

## Job description: Head of Impact Management

<b>JOB TITLE</b>	Head of Impact Management
<b>REMUNERATION</b>	c.£90-120k depending on experience
<b>POSITION</b>	Permanent, Full Time
<b>REQUIRED EXPERIENCE</b>	At least 12+ years in sustainable finance
<b>REPORTING TO</b>	Head of Research

**Applications close: 31 October 2025, 5pm GMT.** Please send a CV and cover letter explaining why you think you're perfect for this role and Tribe to [jobs@tribeimpactcapital.com](mailto:jobs@tribeimpactcapital.com).

**Welcome to Tribe.** We're a values-led, award-winning wealth manager on a mission to redefine what it means to invest well.

Since 2016, we've been building a different kind of wealth management firm. One that brings performance and impact together to create meaningful value. One that considers every investment through two lenses: the potential monetary returns it may deliver, as well as its social, economic and environmental outcomes. We call this our 'twin-lens'.

As a fast-growing, purpose-driven business, we're proud to support a diverse and deeply engaged client community. Our clients want to use their wealth to do more: to put it to work in a way that will help bring about prosperity for people and planet, whilst also generating a financial return.

We're a certified B Corporation and signatories to the UN Principles for Responsible Investment and the Women in Finance Charter. We identify the businesses we invest in by using the UN Sustainable Development Goals (SDGs). These are the 'north star' of our investment approach; they're integral to how we understand our clients' values, as well as the investments we choose, and how we report on them.

We embrace innovation over status quo. We find fresh perspectives by sharing our knowledge, skills and expertise. And we're united by a shared belief in the power of capital to create positive change.

If you're excited by the idea of joining a collaborative, forward-thinking team of investment, impact, and client specialists – and helping to drive meaningful change in the industry – we'd love to hear from you.

### About the role

This role sits at the heart of Tribe – supporting our Chief Investment Officer, Chief Impact Officer, and Head of Research, while working closely with the broader research team. It's a role for someone who excels at turning strategy into action. Who understands the complexity of impact investing, and the importance of executing it with rigour and precision.

You'll co-own and continue to develop our approach to impact investing and sustainability – helping us build on the frameworks that underpin how we invest, engage, and report. From delivering against our

Science Based Target and Net Zero (Scopes 1, 2 and 3) commitment, to refining how we work with fund managers and direct equity holdings, this role plays a vital part in bringing our mission to life.

We hold ourselves – and our partners – to a high standard. That includes the third-party fund managers we invest with and the companies we invest in directly. You'll work closely with our Stewardship Analyst, who is focused on our fund and direct equity engagement activities.

### **What you'll be doing:**

#### **Driving our investment process forward**

You'll work with the Head of Research to continuously strengthen our investment process – from early-stage idea generation through to portfolio construction and risk management – ensuring we stay at the forefront of impact investing.

#### **Refining our impact approach**

You'll help us evolve our investment frameworks, integrating the latest thinking and market developments. This includes maintaining our twin-lens approach, enhancing our proprietary ImpactDNA™ process, and improving how we assess funds and monitor portfolios to ensure they stay aligned with client values and mission integrity.

#### **Translating process into clarity**

You'll create thoughtful, insightful content that explains our approach and impact outcomes – helping both internal and external audiences understand how and why we invest the way we do.

#### **Leading on engagement and stewardship**

You'll manage our stewardship activities with third-party fund managers, in partnership with our Stewardship Analyst.

#### **Championing active ownership**

You'll co-lead on engagement and active ownership activities with the businesses we invest in directly – working alongside our Chief Investment Officer, Chief Impact Officer and Head of Research.

#### **Supporting our Wealth Management team**

You'll help bring our investment process to life in client conversations – ensuring we empower clients to engage in both their financial and extra-financial goals.

#### **Tracking and communicating impact**

You'll oversee the impact reporting of our fund engagement and stewardship activities – sharing progress with clients, regulators, partners, and the wider Tribe team. You'll also manage relationships with key data providers we work with.

#### **Delivering on external commitments**

Together with our Chief Executive Officer, you'll co-own delivery of Tribe's sustainability pledges – from B Corp assessments to maintaining our F4B pledge and FAIRR signatory status. You'll ensure we stay on track

to meet our Science Based Target (currently under assessment) and our Net Zero commitment, always identifying solutions that benefit the business, our clients, and wider society.

