

SENIOR OR PRINCIPAL INVESTMENT MANAGER

Part time role: 2-3 days per week

Contract: Permanent

Location: London SW1

Notice period: 3 months

Probation period: 3 months

Annual Leave: 30 days p.a. plus bank holidays
(pro rata for part-time staff)

Job Title and Salary range: Senior Investment Manager: £56,990 -
£70,300 p.a. FTE or Principal Investment Manager: £70,300-£82,900
p.a. FTE (salary dependent on experience)

Working Hours: Full-time hours are 37.5 per week. Our core hours are
10am-4pm, with flexibility around when you start and finish your day.
Exact timings may vary, and occasionally you may be asked to participate
outside your usual hours.

Closing date: 08:59am on Tuesday 23 June 2026

First Interviews: Wednesday 8 July 2026 (online interviews)

Second interviews: w/c 13 or 20 July 2026

Our mission

The Resolution Foundation is an independent think-tank dedicated to lifting living standards in the UK. We focus particularly on households with low and middle incomes; those on low pay or in precarious work; and those vulnerable to financial shocks. We also investigate fairness between the generations in our Intergenerational Centre.

We aim to provide rigorous analytical work, develop effective policy proposals, and use our expertise to affect direct change. We analyse the trends and outlook for living standards, including for different age groups, family types, and levels of household income and wealth, and seek to promote greater understanding of these. Our research focuses both on the specific areas of the economy that matter most for people's living standards, including work and housing; and on economic growth and productivity as the route to sustainably higher living standards. We also examine the role of government in improving living standards including through taxes, social security and public services.

We inform public debate, alongside key decision makers in government, the private sector, and civil society. Alongside regular publications from our team on a range of policy issues, we hold a wide-ranging programme of events, hosting diverse speakers from academia, the voluntary sector and business, and regularly engage with politicians from across the political spectrum.

To learn more about our work and research areas, please visit our website: <https://www.resolutionfoundation.org/our-work/>

What does the role involve?

The Resolution Foundation is looking for a motivated and experienced individual to join the Resolution Ventures team to play a key role in the social investment activities of the Foundation and the management of the WorkerTech Fund, the UK's first impact investment fund focused on improving the world of work for those in low-paid or precarious jobs.

Operating within the Foundation since 2020, we have invested in 19 early-stage ventures and built an ecosystem of co-investors, partners and advisers to support their growth. In 2025, we created the WorkerTech Fund as a separate impact-first investment fund to continue investing in this area. More details about the £9m WorkerTech Fund, including our investment criteria, portfolio and most recent impact report, can be found at <https://www.resolutionventures.org/>

As we continue to develop this investment pipeline and deliver a successful WorkerTech investment fund, we are seeking a new member of the team to play a leading role in the investment analysis of ventures that meet our investment criteria, and to support our growing portfolio. This role will be employed jointly by the Resolution Foundation and by Resolution Impact Ventures, the Fund operating company.

Working with the Director of Ventures and the Ventures Manager, the successful candidate will lead the process of investment analysis and due diligence, making key investment recommendations as well as providing portfolio support to current investments. Duties will also include identifying a pipeline of potential future investments, and increasing reach and awareness of WorkerTech activity generally.

What kind of person are we looking for?

The successful candidate will have significant experience of early-stage investment and business expertise including excellent financial and commercial analysis skills. A strong interest in improving outcomes for workers is required, as well as excellent interpersonal and communication skills. A passion for creating impact, and the ability to play a leading role in creating the new early-stage WorkerTech investment fund is also essential.

We have some flexibility in this role, and are seeking candidates who are interested in a part-time role of 2-3 days per week at either Senior level or at Principal level. You would be expected to be in the office for a minimum of 1 day per week. Flexibility is available for the right candidate however and we are happy to answer questions about your suitability and / or availability in advance, so please do get in touch before the application deadline if you have any queries.

Organisational Culture

The Foundation prides itself on analytical rigour, and we strive to achieve standards of excellence in all our work. This commitment is matched by dedication to our core purpose, working to improve the living standards of those on low and middle incomes. These twin pillars of rigour and purpose inform our culture and underpin everything we do.

