

Pirate Impact is looking for an

Impact Associate

About us

Pirate Impact is the family office of Fabian and Ferry Heilemann. We focus on stage-agnostic investing in climate tech & social impact companies in the EU/US and are driven by the ambition to systematically transform our economy towards impact capitalism. We aim to inspire like-minded citizens, entrepreneurs, and investors and believe in the power of collaboration. You can find out more about us on <http://www.pirate.io>.

Why join?

We are at a critical time in our history. Climate change has become the biggest threat to our planet and future generations. Social injustice and inequality are increasing.

With our family office, we are looking to create an enormous positive impact on the planet and society, turning the challenges we are facing into an opportunity to create a better future.

We are looking for an impact rockstar who is driven by creating a positive impact, who is seeking for a job with high responsibility in a flexible, international, and welcoming work environment, who has previous experience in impact entrepreneurship, impact investing, sustainability, and /or non-profit world, who has a profound understanding of impact measurement and management, and who simply wants to support our mission and make a difference.

Who will you be working with?

The impact team consists of the VP impact, Melina Sánchez, and an intern. The impact associate will be working alongside the investment team as well.

Your Responsibilities

- Further build impact capacity for the Pirate team and iterate on impact approach along the entire investment process and portfolio management
- Partner with the deal team in assessing the net impact potential of tech investments from a systems perspective, and model a company's potential impact based on impact unit economics and other operational indicators
- Execute on Pirate's internal ESG strategy, driving initiatives and coordinating Pirate's various stakeholders to deliver on our targets
- Support on overall impact management, i.e., impact assessments and reporting of portfolio companies as well as our value creation support to them to deliver on their vision & mission
- Work hands-on with portfolio companies to integrate social, environmental and governance criteria into their overall steering, management, and reporting (impact strategy, management, measurement, reporting)

- Design new ways of sharing impact learnings between Pirate, our portfolio and other stakeholders
- Liaise with scientific advisors and consultants to perform lifecycle and other impact assessments

Qualifications & profile

- University degree (preferred in sciences) and 2-5 years of working experiences
- Deep knowledge of current developments in the impact investing & sustainability ecosystem as well as existing impact assessment & sustainability frameworks
- Ideally, a network within and affinity for the venture capitalist, startup, and sustainability ecosystem
- Independent, solution-oriented thinker and worker, team player with an entrepreneurial, creative problem-solving and self-starter mindset
- Excellent and empathic communicator (written and verbal) with diverse target groups
- Driven by developing and creating new solutions, standards, and processes
- Ability to work and prioritize effectively in a fast-paced environment and manage many parallel tasks
- Mission alignment on impact and sustainability that can be seen in behavior and decision making
- Full professional proficiency in English as a must

Your package

- Competitive salary plus carried interest participation
- Possibility to work from home or in co-working space in Berlin
- Opportunity to work with an amazing team striving to create an enormous impact for the planet and society as well as in the investment and startup community
- Access to a gigantic network in the startup, venture, and sustainability ecosystem
- The opportunity to embark on a new adventure with myriad possibilities to drive and develop and shape your own tasks, your topics, and the outcome

Equal opportunity employment

Pirate Impact is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

Further information:

Location: remote or Berlin, Germany (valid EU work permit necessary)

Salary: EUR 50-75K

Job type: Flexible hours (minimum 80%, to be discussed with VP Impact), starting as soon as possible (as of March 2022)

Your application: Send your CV and a cover letter. In your email, please also answer the following question in 200 words: what is the difference between impact and ESG? *Incomplete applications will not be considered.*

Contact: join@pirate.io