

JOB SPECIFICATION

Market Building Manager --- (Engagement) ---

July 2026

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Market Building Manager (Engagement)

LOCATION

Hybrid working from home, Edinburgh head office and/or other community venues.

RESPONSIBLE TO

Head of Market Building

SALARY

£40,000 (pro-rata)

CONTRACT TYPE

Full or part-time (minimum 28 hours per week)



Social Investment Scotland

Our values

- Purpose: we are purpose driven – we are committed, innovative and impactful.
- Integrity: we do what we say – we are reliable, honest, and consistent.
- Unique: we embrace the power of difference – we are inclusive, open, and ethical.
- Partnership: we grow strong partnerships – we are collaborative, confident, and respectful.

About us

Social Investment Scotland (SIS) is a social investment finance intermediary (SIFI) operating across Scotland and beyond. Our mission is 'to connect capital with communities, to make a real, measurable and sustainable impact upon people's lives.

Our strategy to 2030, 'Building an Impact Economy', highlights our approach to enabling social and environmental impact through our society and economy. By 2030, we aim to provide 5,000 enterprises with the tools, support, inspiration, and connections to create greater social impact; and to connect 5,000 social entrepreneurs, enterprises and third-sector organisations with mission-aligned investment and support.

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Since 2001, we have invested £167m in over 570 organisations, primarily in Scotland, but also elsewhere in the UK. Our Impact Reports provide more information about the depth and variety of our work.

The SIS vision, or 'north star' for an impact economy, has a number of aims:

- Enterprises will be provided with the tools, support, and inspiration to plan, create and scale their social impact
- Governments and their agencies can partner with social enterprises in a range of different ways, particularly to enhance delivery of social impact
- Social entrepreneurs receive aligned investment and support
- Consumers and businesses can purchase products and services from social enterprises
- Investors of all kinds can make purposeful investments for a financial and a social return.

Working at Social Investment Scotland

At SIS, our values are the foundation of the 'SIS Way' of how we do things. Guided by these values, our colleagues have developed a set of principles that guide our approach to flexible working:

- Customer-centric collaboration
- Clear and respectful communication
- Role-based flexibility
- Empowerment through trust
- Sustainable and inclusive growth
- Valuing in-person collaboration.

Overall, our approach is 'hybrid first', being primarily home-based and with access to our Edinburgh office and Glasgow coworking space to support interactions with each other. We meet regularly. Our face-to-face 'Moments that Matter' are planned well in advance, and colleagues also meet for team meetings, events, one- to-ones with their line manager, social activities, and opportunities to connect with our board.

As part of our 2025 engagement survey, 100% of our team said they were able to perform their role effectively through hybrid/flexible working; that they still felt like a full member of the team whilst working at home; and that they had access to all the resources they needed whilst working at home.

Diversity, Equality and Inclusion (DEI)

At SIS, we value diversity of people and ideas. We have been developing DEI activities over several years, and work alongside expert partners to provide ways for the SIS team, board, investees, customers, and other stakeholders to develop their own knowledge, confidence, and DEI practice. [This statement](#) describes why we consider DEI important; our approach, DEI actions so far, and our aspirations for the future.

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Purpose of Role

The Market Building Manager (Engagement), based within the Market Building team, plays a key role in connecting organisations with SIS and the support they need to grow and thrive.

The role builds and manages relationships with customers, partners and stakeholders through the delivery of SIS Funding Socials and Growth Funding Surgery events, while coordinating tailored business support for social enterprises through SIS's network of expert Business Associates.

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Key Responsibilities

Engagement

Lead the planning and delivery of engagement events and activities, including Funding Socials and Growth Funding Surgeries across Scotland by:

- Identifying, recruiting and engaging charities and social enterprises to participate, working closely with the Investment Team to attract both existing and prospective SIS customers
- Facilitating workshops and networking sessions as required
- Building and maintaining relationships with local partners and stakeholders
- Ensuring events are delivered to a consistently high standard.

Lead on market building events and activities that bring together social enterprises, charities, grant funders, social investors and support organisations. For example, our SIS Funding Socials and Growth Funding Surgeries events help organisations:

- Understand social investment and growth funding opportunities
- Connect with funders, investors and business support providers
- Explore opportunities for growth, resilience and investment readiness.

Business support

Manage, build and maintain positive working relationships with SIS Business Associates to deliver one-to-one business support and event activity.

Competencies, Skills and Experience

We're looking for someone who brings:

Essential

- Excellent event management and organisational skills
- Strong facilitation, outreach and relationship-building skills, with the ability to identify and engage new charities and social enterprises

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Essential (continued)

- Experience of stakeholder engagement, partnership management, event delivery or programme coordination
- Ability to manage multiple priorities and stakeholder relationships simultaneously
- Excellent written and verbal communication skills
- Strong project management skills and attention to detail
- Commitment to the mission and values of Social Investment Scotland
- Willingness to travel throughout Scotland, including occasional overnight stays.

Desirable

- Understanding of the social enterprise, charity and social investment sectors in Scotland
- Experience of fundraising, business development or bid writing.

Personal Qualities

- A demonstrable affinity with the values, mission, vision and activities of the SIS Group.
- A positive attitude and an ability to find creative and flexible solutions in a growing business
- Driven to learn and improve SIS' Market Building activities
- Resilient when faced with challenges, deadlines and changing solutions
- Ability to form trusted relationships with colleagues and partners
- Willingness to travel to other locations to support SIS activities.

Benefits of Working at Social Investment Scotland

We challenge our team to deliver their best, and in return, SIS offers:

- A benefits package that includes 39 days holiday (pro-rata for part-time staff, including mandatory days for Christmas and New Year), life insurance, a healthcare cash plan, and various salary sacrifice schemes, including for electric vehicles and cycles
- A range of formal and informal training and learning opportunities
- Competitive pension scheme (8% SIS contribution/4% colleague contribution)
- Enhanced people policies and leave allowances.

How do I apply?

At SIS, we minimise bias in the recruitment process via our partners at Applied. Please [visit this link](#) to apply by 5pm on Monday, 10 August.

First-stage interviews are expected to take place between 13th and 22nd August. All details will be confirmed following our shortlisting process.

SIS is a Disability Confident Employer (Level 1). If applicable, please request reasonable adjustments to the recruitment process as part of your Applied application. If you would like to request a reasonable adjustment relating to submitting your application through the Applied link above, please email hello@socialinvestmentscotland.com or call 0131 558 7706.

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What to know about AI and the recruitment process

AI tools like ChatGPT, Claude or Copilot can be a great help in planning and preparing your application. AI can be used to support the process of applying for a role at Social Investment Scotland, but we encourage you to use it wisely:

- **Use AI to assist, not complete:** AI can help polish your answers, and check for spelling and grammar errors, but writing answers in your own voice and in a way that reflects your particular skills will add a much-needed depth to your application.
- **Always check the results:** Do not assume AI answers or suggestions are accurate, unbiased, or have all the relevant details.
- **Use mindfully:** Social Investment Scotland is committed to developing Earth-friendly practices. AI data centres use a huge amount of energy, with huge environmental impact. We advise to not overuse it or use it carelessly.

Our Memberships:



Named as:



Nominated for:



To find out more about Social Investment Scotland, please visit www.socialinvestmentscotland.com