As a member of the Ventures team, the successful candidate will benefit from interaction with a range of stakeholders in impact investment, better work and policy. The Foundation holds a regular programme of external events, hosting diverse speakers from the policy making world, including universities, the voluntary sector and the private sector, and Ventures also hosts portfolio and WorkerTech sector meet-ups. We encourage the Ventures team to participate in the wider impact investment and venture ecosystem, and attend external events with other investors and start-up participants.

Investing in our team is a priority for us and we work hard to ensure each employee feels valued, respected and able to give their best. We use formal training, on-the-job learning and mentoring from colleagues to actively develop the skills and reputations of all our team.

Diversity and Inclusion

The Foundation recognises the lack of diversity in economics, the policy making sector and in investment and works to address this through implementing and promoting best practice in internal policies and procedures, and through devising and supporting sector wide initiatives promoting careers in economics and think tanks to underrepresented groups. We also dedicate time to positive action initiatives focused on helping to feed the pipeline of future policy makers. For more information about our work in this area, please see our [recruitment brochure](#).

We are happy to provide reasonable adjustments to assist candidates to navigate the application process or the demands of the role itself. Please contact sharmina.khanam@resolutionfoundation.org if you would like to speak to someone in confidence about your needs.

Job Description

Main duties and responsibilities

- Lead the process of investment analysis and due diligence for new WorkerTech investments, reporting to the Director of Ventures.
- Lead the investment analysis and use this to make key investment recommendations
- Lead the creation of investment memos, and present them to the quarterly Investment Advisory Committee (composed of internal and external members).
- Meet with current and prospective ventures, and identify investment and impact support opportunities.
- Identify new sources of pipeline, and identify ways to increase reach and awareness of WorkerTech investments.
- Work with portfolio companies to support their development and delivery of impact, including in board observer roles.
- Support the governance and operational responsibilities of an FCA-regulated Appointed Representative fund, working with our fund managers (AIFM).
- Engage with key stakeholders in foundations, VC funds, accelerators and other parts of the impact and start-up ecosystem.
- Build networks through public speaking, networking events, written articles and social media.
- Any other duties as deemed reasonable by the line manager.

The Foundation is a small team and staff members support each other, work flexibly, and share cross-organisational work in addition to fulfilling individual responsibilities.

Person Specification

The essential requirements are:

- Significant experience of making early-stage investment decisions and judgements
- The ability to provide business advice and mentoring
- Excellent financial and commercial analysis skills
- A strong interest in good work and impact investing
- Excellent interpersonal and presentation skills
- The ability to write cogently and persuasively
- The ability to work collaboratively and flexibly within a small and impact-focused team
- A commitment to the Foundation's core mission and to upholding our reputation for rigour.

The desirable characteristics are:

- Experience of working with or investing in early-stage software companies
- Experience of impact investment or social purpose investing
- Experience of running or working at an early-stage start-up
- Established stakeholder networks (e.g. investors, supporters, mentors, service providers), ideally within social innovation
- Experience and expertise in some of the following sectors: training and skills development; EdTech; HR technology; recruitment; social mobility; diversity and inclusion; building member communities; building marketplaces.

Why join us?

We offer 30 days' annual leave plus bank holidays, a range of family friendly policies, and genuine flexibility - we welcome part-time applications and offer home working two days a week for full-time employees.

Our Westminster office puts you at the heart of the policy world, and we invest seriously in individual development through formal training, mentoring and opportunities to engage with senior figures across government, media and academia.

Above all, you'll be joining a small, collaborative team doing work that impacts policies affecting millions of households across the UK. For more information about what it's like to work at the Resolution Foundation, please see our [recruitment brochure](#).

Some of the main terms and conditions for this post are summarised below. This summary does not form part of any subsequent employment contract. Due to the nature of this post, sometimes you will be expected to work outside normal office hours. Time off in lieu is available when appropriate.

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Working Hours: Full-time hours are 37.5 per week. Our core hours are 10am-4pm, with flexibility around when you start and finish your day. Exact timings may vary, and occasionally you may be asked to participate outside your usual hours.

How to apply

Resolution Foundation uses an online application platform for all our roles. Developed by the Behavioural Insights Team, Be Applied is designed to eliminate unconscious bias in the recruitment process. If you would like to apply, please visit: <https://app.beapplied.com/apply/kggn8x09f1>

The application process has two stages.

