

Bilingual Dutch & French - Venture Philanthropy Junior Associate

The position will be based in Brussels

Telos Impact

Telos Impact is the **leading European consultancy firm in Venture Philanthropy and Impact Investment**, based in Brussels and Paris. **We want to maximize the positive impact of our clients** (entrepreneurs, families, or businesses) through a tailor-made approach, the excellence of our team and a unique network. Our goal is to deploy 1 billion euros by 2030 in projects with a positive impact, through philanthropy or investments. To date, we have already deployed 200 million euros on behalf of our clients.

Venture Philanthropy is based on financing principles, like Venture Capital. This involves supporting – through donations but as well as through coaching and sharing of expertise - over the medium or long term, non-profit projects at different stages of development: innovation, growth, spin-off, etc. This strategic approach helps to increase the impact of projects.

To support our growth in impact, we are looking for top talent to join our Venture Philanthropy team.

YOUR ROLE

As a Junior Associate within our Venture Philanthropy advisory team, you will participate in monitoring the files of various clients (foundations and endowment funds). We work for several leading philanthropic structures in Belgium (including Flanders) and France, in sectors as varied as mental health, education, and the environment. Your work will fit into the range of our philanthropic activities:

- **Define an impact strategy:** support our clients in developing an impact objective that is both ambitious and realistic and translate this objective into a strategy and a concrete roadmap. This work is based on an in-depth analysis of both the area of impact (e.g., inclusion, agroecology, access to culture, etc.) and national and international best practices.
- **Source and select non-profit projects as part of clients' impact strategy:** develop an overview of the impact area in question, and a vision of relevant structures to support for our clients. It also involves carrying out due diligence to confirm the viability of these projects before recommendation.
- **Ensure monitoring of supported projects:** establish support agreements with clear impact objectives, support projects in their operations and in their problematic situations where applicable, monitor the progress of projects and report to the client.
- Occasionally, participate in **in-depth analysis** on impact topics: research, documentary analysis, expert meetings.
- Live and embody the **values and culture of Telos Impact** daily.

YOUR PROFILE

- Higher **education** baccalaureate +3 or +5 (business school, engineer) or proof of valorization of acquired experience.
- Demonstrated **interest** and/or experience in matters of general interest and social and/or environmental impact.
- **Values** aligned with those of the company: joy, impact, excellence, and independence.
- **Excellent written and oral communication** in Dutch and to a lesser extent in French
- Demonstrated **analytical and synthesis skills**, taste for problem solving.
- **Solid organization**: rigor and punctuality both in daily life and in your deliverables.
- A creative, open, and critical **mindset**.
- Like to innovate, challenge and be challenged.
- **Developed interpersonal skills**: empathy, social and communication skills, and an ability to foster trust in relationships.

WHAT WE OFFER

- Work at the **highest level of philanthropy** and discover the evolution of its practices (Venture Philanthropy, systemic change, etc.), work in close collaboration with foundations and social entrepreneurs carrying ambitious projects.
- Participate in an **entrepreneurial adventure** (~ 35 people between Paris and Brussels) within an **involved team well integrated into the impact ecosystem** in France and Belgium.
- Benefit from **continuing training** and daily coaching from experienced people (career in philanthropy, the private sector, the associative world).
- A fun and caring team, who like challenges.
- Competitive salary, based on your experience.

Our strength lies in our differences - we want our workplace to be inclusive and we are committed to building a team with diversity of identity, experience and thought. If you work for us, we would like you to feel like you can be yourself and achieve your full potential.

HOW TO APPLY ?

- Send us, by **December 31st**, your **CV** and a short **cover letter** to jobs@telosimpact.com, with the reference **'VP NL-FR JAS BE'**
- More information on our site: www.telosimpact.com.