application: Junior Partner” to complete the application.