



Investment Director, EWB Ventures

Who we are:

EWB exists to create a world where everyone has the opportunity and power to live a life of meaning and value. We cannot accept that today this opportunity is determined by someone's place of birth.

EWB's mission is to unlock the potential of socially transformative enterprises that seek to alter the structure or dynamics of entire sectors and create or redistribute power and opportunity for large numbers of underserved people. We combine an approach that focuses on leadership development, social enterprise investments and policy change to deliver impact.

The Opportunity

As the investment director of EWB Ventures, you will be responsible for directing and evolving EWB's model of support to socially transformative enterprises. EWB focuses on the early-stage of the "pioneer gap," offering a unique blend of support to entrepreneurs who are often starved of the capital, talent and patient partnership that is required to succeed in the earliest days building a scalable social enterprise. Specifically, EWB's investment model offers the following to each of our ventures:

1. **Talent placement:** We recruit, train and place highly-skilled talent right into the management teams of our ventures for extended periods (1-2 years).
2. **Seed & pre-seed capital:** We aim to be the founding investor for our ventures, offering timely seed and pre-seed capital (mostly equity and quasi-equity) up to \$100,000 USD. Thus far across the portfolio of 7 ventures, EWB's investments have been leveraged 5.6x by 3rd party raises occurring after our investment.
3. **Advisory services and strategic mentorship:** Our team offers ongoing support to each of our entrepreneurs, helping them work through the difficult questions and iterate on their models. We also connect our ventures to the right strategic mentors.

We focus our support at the founding stage of those ventures, often when there is only a concept - as such, we focus our investment as much on the social entrepreneur themselves as we do on the transformative idea they have. In order to seed socially transformative enterprises that will create a more inclusive economy for the poor, we believe it's critical to invest in growing young people into dynamic, socially and systemically minded leaders who challenge the status quo.

Our goal is to support entrepreneurs to access the next stage of investment from others. We aren't dogmatic about only supporting businesses in certain sectors as what we are seeking is first and foremost a transformative model - one that alters power and resource dynamics in an entire sector. At the same time, we have the most experience in the fintech and agriculture areas. Our investments are concentrated in East Africa, though we also operate in select parts of West Africa.

As the investment director, success for you will be measured not only by the impact of our individual ventures, but also by our ability to prove the value of our investment model and have others follow suit in supporting founding-stage social entrepreneurs, helping to evolve the impact investing ecosystem. This position reports to the Vice President of Strategy & Investment.

Responsibilities:

As Investment Director, you will lead EWB's strategy of investing in founding-stage social enterprises. The top 5 responsibilities are:

1. Source and cultivate a pipeline of founding-stage, systemically impactful venture investment opportunities.
2. Execute a post-investment strategy to help accelerate all ventures in our portfolio.
3. Manage and support a small but mighty investment team across East and West Africa.
4. Collaborate closely with other EWB teams and our fellows to deliver on our mission.
5. Work closely with EWB's fundraising and communications team, to support relationship-building with new/existing partners and help present the work in compelling ways that garners meaningful funding partnerships.

The Candidate:

We are looking for someone with the drive, ambition and resilience to attempt great and difficult things, and learn from your experiences rapidly and transparently.

Our ideal candidate will have the following characteristics and qualifications (if you don't have all these but think you will rock this job, still apply and help us see that!):

- Proven accomplishment and execution in social entrepreneurship and social innovation - most valuable from a context of operating in Sub-Saharan Africa
- Experience in startup/entrepreneurial organizations
- Intimate understanding of the DNA of founding-stage social enterprises and strong instincts on what makes them succeed
- Experience in investing (impact or commercial direct investments), including financial and operational due diligence
- Proven instincts and experience in identifying and cultivating talent, developing resilient, humble high-performers
- Experience in bringing a gender and diversity lens to impact investing and talent development - part of your job will be to go off-the-beaten-path to identify talent and investment opportunities in places that others overlook or undervalue

- Leadership and management style that builds trust, sets a high bar for team performance and invests in people to support their unique growth and goals

In addition, you should have some mix of the following characteristics & beliefs:

- Be an owner: take responsibility for finding a way to get things done and deliver value to EWB & our partners - be proactive about improving things where they need to be improved.
- Have a sense of humour! We take our work seriously, but we try not to take ourselves too seriously.
- Be cool as a cucumber under pressure: this job is about solving really hard problems, so by definition it is unpredictable and can get stressful, so it's important to keep perspective and show you can make informed decisions in busy times when obvious answers aren't there.
- Follow the golden rule: treat others as you would like to be treated.
- Be an awesome teammate: everything comes back to trust and respect - demonstrating empathy will make you far more successful in your work at EWB.

Location:

This position will be based in either Nairobi (Kenya), Kampala (Uganda) or Toronto (Canada - head office). The position requires regular travel.

Compensation & Benefits:

- Competitive salary based on experience (though being the amazing person you are, you could likely make more money doing less cool and less impact-oriented work elsewhere)
- Health & dental package
- \$1500 professional development fund
- 3 weeks of vacation
- Opportunity to travel internationally
- You work with outstanding, passionate, intelligent people trying to change the world

Application Process:

Applications will be accepted on a rolling basis. You must submit your application via ewb.ca/careers.

You should submit your resume and a cover letter. In your cover letter, show us: 1) your personality - we want to know you're not a robot (and if you are a robot, why you're a special robot!); and 2) why you're the right fit for EWB and this position at this time. We want to know how your experience and specific track record makes you the right person for us.

Only candidates selected for an interview will be contacted. EWB is an equal opportunity employer. All qualified applicants will be considered.