**Influencing market leadership**

You'll support the Chief Impact Officer on public policy and advocacy work – contributing to the evolution of impact investing and sustainable finance at an industry level.

**Contributing to thought leadership**

You'll play an active role in the creation of Tribe's research and external communications—bringing fresh thinking to how we frame and communicate impact investing, sustainability, and long-term value creation.

**Representing Tribe externally**

From conferences to panels to working groups, you'll represent Tribe in industry conversations – sharing our perspectives and learnings to help change wealth management for good.

**We're looking for someone who:**

We're looking for someone with a strong track record, a collaborative mindset, and a clear commitment to building a better future through finance. The ideal candidate will bring a mix of strategic insight, technical know-how, and practical experience across sustainability and finance.

**You'll have:**

- A minimum of 12 years' experience in sustainable finance or in-house sustainability, with clear evidence of stakeholder engagement, strategy development and delivery, and performance management.
- Specialist knowledge or significant learning in one or more core sustainability area
- A deep understanding of the sustainable investing regulatory landscape, including current and emerging requirements across the UK, Europe and global markets.
- Strong familiarity with international standards and frameworks, including the UN Sustainable Development Goals (SDGs), and regulatory and disclosure initiatives such as TNFD, TCFD, SBT, SBTN, and IRIS+.
- Experience in sustainable investing within capital markets favourable.
- Outstanding communication skills, with excellent written and spoken English, and the ability to communicate complex ideas clearly across varied audiences.
- Strong digital fluency, with confidence using Microsoft Office (particularly Excel), as well as CRM and data management platforms (e.g. Salesforce).
- A collaborative, cross-functional working style, with the ability to work closely with teams across the business.
- Flexibility and adaptability, especially in a fast-moving environment where priorities can shift and innovation is encouraged.

- Language skills—additional languages are desirable, though not essential.

**You're likely to:**

- Work well in a small team, building strong working partnerships across disciplines, and levels within the business.
- Lead with care and clarity—you've got excellent line management experience and are invested in the personal development of those around you.
- Thrive with autonomy, staying self-motivated and focused, even when direction is broad or evolving.
- Be as comfortable executing as you are shaping strategy – you know when to think big, and when to roll up your sleeves.
- Stay curious – you ask questions, challenge assumptions, and keep learning.
- Have confidence without ego – you bring your expertise to the table, but you create space for other voices too.
- Lead with empathy, respecting different perspectives and lived experiences.
- Be willing to figure things out, even when the answer isn't obvious – you take ownership and stay resourceful.
- Communicate with purpose and clarity, making sure that ideas not only land well, but resonate and embed within the culture.
- Act with integrity, always.
- Bring your whole self to work – we value honesty, individuality and purpose, and we're building a culture where everyone feels seen and heard.

**Working at Tribe**

Our office in St James' is our home base, and while we offer flexible, hybrid working, we value time together and collaboration in person.

We support your development with ongoing training and career pathways, and we offer a comprehensive benefits package including:

- 30 days holiday (plus public holidays and your birthday)
- Pension contribution
- Private medical insurance and life insurance
- Volunteering days
- Cycle-to-work scheme, season ticket loan, and workplace nursery benefit
- Matched giving to the causes you care about

## Our values

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We're a values-led business. As a team, our values underpin our shared beliefs, and in turn guide our culture and behaviour.

- We're **forward-thinking**. Working today for a better tomorrow
- We're **collaborative**. We're better together
- We're **passionate**. We love what we do, and it shows

These are all underpinned by a single guiding value: **integrity**.

We're proud to be a B Corp, and we take our responsibilities – to all stakeholders – seriously. We're looking for someone who shares that mindset and is ready to build an incredible business and a better future with us.

## Interested?

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If you're ready to rethink wealth with us, we'd love to hear from you.

Please send a CV and cover letter explaining why you think you're perfect for this role and Tribe to [jobs@tribeimpactcapital.com](mailto:jobs@tribeimpactcapital.com)

**Applications close: 31<sup>st</sup> October 5pm GMT**

Please note candidates must have the necessary permits to work in the United Kingdom.

**IMPORTANT INFORMATION:** All statements are intended only to describe the general nature and level of work being performed by employees assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties and skills required of employees so classified. Employees will be required to undertake any additional tasks or duties that may be within their capabilities. Tribe reserves the right to make amendments to the above in response to any material internal or external developments (e.g. market changes, new regulations, internal restructuring).