



## Senior Manager, Impact & Insights (GUI) Job Description

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<b>Job Title:</b>	Senior Manager, Impact & Insights
<b>Level and Grade:</b>	Senior Manager   Grade 80
<b>Job Type:</b>	Full-time
<b>Reporting Manager:</b>	Executive Director, Ground Up Investing
<b>Department:</b>	President's Office
<b>Office:</b>	Washington, DC
<b>Date:</b>	September 2022

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### About Corus:

Corus International is the parent of a family of world-class organizations and a global leader in international development, with 150 years of combined experience across our companies. We are an inclusive organization that believes diversity and differences only make us stronger. We are disruptive because by challenging convention, we innovate and maximize the good we can do in the world. We promote interconnectedness because complex problems require comprehensive, integrated solutions. And we are agile, because the world changes rapidly and we move at the speed of change. Our more than 800 employees around the globe are experts in their fields and dedicated to helping the world's most vulnerable people break the poverty cycle and lead healthy lives.

At Corus we value every employee's specialized area of expertise and nurture professional growth. We promote an engaging and supportive work environment, where employees feel enabled and driven to innovate, learn and collaborate. And because our companies often function as partners, our employees have the opportunity to work across our enterprise family.

Corus is committed to diversity, equity, and inclusion in our worldwide workplace, and we believe that social justice and respect for the human dignity of every person are fundamental to all we do as an organization.

Further details about the organization can be found at: <https://corusinternational.org>

### Job Brief:

#### Position Summary:

Corus' work in coffee has traditionally focused on grants-based support through Lutheran World Relief (LWR) to producer cooperatives and their farmer members. In the past five years, LWR embarked on an impact investing initiative through Ground Up Investing (GUI) that has broadened its enterprise development beyond grants-based programming to include investments in mission-driven coffee and cacao production companies.

GUI aims to support private enterprises engaged throughout the value chain, from processing to consumer products companies, that contribute to improving living incomes (financial resilience) and sustainable farming practices

(environmental health) for smallholder farmers – the two key impact objectives of GUI. To-date GUI investments have focused largely on coffee and cacao in tropical climates, though in the future will expand to additional crops and geographies.

The Senior Manager for Impact & Insights will play an integral role in the impact investing team by leading on impact measurement and reporting at the portfolio and investee levels, networking and building internal and external stakeholder relationships, and supporting due diligence related to investing and portfolio expansion. The Senior Manager will engage with staff across Corus/LWR departments to ensure effective collaboration on various aspects of the impact investing initiative including monitoring and evaluation, donor engagement and fundraising, marketing/communications, and programs development.

### **Key Result Areas:**

The success of this role is measured by the following KRAs:

1. Develop an effective and actionable impact, insights, and knowledge management roadmap for GUI that aligns with Corus' strategy.
2. Develop and implement frameworks, tools, and systems for collection, maintenance, and analysis of social, economic, and environmental impact data, KPIs, and other metrics linked to GUI's work.
3. Oversee portfolio reporting on impact measurement and related preparation of GUI reports and content.
4. Identify, document, and exchange key frameworks, learnings, and evidence for communicating GUI's impact KPIs and value proposition to internal and external stakeholders.
5. Support due diligence of new investment opportunities, with a focus on assessing the investment thesis supporting social, economic, and environmental KPIs and contribute to investment memos for Investment Advisory Committee review.
6. Provide technical assistance to portfolio companies in developing tools, methodologies, and systems for collecting and reporting on impact KPIs, and identify and capitalize on synergies, where possible.
7. General:
  - a) Develop quarterly and annual narrative and impact reports for Ground Up Investing.
  - b) Develop internal and external communication materials.
  - c) Research and keep current with impact investing industry trends.

### **Roles and Responsibilities:**

In addition to the KRAs outlined above, the position will include the additional functions and responsibilities:

**Strategy, Knowledge Development, & Implementation:** Responsibilities include formulating objectives, defining priorities, and reporting on these in a manner consistent with the long-term interests of GUI and Corus.

1. Prepare impact analyses and reports at the portfolio and investee level for presentation to GUI team, Investment Advisory Committee, Leadership Team, Corus Board, and external audiences.
2. Produce case studies specific to thematic areas or portfolio companies.
3. Develop and implement an approach to ensuring learning and technical expertise is shared within the GUI portfolio and across Corus programs.

