

Director of Impact

Cambridge, MA



625 Massachusetts Ave – 2nd Floor
Cambridge, MA 02139
(585) 662-8045

www.primecoalition.org

To apply: please complete [this application](#)

About the Job

The Director of Impact will drive impact measurement and management at Prime Coalition, a high impact, cutting-edge non-profit organization focused on mitigating climate change through catalytic investment. This is an opportunity to help build a precedent-setting catalytic capital investment organization that has a strong commitment to impact measurement as a core part of its organizational identity. The Director will own impact assessment processes before and after Prime's own investment decisions, manage all reporting against impact targets, and drive periodic third-party impact audits. The Director will be deeply integrated with Prime's affiliated investment managers, as well as represent Prime externally on subjects related to impact measurement and management. The Director will advance Prime's contributions to the broader field around standard-setting and tool creation, (including but not limited to [CRANE](#)) and will relentlessly promote and evangelize Prime's mission.

Prime embraces the differences between people of varied races, ethnicities, genders, ages, religions, and sexual orientations. We also acknowledge the value that different life experiences bring to our organization as a workplace, and to our ability to understand and advance our mission. Prime is an equal opportunity employer, and we encourage all applicants who share these values to apply.

Job responsibilities include but are not limited to:

Impact diligence and management

- Integrate with Prime-affiliated investment team(s) to help advance impact management practices at all stages of pipeline, diligence and governance
- Deliver an Impact Assessment of candidate companies and projects prior to each investment decision, including an Emissions Reduction Potential calculation and identification of charitable purpose co-benefits/risks
- Staff the Fund Advisory Committee for Prime Impact Fund and the Impact Committee for Azolla Ventures
- Support Prime's Director of Partnerships to steward Prime's Investment Advisory Committee¹ and deliver Additionality Assessments
- Work closely with Prime-affiliated investment managers and portfolio companies to propose company-specific climate impact milestones to a governing Impact Committee
- Compile and distribute written reports about each Prime-affiliated company's progress against impact milestones twice annually, including emissions reduction realized over time
- Iterate methodology for, and deliver a third-party impact audit of all Prime-affiliated investments every five years, where the next will be conducted in 2025

Strategy

- Serve on the senior leadership team for Prime, contributing to strategy planning for the organization as a whole

¹ Prime's Investment Advisory Committee ("IAC") is a group of field-leading investment managers in our space that volunteer to help Prime assess additionality and potential to attract follow-on capital for each company being considered. It meets quarterly to review the shortlist of companies that Prime-affiliated investment managers identify as being likely candidates for investment.

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- Liaise with the management team for the CRANE tool, both to advance Prime's goals as client and to push the boundaries of climate IMM as a key partner
- Contribute to the annual user report for CRANE, making recommendations for continued improvement
- Develop impact assessment approaches for any new catalytic investment areas Prime adds to its programming (e.g. first of a kind projects)
- Integrate CRANE into Prime-affiliated investment processes as appropriate
- Contribute to the charter and help recruit members alongside Prime's Executive Director for Azolla Ventures' Impact Committee – a first-of-its-kind LPAC equivalent for impact-first venture investing

Thought leadership

- Convene and participate in field-wide discussion(s) on impact measurement and management on behalf of Prime
- Contribute to field-wide efforts to align investors around common principles and standards for forward-looking assessment of emissions reduction
- Support the Executive Director in the construction of an executive education course focused on catalytic capital intermediation for science and engineering broadly
- Conduct research, author publications and deliver in-person speaking engagements

Qualifications

Education & Experience

- Advanced degree (PhD preferred) in climate, energy, emissions modeling, or related field
- Facility with a broad array of climate-relevant technology areas and sub-sectors
- Proven ability to design and execute quantitative research
- Proven public speaking ability and ability to communicate technical concepts to diverse audiences
- Proven ability to conduct techno-economic assessment of climate solutions across a broad range of industries
- 5+ years of experience in program evaluation and/or impact assessment preferred
- 5 years of experience in growing and managing a diverse team preferred
- Experience with impact measurement framework(s) preferred (e.g. IRIS, SDGs, or guidance from the IMP or IFC)
- Experience with quantitative modeling preferred
- Experience in managing software-based products and/or software product teams preferred
- Experience working with venture capital and/or project finance professionals preferred
- Experience staffing a governing board preferred

Core Skills & Characteristics

- Passion for concision within complex interpersonal settings
- Strong writing and communication skills
- Ability to work independently and navigate ambiguity
- Ability to rapidly synthesize industry and market reports and other literature
- Tendency to strive for rigor and excellence in quantitative work
- Well organized, detail oriented, methodical, strong time management skills

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- Exceptional interpersonal skills
- Self-starter, action-oriented
- Curious learner with eagerness to grow
- A passion for excellence
- Collaborative with a sense of humility
- Assertive ally for racial equity, diversity and inclusion
- Intrinsic, driving motivation to mitigate climate change