



JOIN US TO
**MAKE A
DIFFERENCE**

INTRODUCTION

Thank you for taking the time to consider the role of Head of Impact & ESG (Environmental, Social, and Governance) within our growing team at Resonance.

In this key leadership role, you'll oversee our social impact reporting, play a leading role in our Path to Net Zero, champion diversity and inclusion programmes and ensure our ESG strategy aligns with our mission to create positive change. You'll also collaborate across teams, engage with stakeholders, and contribute to industry leading Social Impact Reports.

We hope that this pack provides an informative overview of what we are looking for in this unique and exciting new position.

Application deadline: Friday 28 February

WHO WE ARE

Resonance is a social enterprise and FCA authorised investment fund manager that has been "connecting capital to social enterprise" across the UK for over 20 years. We have worked with nearly 150 social enterprises and charities, enabling them to raise capital to grow their impact and make a difference to the communities they service.

Resonance is an accredited social enterprise with the overarching purpose of making investment a force for good and transforming lives through investment. Resonance is half owned by charitable foundations and impact investors and half owned by Resonance directors and employees. Our Vision, Mission and Values are on page six.

WHAT WE DO

As an FCA authorised fund manager Resonance looks after around c.£370m of other people's money investing to enable social enterprises to provide homes and scale solutions for people facing crisis in the heart of communities across the UK. To date our funds have acquired over 1200 homes and backed over 100 social enterprises.

Resonance has won a number of national awards including the Natwest SE100 "Deal of the Decade" and the Housing Heroes "team of the year" from Housing Heroes as well as being named Real Estate Investment firm of the year at UK REIIF 2023.

The Resonance funds deliver risk adjusted returns to investors as well as real and measurable social impact (see our latest annual social impact report on <https://resonance.ltd.uk>.)



HEAD OF IMPACT & ESG

Working Model: Hybrid with an office base in Launceston or Manchester

Salary: £55,000-£60,000 per annum (Band 6)

Hours: Full or part-time, minimum 3 days per week

OVERALL PURPOSE OF THE ROLE

This role will help us to continue our journey and as well as bringing boundless energy to the role, you'll have the ambition to want to learn how our business works, understand our passion and our purpose, and use your drive to ensure that timescales are met. You will be working across the business, reporting to the Communications Director.

You'll probably be based in our Launceston or Manchester office, but we will consider for the right candidate an option to work from our Bristol or London office (a modest London weighting will be available). Frequent travel to meet with the rest of the Communications Team in Launceston will be required.

Resonance is committed to being a diverse organisation that is truly representative of the communities we serve. We are an equal opportunities organisation with an inclusive environment where everyone is given a chance to succeed.

HERE'S WHAT YOU'LL DO WITH US - RESPONSIBILITIES

This role will lead the development and implementation of a comprehensive sustainability and social impact strategy, ensuring that Resonance continues to maximise its positive impact across all areas of its work. You will play a central role in driving initiatives that align with Resonance's mission, from leading on our social impact reporting, playing a leading role in our Path to Net Zero project and developing policies to integrating sustainability practices across the business. This reflects Resonance's commitment to embedding environmental and social considerations into our operations, recognising the opportunity to amplify impact through innovative strategies, stakeholder collaboration, and industry-leading reporting. Key responsibilities include:

Social Impact Reporting (Resonance social investment fund specific)

- Lead on Impact Reporting for Resonance funds, including data collection; appointment and management of external consultants, working alongside your Communication Team colleagues, Fund Management and other colleagues to deliver industry leading Social Impact Reports
- Advise, Lead, Recommend and deliver on potential impact frameworks
- Work with Fund leads to develop and refine theory of change, Impact metrics, and ESG Strategy for each investment fund
- Development of best practice data collection and analysis solutions for social impact and sustainability measures
- Liaise and produce reporting for investors with bespoke impact reporting frameworks
- Foster relationships with both internal investment management teams and external communities, social enterprises and housing partners to support them in enhancing their social impact and drive positive change.

Strategy Development: (Resonance Wide)

- Develop and execute a comprehensive sustainability and social impact strategy aligned with the company's mission and values.
- Play a leading role in Resonance's Path to Net Zero project, including developing internal and external communications and development of policies and processes, in conjunction with the Project and wider Resonance teams
- Identify and track KPIs to measure the effectiveness of sustainability and social initiatives.
- Lead initiatives that promote environmental sustainability, social equity, and community engagement, including waste reduction, energy efficiency, and diversity and inclusion programmes.
- Lead reporting with external organisations such as UPRI

Stakeholder Engagement

- Collaborate with teams across the business to integrate sustainability and social impact into business operations and decision-making processes.
- Be the primary point of contact for sustainability and social impact queries from employees, partners, investors and external partners.
- Develop and implement training programmes to raise awareness, understanding and build commitment among employees regarding sustainability and social impact practices.

Innovation and Research

- Stay abreast of industry trends, emerging technologies, and best practices in sustainability and social impact.
- Identify opportunities for innovation that enhance both sustainability and social impact
- Develop external content around sustainability and impact to position Resonance as experts

WHAT WE WANT YOU TO BRING TO US – SKILLS & EXPERIENCE

We are seeking a candidate with expertise in ESG strategy, data analysis, and sustainability reporting to drive impactful results. Strong communication and collaboration skills are essential for success in this role.

- ESG strategy development, data management, and policy integration
- Data analysis and problem solving, including the ability to understand data and track progress against targets
- Knowledge of sustainability/impact reporting regulations and frameworks
- Ability to simplify and communicate complex data for stakeholders
- Excellent communication skills, both written and oral
- Experience of working as part of a multi-disciplined team



WHAT IT FEELS LIKE TO WORK HERE – ENVIRONMENT

Resonance is a growing company, so you'll need to enjoy working in a fast-paced work environment with a friendly and supportive team.

If you have the relevant skills and experience, please send us your CV with a covering letter to tell us:

- Why would you like to work for Resonance?
- How you think you could make a difference in the work we do?
- What skills and experience will you bring to the Resonance team?

APPLICATIONS

Click [HERE](#) to apply



OUR VISION, MISSION AND VALUES

OUR VISION

A world where...

- Capital serves people & communities
- All are empowered to invest in enterprise for positive social impact
- Resources are stewarded for future generations

OUR MISSION

- To connect capital to social enterprises
- To find creative solutions matching transformational enterprises with investors who share their values
- To shift market motivations, aligning commercial returns with social impact

OUR VALUES

- We are a bridge, not an institution
- We believe there is always a solution
- We build trusting and transparent relationships, one investment at a time
- When we strive for mutual profit, all of society benefits