**Networking & Partnerships:** Responsibilities include developing and maintaining relationships, alliances, and coalitions within Corus and outside the organization within the impact investing industry and using them to obtain information, and to support and meet objectives of GUI and Corus.

1. Represent GUI in impact investing communities of practice and industry forums.
2. Explore strategic partnerships with corporate, academic, public, and private sector institutions.

**Policies and Procedures:** Responsibilities include drafting proposals, memorandums, policies, best practices, and process documents, both internally and externally, related to meeting the KRAs.

**Communication:** Organized planning, delivering, monitoring, and revising communication, both internally and externally, to ensure its flow from top to bottom clearly. This includes preparing materials for stakeholders including the Corus Board and GUI Investment Advisory Committee.

**Documentation, Reporting, Data Management & M&E:** Responsibilities include supporting data gathering, data analysis, data entry, monitoring the outcomes and reporting on various topics which result in the successful execution of the KRAs.

1. Monitor and track performance of operating companies, including identifying and tracking KPIs and other metrics of company financial, social, and environmental performance on quarterly and financial bases.
2. Work with Corus colleagues developing tools and data management system(s) for measuring and reporting on impact.

### **Supervisory:**

This role reports to the Executive Director, Ground Up Investing, and currently has no direct reports.

### **Education & Experience:**

1. Bachelor's degree in Economics, Public Policy, Data Science, or a related field. MS degree desired.
2. At least 7 years of relevant professional experience in international/economic development, impact investing, or related field, with experience working in frontier markets a plus.
3. Strong analytical and presentation skills, with deep experience with Excel, data managements systems, and data visualization tools.
4. Familiarity with, and preferably working knowledge of, the UN Sustainable Development Goals and other impact industry measurement frameworks and indicators.
5. Fluency in English required. Proficiency in Spanish or French a plus.

### **Qualifications:**

1. Deep commitment to Corus core values and ability to model those values in relationships with colleagues and partners.
2. Highly organized, detail oriented and proactive. This position requires initiative and ability to take responsibility.
3. Ability to effectively work with cross-departmental teams.
4. Over-communicator (interpersonal, written, and spoken), with a "can-do" positive and proactive attitude.
5. People-person with the ability to quickly develop trusted relationships with internal and external stakeholders.
6. Capability of influencing others in a global, cross-functional organization; consultative and creative.
7. Flexibility and the willingness and ability to respond to a rapidly changing environment and manage multiple priorities and projects while working as part of an inter-departmental team.
8. Strong written and verbal communication skills with ability to communicate concepts and ideas concisely and defend their validity.
9. The ability to analyze complex situations without clear precedents, frame key issues, apply relevant criteria, and propose a range of viable options and recommendations.
10. Effective coordination and motivational skills in supporting, and when necessary, leading team efforts to meet objectives within required timelines.
11. Experience with and commitment to working in a diverse and multi-cultural environment.

### **Other Duties:**

This job description is not designed to cover or contain a comprehensive list of activities, duties, or responsibilities for the position. Duties, responsibilities, and activities may change at any time with or without notice. All positions are required to perform any additional tasks assigned by the supervisor. Global positions that are bound by contracts will not be changed without notice and approval.

### **Working Conditions, Travel and Environment:**

- The duties of the job require regular attendance of at least 5 days/week. The employee must be available to work outside normal office hours or on the weekends as required. Corus has a hybrid work policy, allowing 50 percent of work to be done remotely.
- This position must be able to travel as required for standard domestic and international business purposes. While performing the duties of this job in different locations, the employee may be exposed to precarious

settings under high security risks and/or very basic living conditions and outside weather conditions, as well as to infectious diseases.

### **Diversity, Equity, Inclusion and Zero Tolerance to Abuse:**

As a member of the Corus Family, each employee is expected to:

- Help to develop and maintain an environment that welcome and develop a diverse workforce.
- Foster a work environment where everyone feels valued and included.
- Support employees' evaluation and promotion processes based on skills and performance.
- Promote a safe, secure, and respectful environment for all members of Corus family, stakeholders in general, and particularly for the communities we serve.
- Follow Corus Code of Conduct helping to prevent any type of abuse including workplace harassment, sexual abuse and exploitation, and trafficking in persons.
- Adhere to the Organizational Core Values of Inclusion, Disruptive, Interconnected and Agile.

Corus International prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, age, national origin, disability status, sexual orientation, protected veteran status, or any other characteristic protected by U.S. or International law.
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