

Role Profile	SIB026 - Head of Business and Market Development
Salary	£68,000 per annum
Hours	Full time – 37.5 hrs p/w - Flexible hours
Job type	Permanent
Location	Hybrid – Remote based with some mandatory travel to London (approx. 8 times per year).
Closing date	18 th January 2026
How to apply	https://app.beapplied.com/apply/m7zs6yvcvl

About Social Investment Business:

By providing finance and support, at SIB we enable charities and social enterprises to exist, grow and thrive. We have disbursed nearly £0.5bn to thousands of organisations since 2002. Our team believes in the power of the social economy, champions the charities and social enterprises we support - and we are all working together to build a more equal society.

It is a hugely exciting time to join the organisation. We are growing, investing in our expert team, and building on the successes of the last few years.

Find out more about what we do here: <https://www.sibgroup.org.uk/>

Our values are: People First, Curious, Bold, Collaborative, Accountable

For further information on what it is like to work with us and our generous benefits please visit <https://www.sibgroup.org.uk/about-us/work-with-us/>

About this role: Reporting to the Deputy CEO, the Head of Business and Market Development will build on SIB's existing research and findings on market scope and scale, organisational financial resilience, the cost of capital and fund financial modelling to support the delivery of SIB's ambitious new strategy, and hit our business development targets as part of an ambitious growth plan. This new post will develop SIB's work and the rigour and robustness of our market and financial analytics in order to grow the organisation, the amount of investment under management and the annual disbursement of grant funds.

Key responsibilities

1. Working closely with the CEO and Deputy CEO support the delivery of ambitious growth targets under the new strategy.
2. Oversee the regulatory transition to FCA regulation for a defined number of SIB subsidiaries, drawing together the relevant internal documentation, working with the FCA – and any specialist retained consultants – to ensure that SIB is quickly and effectively accredited.

3. Work with the CEO and Deputy CEO to advance SIB's applications for capital from Public Finance Institutions including the National Wealth Fund.
4. Working with the wider BD team, draw on market and financial modelling that incorporates existing data on SIB's customers across its funds (using e.g. IMD, turnover, assets, age, business model) to develop excellent bids and tenders for new grant funds and to structure successful investment raises.
5. Oversee the reporting of all funds managed through the SIB group subsidiaries to their investors. This should include quality control of regular analytics, KPIs and case studies, regular catch up calls with investors and occasional presentations remote and in person.
6. Oversee the regularity and quality of analytics of SIB's enterprise level impact to provide a consistent snapshot across all funds, including for SIB's internal subsidiary board meetings.
7. Work with the Market and Financial Analyst to develop a strategic approach to financial modelling of funds. This should include an approach to cost base calculations (taking into account variability in disbursement rates, portfolios under management, loan vs. grant, capital vs. revenue, pace and automation), consistent treatment of interest payments, management and administrative fees and internal investment. The base model should be able to inform forward planning and business development, as well as serve to stack up the financial viability of BD opportunities as they arise.
8. Work with the Systems and Data teams to ensure that the base model is embedded within SIB's operations and informs fund and programme management.
9. Lead a horizon scanning function that effectively drives comparative benchmarking against competitor / peer organisations.
10. Oversee the team's work with the Finance and Governance teams to ensure that market analytics include effective customer feedback, collected regularly and embedded in key performance indicators.
11. Alongside the Deputy CEO and the wider Data, Insights and Advocacy team, oversee the delivery of the annual impact report, bringing colleagues together to identify key findings and deliver each report. Ensure that the impact report

reflects market analytics, providing context that identifies SIB's leadership and place within the wider sector.

12. Oversee the management – as needed – of any external consultants working on more complex financial models / additional research and learning that contributes to market or business development.
13. Alongside the Deputy CEO and the wider BD team, design and facilitate general learning sessions and programme specific learning sessions with small and large groups, this may include partners, customers and the SIB Board as well as colleagues. Elicit learning from these sessions, share findings and support your colleagues to integrate action points into our systems. This learning approach should particularly reflect how customer need / satisfaction is met by different fund and programme structures.
14. Line manage the Market and Financial Analyst, Marketing Manager and BD Manager.
15. To work in line with the organisation's values, principles and processes to achieve operational excellence.
16. To adopt our continuous improvement and learning ethos
17. To support and embed equality, diversity and inclusion into day-to-day behaviours and activities within your role as well as contributing more widely across SIB's commitment to E, D & I
18. To support and contribute to the implementation and delivery of SIB's strategy
19. In agreement with manager to undertake other tasks and work on cross team projects that support the objectives of SIB as required

Core competencies

- Familiarity with raising investment
- Experience of managing a high functioning business development team achieving strategic objectives
- Knowledge of financial analytics
- Excellent excel skills

- Excellent writing skills
- Excellent project management to tight deadlines
- An understanding of how to share research and data analysis with audiences of mixed experience
- Strong leadership and people management skills, with the ability to inspire teams across functions to work in an integrated way
- Strong planning skills and an ability to multi-task, work well under pressure and meet deadlines
- Excellent IT skills and the ability to learn new programmes quickly

Desirable competencies

- Understanding of FCA regulation
- Prior experience of working in a regulatory environment
- Understanding of the UK charity and social enterprise sectors

Education / Professional experience

- Team leadership experience