

# **Social Impact Program Manager**

ESG&R

**LOCATION: BOSTON, or HYBRID**

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## **Main Purpose of the Role**

This position will lead Community Investment (inclusive of corporate giving, sponsorships, employee engagement in volunteerism and charitable giving, and board membership). This team member will also serve as program manager to our Diversity, Equity, and Inclusion (DEI) program, supporting our DEI Committee. The successful candidate will assist in development of the firm's social impact strategy, roadmaps and goals as part of our ESG+R commitment. To bring that strategy to life, this team member will also be responsible for leading and supporting projects that drive the implementation and communication of the firm's social and societal impact.

## **Key Responsibilities**

- Collaborating with employees and leaders across the firm on key initiatives to support implementation of roadmap to meet AEW's social impact objectives
- Designing social impact performance targets including at the enterprise level as well as for assets and portfolios
- Developing and managing repeatable, consistent community investment and employee engagement programs, in addition to related strategies and policies, designed to maximize impact within our areas of strategic focus
- Interfacing with leaders in external community partners, nonprofit organizations, and associations
- Contributing to the development of executive engagement strategies
- Supporting executive committee responsible for diversity, equity, and inclusion impact at the firm through subject matter input and project management excellence
- Interacting with ESG and social impact standards organizations and industry associations to contribute to thought leadership on protocols
- Identifying and evaluating opportunities for enhancing our social impact internally (with employees) and externally (in our communities and across our other stakeholder groups)
- Managing internal matrixed support and external consultants to analyze and document current trends, risks, and opportunities
- Supporting the onboarding and integration of additional team members (including interns and full-time staff), as a key member of a newly formed and fast-growing function
- Acting as a visible resource both internally as subject matter expert and externally as thought leader, including active and valuable contributions to industry and sustainability organizations

*AEW Capital Management is an equal opportunity employer.*

## **AEW CAREER OPPORTUNITY**

### **Skills & Competencies**

- Degree in relevant discipline (master level preferred or additional experience in lieu of advanced degree)
- 7-10 years of related professional experience
- Experience in leading programs in corporate philanthropy, community and nonprofit partnerships, employee engagement in volunteerism and giving, including demonstrated experience implementing a focused and measurable signature social impact program
- Demonstrated experience with integrating diversity, equity, and inclusion (DEI) principles into enterprise employee engagement and community engagement programs
- High degree of initiative, a bias for action, and an entrepreneurial approach to developing innovative ideas that will stretch the firm and our industry
- Advanced critical thinking skills and demonstrated ability to synthesize quantitative financial and sustainable values as well as qualitative inputs into business case preparation
- Well-developed interpersonal skills, maturity, credibility, confidence, and integrity, and demonstrated success in communicating complex topics in a logical and accessible manner to build consensus
- Ability to work independently, manage multiple projects concurrently, and manage time efficiently
- Ability to effectively collaborate in a hybrid environment across geographies and platforms
- Ability to lead through influence and meaningfully support the professional development of others

**To apply for this position please e-mail your resume to [Jobs@awc.com](mailto:Jobs@awc.com)**