



Managing Director, Impact Investing (US)

April 2021



**Application Instructions: Please
send your application materials
to Henry.Young@kornferry.com**



POSITION SPECIFICATION

Position	Managing Director, Impact Investing
Company	Village Capital https://vilcap.com/
Location	Washington, DC
Reporting Relationship	TBD

COMPANY BACKGROUND

Are you passionate about the role that early stage entrepreneurs play in solving some of our most pressing social and environmental challenges? Do you believe we need a different paradigm to support founders who are often overlooked and underestimated, but often best positioned to solve these challenges?

Over the past decade, Village Capital has become one of the largest organizations accelerating and investing in impact-driven, seed stage startups. We've directly supported more than 1000 entrepreneurs from 28 countries, and our VilCap Investments fund has made 110 investments in diverse founders who are solving problems in financial health, the future of work, and sustainability around the world.

As we look to the next decade, Village Capital is looking to partner with a mission-aligned individual who will build the next phase of our investment strategy in the US. This individual will work closely with the CEO and executive team to lead the development and execution of a strategy that leverages a "family of funds" approach, including the creation of an affiliate fund network, as well as the development of an in-house investment vehicle to invest directly into companies that participate in Village Capital programming.

KEY RESPONSIBILITIES

Specific activities that the Managing Director, Impact Investing will lead include:

- **Fund development and oversight:** You will manage and lead Village Capital's new US-focused fund, with an eye to addressing capital gaps for impact-driven, early stage entrepreneurs. You will work closely with Village Capital leadership to finalize the thesis for the vehicle, leveraging the organization's existing assets and networks - including our Abaca platform and our network of VilCap Communities around the country.
- **Fundraising:** As part of the development of this vehicle, which we hope will also leverage alternative structures, you will lead conversations with potential investors to refine the thesis and strategy; and you will lead the fundraising efforts for the investment vehicle (with extensive support from the CEO).
- **Sourcing and relationship management for potential investments:** You will collaborate closely with Village Capital's US-based programmatic team to source best-in-class investment pipeline and leverage Village Capital's peer-selected investment process.



- **Portfolio management and support:** You will lead post-investment support to portfolio companies, focused on helping organizations maximize their growth and success. This will include developing partnerships with other funds, family offices, and corporations that align with our mission, to catalyze co-investment and follow on investment into the portfolio.
- **Collaborate with VilCap team on “family of funds” strategy:** you will partner with the CEO and the organization’s asset management team to coordinate the development of the US vehicle in concert with the broader “family of funds strategy, which includes ” co-investor network activation, exploration of separate account management business, and other ideas to drive more capital to early stage, impact-driven companies.

PROFESSIONAL EXPERIENCE AND QUALIFICATIONS

The ideal candidate must possess a diverse set and depth of experience across a variety of areas including, but not limited to:

- **You are curious and passionate about entrepreneurs.** You have investment experience, preferably with early-stage companies, and are a polymath who enjoys learning, teaching yourself about a wide variety of subjects, and you are comfortable in many different contexts. You believe in the possibility of entrepreneurship to change the world.
- **You would love to run a fund, or have already.** You are independent, motivated, and comfortable with ambiguity - a key aspect of working with early stage companies - and with working on your own and managing others in a small team setting. You thrive with a ton of responsibility.
- **You understand fiduciary responsibility.** You have had investment experience and understand the professional responsibility that comes with managing other people’s capital.
- **You can build and maintain networks.** You have a natural ability to build relationships, internally and externally. As you will be collaborating with multiple stakeholders – including funders and investors, the ability to both synthesize stakeholders’ needs while articulating a clear-eyed independent assessment of investment opportunities is key.
- **You are an excellent communicator.** You’re comfortable presenting to audiences of start-up CEOs, individual and institutional investors, negotiating term sheets, and concisely supporting your point of view.
- **You love closing deals.** You have an interest in leading the fundraising process for an investment vehicle – and in building both existing and new relationships to secure investment capital.
- **You reflect and react to data.** You are data-driven, can develop insights to understand trends, evaluate initiatives, and make strategic changes when necessary.
- **You like to travel.** You will need to be present at Village Capital events, fundraising meetings, and conferences throughout the US.

Additional desired qualifications: Village Capital is interested in candidates with a variety of backgrounds and experience levels, but is particularly interested in candidates who have the below qualifications and aptitudes:



- **You like to collaborate and have the patience to build strong partnerships across stakeholders.** Many investors tend to like to be left alone and do their work solo. While that works for many strategies, this role will be collaborative across a range of stakeholders with differing motivations, skillsets, and communication styles.
- **You do not wait to be told what to do. You are excited to paint a vision and reach it.** When you see these strategic goals, you are inspired to react to and improve upon them.
- **You can see priorities and think through goals and results.** After reading this job description, you already have ideas of your priorities and metrics (both financial success, and impact outcomes) you'd use to know if you were on track.
- **You like to bring order to chaos.** You will be in charge, and will need to be comfortable owning a wide-range of details and processes without letting details fall through the cracks.
- **You have a good sense of humor.** This work is hard, and the hours can be long and often not glamorous. It is more fun if you make it fun.
- **You are detail-oriented and professional.** You hate typos, can easily manage deadlines and prioritize your time, and take your own professional credibility seriously.

KORN FERRY CONTACTS

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