I. About you: The platform will ask you for some personal details and to upload your CV. The work-place based scenario questions are assessed blind without sight of your personal details and CV.

II. Application Questions: You will be asked to complete four application questions covering the skills and experience needed for the role. You will be marked against the essential requirements of the job description. Each question has a 250-word limit and you will have the opportunity to amend these sections before submitting your application.

N.B. Each of your answers will be reviewed separately. This means the person reviewing your answer to question 2 may not have access to your answer to question 1, and so on. Therefore, do not refer in one answer to what you have written in another (e.g. avoid using phrases like “as explained above”). If it is relevant, explain again in full.

Closing Date: To be considered for this opportunity, please ensure you submit your application by 08:59am on Tuesday 23 June 2026.

How to apply (cont.)

Interviews: Shortlisted applicants will be contacted as soon as possible after the closing date. We expect to hold first interviews online on Wednesday 8 July 2026 with second interviews w/c 13 or 20 July 2026. Please let us know if you have any specific requirements so we can make any necessary reasonable adjustments in advance.

Financial Assistance: Assistance for interview expenses may be provided subject to agreement in advance. If you are invited to attend an interview and would like to be reimbursed for travel expenses, please let us know when confirming your attendance. We are unable to cover international travel expenses but can offer virtual interviews instead.

Office-Based and Remote Working: The Foundation's office is based in Westminster with home working available two days per week for full-time staff, normally Wednesday and Friday, subject to organisational requirements. If you have any health concerns that may impact your working arrangements or queries about caring responsibilities, please contact sharmina.khanam@resolutionfoundation.org.

Equal Opportunities Monitoring: In line with our determination to attract a diverse workforce, we constantly review our recruitment procedures. To help with this, we would be grateful if you would also complete the equal opportunities monitoring form provided on the application platform. Any information you provide is collated anonymously and used solely to track the effectiveness of our recruitment campaign.

Feedback: All unsuccessful applicants will be sent feedback about their application through the Applied platform. Candidates who have attended an interview will be offered in-depth feedback in order for the experience to assist in preparing for future interviews. We also welcome any feedback candidates have about the application process.

Privacy notice for job applicants: For full details on how we process your personal data, please see our privacy notice for job applicants:

<https://www.resolutionfoundation.org/privacy-notice-for-job-applicants/>

Use of AI in the application process

We recognise that AI tools are increasingly part of how analytical work gets done, and we don't prohibit their use in preparing your application. However please bear in mind the following guidance:

- Your answers should reflect your own thinking, judgement and experience. AI can help structure or refine your responses but answers that are entirely AI-generated – with little of your own contribution – are unlikely to score well, because our questions are designed to surface how you reason and what you have done.
- One of the four questions specifically asks you to reflect on your use of AI in preparing this application, including whether you used it and how. There is no right or wrong answer on whether to use it – we are interested in the quality of your reasoning about that choice. Please answer this question honestly.
- The Applied platform asks all candidates to confirm that their answers are their own work. We interpret this as meaning that the ideas, judgements and experiences in your answers are genuinely yours – not that AI tools cannot play any part in how you express them.

The Ventures Team

The Foundation prides itself on analytical rigour and we strive to achieve standards of excellence in all our work. This commitment is matched by dedication to our core purpose, lifting living standards in the UK. We focus particularly on households with low and middle incomes; those on low pay or in precarious work; and those vulnerable to financial shocks. These twin pillars of rigour and purpose underpin everything we do.

The Ventures team is a small but highly impactful part of the Resolution Foundation. We work alongside colleagues in the Research team to create impact on living standards, by supporting innovative and technology-enabled solutions for better work.

The WorkerTech Fund represents a new approach to impact for the Foundation, running a separate investment fund, while also supporting the broader WorkerTech ecosystem to improve the opportunity for better work across the UK.

The team as a whole splits its time between supporting the charitable objectives of the Resolution Foundation, and delivering the financial and social goals of the WorkerTech Fund. These goals are complementary and enhance each other.

The team is led by the Director of Ventures, who reports to the Foundation Chief Executive. Other roles in the team are the Ventures Manager and a fractional Venture Partner.