

# SNOWBALL

## WE'RE HIRING | A COO/CFO

### ABOUT US

We deploy capital to create positive change for society and the environment, and invest with equal consideration for risk, return and impact.

Launched in 2016, by six asset owners who were looking for greater impact without a compromise on returns, Snowball offers a highly diversified, multi-asset, multi-manager fund investing in a range of public and private portfolios including, equity, fixed-income and real asset related funds. We only invest in funds that support organisations with solutions for our society and environment and we invest globally across the United Nations Sustainable Development Goals, targeting a risk-adjusted annual return of 5-6%, net of all fees, over the long term.

After opening to a wider pool of investors in 2020, we have grown AUM by over 50%. Looking ahead, we see a world where every investment can create a positive impact for people and the planet and that everyone could invest in this way. Our mission to catalyse behaviour change in investment towards this future is locked into our articles of association, and Snowball is a certified B Corporation. You can learn more at [snowball.im](https://snowball.im)

### THE OPPORTUNITY

We are looking for an experienced COO/CFO who shares our passion for transforming mainstream financial markets to focus on delivering broad and long-lasting impact and who can help drive the next stage in Snowball's business plan. This is a Board position in which the selected candidate will support and work closely with the CEO, Daniela Barone Soares. The COO/CFO will be responsible for all financial and operations aspects at the organisation, as well as representing Snowball externally, being outward facing and supporting business development efforts. The successful candidate will have deep experience of the investment sector, and will enjoy sharing this knowledge with colleagues, potential investors and the market to contribute to our position as a thought leader in impact investing. They will be working with a small and committed team, as well as with our various stakeholders.

The purpose of this role is (a) to contribute to the mission, AUM growth and strategic development of Snowball (50%); and (b) to oversee day-to-day management of financial, compliance, IT, HR, database/office management, staff development and company secretarial/legal matters, in coordination with the company's providers and the Head of Operations (50%).

- The COO/CFO will report to the Chief Executive Officer (CEO) and, together with the CEO and the Investment Director, represent the Executive on the Board of Snowball Impact Management.
- They will need to demonstrate strategic thinking, cross disciplinary working, strong debating and influencing skills. They are expected to work effectively with colleagues and to



grow the brand and reputation of the organization externally. In addition, they will be required to have a breadth of awareness across investment management, business development and fund management in order to contribute to and make informed decisions as both a member of the senior team and as a specialist in their own discipline.

## THE ROLE

### KEY RESPONSIBILITIES

- + Work closely with the CEO providing strategic, tactical and operational advice and support.
- + Be an active contributor to the Board, to Board papers and meetings and manage the Audit & Risk Committee.
- + Develop full understanding of the Fund's investment portfolio and investment strategy in order to support the CEO at investor meetings.
- + Support Snowball's business development by speaking to current and potential investors and contributing to marketing documents, presenting, giving interviews and providing content for articles or blogs.
- + Manage key relationships and ongoing communication with the FCA, auditors, lawyers, fund administrators and other operational service providers. Contribute to relationships with stockbrokers, underwriters, analysts and investors as required.
- + Provide recommendations to enhance financial performance and take advantage of new opportunities. Anticipate needs that arise from the business model both on the investment side and on the income side.
- + Develop and oversee the financial, legal, IT, HR, regulatory and tax strategies and planning for the organisation.
- + Structure, recruit and manage a Finance & Operations team as needed, respecting budgetary constraints.
- + Be responsible for and oversee the preparation and delivery of:
  - Onboarding of new Board members and staff, including e.g. valuation of incoming portfolios, calculation of share(s) and equalisation payments, reviewing of legal agreements and general due diligence.
  - Investor reporting, fund administration and operations, including outsourced services.
  - Portfolio valuations, asset pricing and performance measurement.
  - Cashflow forecasting, treasury, and cash management.
  - Risk management processes and reporting.
  - Budgets and management accounts.
  - Statutory accounts and audit, internal controls and financial processes
  - Legal agreements, tax planning and reporting, insurance
  - Governance, legal compliance and regulatory reporting
  - Systems and IT.
  - HR, including payroll and pension administration.
  - Organisation's KPIs and OKRs.

### CRITICAL EXPERIENCE

- + A passion and demonstrable commitment to creating positive impact.



- + Be a senior professional ideally with experience of:
  - + The investment management industry, in either public and/or private markets.
  - + Working with regulators and advisors to comply with regulations and, in the future, in preparation for a public offering.
  - + Operating in a highly regulated environment.
  - + Fund management and fund management back-office processes including working with outsourced providers of key back office services.
  - + Strong track record in commercial achievement and in building and managing teams.
  - + Social, impact or responsible investing desirable.

## PERSONAL CHARACTERISTICS

- + Experienced leader with first rate influencing and relationship building skills.
- + Stature, presence and energy to represent the organisation at the highest levels externally
- + Have an intellectually curious mindset.
- + Be humble and eager to learn.
- + Be flexible and adaptable, managing uncertainty and ambiguity well.
- + Have high energy and drive, with experience of a small rapid growth environment/entrepreneurial experience.
- + Be a strategic thinker, problem solver and decision maker with a high level of integrity and dependability, and with an eye for the detail where needed.
- + Be commercially astute and able to quickly assess organisational priorities and opportunities.
- + High EQ and interpersonal skills, with a proven ability to communicate.
- + Aligned with the values and expected behaviours of Snowball, and a team player with a constructive and positive attitude.
- + CFA, FRM or CAIA.
- + CIMA, ACCA or similar accounting qualification (ideally).
- + Be an FCA approved person for compliance officer/MLRO (ideally).

**For the full recruitment pack, and if you are interested to apply, please email Longwater Partners who are handling our search: Hugo Eddis [heddis@longwaterpartners.com](mailto:heddis@longwaterpartners.com)**

We are committed to ensuring people of all identities belong and thrive in our organisation. We particularly welcome applications from people who face greater barriers in accessing and progressing their careers, and who are currently under-represented in the investment sector. If you require any adjustments to be made to apply and meet with the team, please include this when you contact Longwater.



Snowball Impact Investments GP LLP is a limited liability partnership registered in England & Wales under number OC431397. Its registered office is at 5th Floor Mitre House, 44-46 Fleet Street, London, EC4Y 1BN. Snowball Impact Investments GP LLP has appointed The Fund Incubator Limited ("TFI") as alternative investment fund manager to provide management services to Snowball Impact Investments LP (the "Fund"). TFI is authorised and regulated by the Financial Conduct Authority as a sub-threshold alternative investment fund manager (authorisation number 208716). TFI has appointed Snowball Impact Management Limited as appointed representative to perform certain regulated activities, such as arranging deals in investments and advising on investments in connection with the Fund.

