



Job Description: Head of Impact Investment

Head of Impact Investment, Sefa (Social Enterprise Finance Australia)	
Reporting to	CEO
Location	Sydney, with travel within Australia
Position Summary	<p>Sefa exists to strengthen the capability of, and increase access to capital for, impact-led organisations (ILOs) so they can generate positive impact and build more equitable communities across Australia.</p> <p>The Head of Impact Investment is a senior leadership role responsible for Sefa's debt investment and advisory activities. This includes:</p> <ul style="list-style-type: none">A) growing and managing a high-impact loan portfolio,B) securing and delivering strategic advisory engagements,C) co-developing and implementing integrated capital & capability initiatives,D) scaling Sefa's role as a trusted social finance partner.E) Structuring and Modelling client loans,F) Delivering growth by way of business development for new and existing clients,G) Leading and training the Impact Investment team – being responsible for their growth, development and performance,H) Setting and managing Investment Impact goals and delivery; andI) Adherence to Compliance and Governance. <p>The successful candidate will bring deep expertise in banking, institutional credit markets, corporate finance, M&A, venture capital or private capital markets, with a demonstrated ability to originate, structure and execute complex, bespoke transactions. Experience with blended capital or syndication models, relevant to the for-purpose ecosystem, is highly valued.</p> <p>The Head of Impact Investment will play a critical role in designing and delivering Sefa's capital strategy, including business development, raising and deploying flexible, fit-for-purpose finance, and building alliances with private, philanthropic and public capital providers.</p> <p>This role will lead a high-performing, mission-aligned team and work collaboratively across the Sefa Group, including Sefa Partnerships and the</p>

	<p>Impact & Advisory team to integrate capital and capability offerings for SPOs.</p> <p>The successful candidate will also be appointed as a Responsible Manager under Sefa’s Australian Financial Services Licence (AFSL), supporting compliance with regulatory obligations and best practices in financial service delivery.</p> <p>This is a rare opportunity for a commercially experienced, values-driven finance leader to join a leading impact-first organisation shaping the future of social investment in Australia.</p>
Key Responsibilities	<ul style="list-style-type: none"> • Lead and manage a high-performing team, fostering a collaborative environment that encourages growth, accountability, and the achievement of strategic impact and financial goals • Drive business development for Social Finance opportunities (loans and advisory) in collaboration with the CEO and other leaders across the Sefa Group. • Work collaboratively with the Impact & Advisory team and Sefa Partnerships to integrate capital and capability offerings and co-create sector-strengthening initiatives. • Design and execute investment products, programs and strategies to grow a robust, diverse, and profitable impact-first loan portfolio. • Originate, structure, and negotiate tailored investment transactions, including debt, blended finance, and syndicated capital solutions. • Oversee and deliver capital advisory engagements, including investment readiness, capital structuring, and strategic capital raising support for SPOs. • Manage investment governance, including IC processes, due diligence quality, credit reviews, investment policy adherence, and lending condition checks. • Oversee all compliance, administration and reporting requirements associated with Sefa loan portfolios, including loan management, disbursement, covenant monitoring, operational risk controls, reporting to internal and external stakeholders, legal partnerships and documentation • Represent Sefa’s brand and profile externally, including at conferences, roundtables, and sector events focused on impact investing and social finance.
Knowledge and Skills required	<p>Essential</p> <ul style="list-style-type: none"> • Passion, energy, understanding of and commitment to social impact and a strong interest in applying financial tools to drive positive change. • Demonstrated ability to lead and manage a team, fostering collaboration, driving performance, and supporting the personal and professional development of team members • Advanced financial, commercial, and strategic skills, particularly in credit and investment analysis, financial modelling and deal

	<p>structuring.</p> <ul style="list-style-type: none"> • Track record of working effectively with Investment Committees • Proven ability to originate, structure, and execute complex debt and/or blended finance transactions. • Ability to work effectively with a variety of internal and external stakeholders, including private and institutional investors, banks, foundations, SPOs and government agencies. • Relationship building skills with a focus on patience and resilience, given the nature of the evolving impact investment sector in Australia. • Strong interpersonal and communication skills. <p>Very helpful</p> <ul style="list-style-type: none"> • Leadership and governance experience. • Secured property, construction, project finance, working capital and venture debt lending experience. • Experience in collaborative capital structures and familiarity with Australia’s impact investing, philanthropy, and government funding ecosystems. • Professional services experience as it relates to investment readiness, capital structure and capital raising engagements. • Understanding of the challenges facing social finance organisations in Australia. • Confidence to work in an evolving environment. • Flexibility and tenacity
Qualifications	Degree education or equivalent.

Why join Sefa?

We are enablers, connectors, and solutionists. We work at the intersection of finance and social impact to support SPOs with capital and capability. At Sefa, you’ll join a team that’s passionate, curious and bold in building a more equitable Australia.

We encourage applications from all ages and genders, Aboriginal and Torres Strait Islander people, people with disabilities, LGBTQIA+ and diverse ethnic and cultural backgrounds.

Please apply via Ethical Jobs. For any questions, please contact Hanna Ebeling, CEO, at hanna.ebeling@sefa.com.au