



**BETTER  
SOCIETY  
CAPITAL**

# Investment Director – Property Recruitment pack

March 2026

## Your application

Thank you very much for your interest in this Investment Director – Property role at Better Society Capital (BSC). On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how that aligns to what BSC is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most.
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role profile and person specification; again, ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs). You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

**The role closes at 9am, Tuesday 21<sup>st</sup> April.** Please ensure we receive your application in good time.

Do contact me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

*Alice*

Consultant, Campbell Tickell

07931 432 033 | [alice.morris@campbelltickell.com](mailto:alice.morris@campbelltickell.com)

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## 1. Welcome

Thank you for your interest in the role of Investment Director – Property at Better Society Capital. I'm delighted that you are considering joining us.

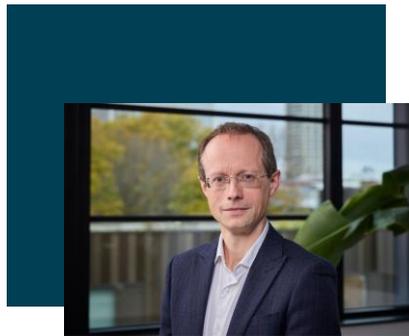
Our purpose is to grow the amount of money invested in tackling social issues and inequalities in the UK. Over the past decade, we have helped build a social investment market that now exceeds £10 billion, supporting organisations addressing challenges from homelessness to mental health. We are now at the beginning of a new phase. Our five-year strategy sets out how we can go further, deploying more capital, supporting more ambitious solutions, and influencing the systems that shape people's lives.

Housing is central to this ambition. Millions of people across the UK lack access to safe, affordable housing. Social housing waiting lists are at record highs, homelessness is rising, and people with complex needs fall through the gaps, creating demand for housing solutions of all types and tenures. And we have a big goal, we want to see £10 billion more impact capital mobilised to help meet the growing and urgent need for social and affordable housing in the next decade.

As Investment Director – Property, you will play a leading role in this work, originating and delivering investments, building strong partnerships, and helping shape a portfolio that combines financial discipline with meaningful social impact.

This is also a role about influence. Bringing together partners, developing new approaches, and helping to build solutions that can operate at scale over time.

We are looking for someone with strong real estate and investment experience, and a clear commitment to improving lives. You will be comfortable with complexity, collaborative in your approach, and motivated by the opportunity to contribute to long-term change. If this resonates with you, we would be very glad to hear from you.



*Stephen Muers*

Chief Executive

## 2. About BSC

Across the UK, millions of people face barriers to housing, employment, healthcare and a greener future. Not every problem is ready for investment— but where the conditions are right, capital can drive large-scale change and deliver sustainable returns. Our expertise, market insight and track record give us a distinctive view of where this opportunity is strongest.



We believe that in these four areas: Housing, Economic Opportunity, Climate and Energy, and Health there is both significant need alongside proven business models that align with long-term national priorities. These are the places where social challenges and investment opportunity meet. Here, capital can drive large-scale change and deliver value for investors.

Since 2011, we have acted as the trusted bridge between social need, policy and investment opportunity, helping to grow the social impact investment market by 13 times to more than £11 billion. We don't just deploy capital ourselves; we build markets – by unlocking opportunities for others, removing barriers, building the partnerships, structures, and expertise they need to invest with confidence.



Our ambition to improve 15-20 million lives by mobilising £20-30 billion into investible solutions addressing the UK's most pressing social challenges is bold. But with our expertise and the strength of our partnerships, it is entirely in reach. By bringing together capital, government, and social purpose enterprises, we are

uniquely positioned to deliver positive outcomes for society and investors.

Our objective is to act as a social investment wholesaler and to promote the development of the social investment marketplace in the UK. Find out more in our [Articles of Association](#).

