

Impact Investing Industry Roles by Employer Category

**Note – These are examples, there is wide variability in the sector depending on a specific employer*

Employer Category	Role Type	Example Roles	Compensation	Skill Set	Day-to-Day/ Structure	Career Path
Accelerators/Incubators						
Accelerators / Incubators	Capital Allocating	Investment Manager, Portfolio Manager, Venture Partner	Moderate with equity potential	Venture financing, startup ecosystem, financial modeling, deal structuring	Engaging with founders, conducting due diligence, mentorship	Associate → Senior Associate → Partner → Managing Partner
Accelerators / Incubators	Non-Capital Allocating	Program Manager, Mentor, Sector Specialist	Lower, often program-driven	Industry knowledge, program management, mentoring, ecosystem building	Supporting startups, organizing events, cohort sessions	Program Coordinator → Program Manager → Director of Programs
VC/PE/Advisory Firms						
VC/PE/ Advisory Firms	Capital Allocating	Investment Analyst, Principal, Partner	High base with incentives and carried interest	Deal sourcing, financial analysis, valuation, impact measurement	Analyzing investments, due diligence, impact strategies, networking	Analyst → Associate → Vice President → Partner
VC/PE/ Advisory Firms	Non-Capital Allocating	Impact Measurement Specialist, ESG/ Impact Analyst	Variable, based on expertise	Quantitative analysis, impact assessment, social/environmental standards	Designing impact metrics, tracking performance, reporting	Impact Analyst → Senior Analyst → Head of Impact → Chief Impact Officer

Employer Category	Role Type	Example Roles	Compensation	Skill Set	Day-to-Day/ Structure	Career Path
Development Finance Institutions						
Development Finance Institutions	Capital Allocating	Investment Officer, Loan Officer, Portfolio Manager	Competitive, with benefits similar to public sector	Finance, policy knowledge, risk assessment, project management, regional expertise	Project feasibility assessments, financial structuring, stakeholder coordination	Analyst → Investment Officer → Senior Investment Officer → Director
Development Finance Institutions	Non-Capital Allocating	Policy Advisor, Regional Expert, Sector Specialist	Competitive, especially for specialists	Policy analysis, sector expertise, relationship management, strategic planning	Program design, advising on regulations, local government relations	Associate → Specialist/Advisor → Senior Specialist → Policy Director
Foundations/Family Office						
Foundations	Capital Allocating	Program Officer, Grants Manager, Director of Philanthropic Investments	Variable; competitive in larger foundations	Grant management, strategy, financial oversight, impact evaluation	Reviewing grants, setting funding priorities, grantee collaboration	Program Officer → Senior Program Officer → Director of Programs → VP of Philanthropy
Foundations	Non-Capital Allocating	Impact Measurement Analyst, Communications Specialist, Policy Advisor	Moderate, valued in nonprofit	Data analysis, storytelling, advocacy, policy knowledge	Impact reporting, partner engagement, outreach coordination	Analyst → Specialist → Director of Impact/Communications → VP, Strategy

Employer Category	Role Type	Example Roles	Compensation	Skill Set	Day-to-Day/ Structure	Career Path
Institutional Asset Managers						
Institutional Asset Managers	Capital Allocating	Portfolio Manager, ESG Analyst, Investment Associate	High, with performance-based bonuses	Investment analysis, portfolio management, ESG expertise, client relations	Managing portfolios, ESG analysis, investor reporting	Analyst → Associate → Portfolio Manager → Director of ESG Investing
Institutional Asset Managers	Non-Capital Allocating	ESG Researcher, Policy Advisor, Risk Management Analyst	Moderate to high; less financial incentive than capital roles	Risk assessment, industry research, policy analysis, stakeholder engagement	Conducting research, preparing reports, monitoring regulations	Research Associate → ESG Analyst → Senior Analyst → Head of ESG
Non-Bank Financial Institutions						
Non-Bank Financial Institutions	Capital Allocating	Loan Officer, Credit Analyst, Investment Manager	Moderate; often performance-based bonuses	Credit assessment, financial analysis, lending practices, client management	Evaluating loans, client relationships, loan portfolio management	Loan Officer → Senior Loan Officer → Regional Manager → Director of Lending
Non-Bank Financial Institutions	Non-Capital Allocating	Financial Literacy Coordinator, Community Engagement Officer, Impact Evaluator	Variable based on location and organization	Community outreach, impact reporting, data analysis, communication	Client engagement, impact tracking, financial literacy programs	Coordinator → Specialist → Director of Impact → Chief Impact Officer