



IMPACT CAPITAL

## **Background**

Nia is an innovative diverse-led impact asset management firm dedicated to creating systems change by investing at the intersection of social justice and environmental sustainability. We are a collaborative, compassionate, high-production team that empowers investors to align their assets with the next, just, sustainable, and inclusive economy.

We are a women-owned organization and we encourage women, people of color, and other underrepresented communities to apply. If you believe you would bring value to our team, even if you don't feel you meet all of the requirements, we'd love to hear from you!

## **Job Summary**

Nia Impact Capital is seeking its first Managing Director to play the critical role in overseeing Nia's day-to-day operations and personnel. The Managing Director will also develop and maintain key external relationships. They will work closely with our founder, supporting and implementing our vision into reality while scaling the company in both assets and overall positive impact.

This role is a full-time remote position. We gather at least once a year for retreats and team meetings often in Oakland, California. We also occasionally gather at conferences or industry events. This role will report directly to our founder and CIO, Kristin Hull.

## **Key responsibilities:**

### Strategic Leadership:

- Collaborate with the company founder and advisors to develop and implement the firm's strategic vision, mission, and long-term goals.
- Assist in setting short-term and long-term financial and operational objectives in alignment with the founder and CIO's vision.
- Support in managing the team toward this vision and goals.

### Team Leadership and Development:

- Manage, motivate, and mentor the firm's staff including leadership team and team leads.



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- Oversee recruitment, training, and professional development of direct reports.
- Foster a collaborative and high-performance work environment.

#### Business Development:

- Identify and pursue new business opportunities and growth areas for the firm, in partnership with the founder and CMO.
- Develop and implement strategies for expanding the firm's client base and market presence.
- Network with industry professionals and participate in industry events to enhance the firm's visibility.

#### Risk Management:

- Implement and monitor risk management practices to mitigate financial and operational risks.
- Manage internal compliance staff and external consultants in order to oversee compliance with industry regulations and internal policies.
- Address any issues or challenges related to risk management and compliance.

#### Operational Oversight:

- Oversee day-to-day operations of the firm, ensuring efficiency and effectiveness, and collaborate with the CMO and CIO on operational strategies.
- Implement and refine operational processes and systems to enhance productivity and performance.
- Oversee internal audits and ensure proper governance practices are followed.

#### Key skills/traits:

- Leadership skills and people management skills: The right fit for this position is a solid leader and a skilled and passionate people manager. They have a track record for managing teams to success, managing performance, etc.
- Strategic thinking: Managing directors think strategically and are skilled at formulating long-term plans and objectives. They can assess market trends, identify opportunities, and make informed decisions that align with an organization's vision.
- Decisiveness: Making tough decisions falls within a managing director's role. They can analyze complex situations, weigh the pros and cons, and take decisive actions when necessary, even in the face of uncertainty.



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- Strong communication: Effective managing directors are exceptional communicators. They can convey their vision and ideas clearly to the team, shareholders, and other stakeholders. They also actively listen to feedback and encourage open communication throughout the organization.
- Adaptability: The business landscape is ever-changing, and managing directors must be adaptable to navigate through challenges and seize new opportunities.
- Financial acumen: Managing directors typically have a solid understanding of financial matters and be able to manage budgets, allocate resources efficiently, and drive financial performance.
- Good partnership with the founder: Experience working with founders and the ability to extract a founder's vision and decisions while also helping serve as the conduit between the high level and the day to day is a key and unique skill set.

### **Education and Experience Requirements**

- 5+ years experience in executive leadership roles with a focus on business development and/or operations.
- 5+ years experience in working in asset management, preferably in impact or socially responsible investing firms.
- Proven experience in successfully managing multiple teams towards meeting company goals and objectives.

### **Compensation and Benefits**

- Salary Range: 150-200K Depending on Experience
- Health, Vision, & Dental Insurance
- Monthly Wellness Stipend
- Flexible work policy: some flex hours and the opportunity to work from home
- Retirement plan with employer matching contribution up to \$4K
- 3 weeks of PTO in the first year, unlimited PTO after one year, plus 12 days of paid holiday, and additional holiday PTO during the last week of the year