Our funding comes from two streams: English dormant bank account (invested via The Oversight Trust – Assets for the Common Good, previously known as The Big Society Trust) and four major UK high street banks: Barclays, HSBC, Lloyds Banking Group and Natwest Group.



The Oversight Trust – Assets for the Common Good acts as the majority shareholder of Better Society Capital to ensure that it remains true to its mission. The four main UK high street banks (Barclays, HSBC, Lloyds Banking Group and Natwest Group) are also shareholders and have collectively contributed £200 million by way of equity investment.

Better Society Capital is an independent financial institution authorised and regulated by the Financial Conduct Authority (FCA).

### Key stats

**3,750+**

Number of organisations that have received social investment from Better Society Capital since 2012

**£1bn**

Total amount of committed (signed) Better Society Capital investments

**£4.5bn**

Total amount of committed (signed) capital with other investors alongside us

To help lay the foundations for a thriving social impact investment market, we focus on four key areas for investment into UK social issues: housing, economic opportunity, climate and energy and health. [Find out more about our approach to investing.](#)

Commented [GB1]: Instead of this please use the one here: <https://betersocietycapital.com/our-approach/>

Commented [GB2]: This is the out dated bits, our 4 areas are here: <https://betersocietycapital.com/our-approach/>

## Our Values

Our work is guided by a clear set of values that shape how we operate, make decisions, and collaborate with others:



### Purposeful

We are passionate and energetic in our work to bring about our long-term vision of a thriving social investment market that enables positive social impact.



### Pioneering Spirit

We give our team the autonomy and flexibility to be entrepreneurial and creative. We have the courage to push boundaries and a restless drive for change.



### Openness

We listen, learn, experiment and collaborate. And we are adaptive and flexible in responding to what we learn.



### Rigorous

We take a rigorous approach in all we do. We expect the highest standards and continually strive for excellence.



### Respectful

We are genuine in both our approach and aspiration. We value each member of our team and our partners for what they bring.

## Our Culture

At Better Society Capital, our people are united by a shared ambition to use capital as a force for good. We foster a culture that is collaborative, thoughtful and impact-focused, where individuals are empowered to take ownership and contribute meaningfully to our mission.

We are committed to supporting the wellbeing, development and progression of our colleagues. We promote flexible working, encourage open dialogue, and strive to create an inclusive workplace where everyone can thrive.

## Our Mission

Our mission at BSC is to grow the amount of money invested in tackling social issues and inequalities in the UK. We do this not only by investing our own capital, but also by enabling others to invest for impact alongside us, and therefore helping to build the wider market for social impact investment.



We will judge our ultimate success by the growth and social impact of the broader environment we help to create, not just by the direct impact of our own investment capital. As part of this, we must also prove that we are able to sustain ourselves independently as an organisation.

### 3. Role profile

#### The Opportunity

- This is a unique opportunity to join a dynamic team seeking to increase the supply of good quality social and affordable housing in the UK with impact finance. Your work will help to solve some of the UK's most entrenched social issues, so we are looking for someone who shares our passion to improve people's lives in collaboration with the wider organisation and our external partners, and who is enthusiastic about designing and developing creative solutions.
- We are deeply committed to learning and development, offering a unique environment to accelerate your growth through on-the-job experience, tailored in-house and external training, and observing our Investment Committee.

#### Responsibilities

The Investment Director – Property will take responsibility for our investment and market building objectives. Working with colleagues across the organisation, the job holder will:

##### 1. Lead the development of new property investment opportunities and pipeline building including:

- a. Applying experience, knowledge and networks to identify social issues or market needs where social impact investment can help support a solution, particularly in social and affordable housing
- b. Identifying a strong pipeline of investment opportunities that align with our strategy and impact goals
- c. Utilise BSC's systems change tools to co-create investment solutions that can lead to the scalable social property impact investments of the future

##### 2. Manage property investments through our investment process in one or more market systems:

- a. Helping to build a balanced portfolio of investments with potential to take increasing responsibility for property investment strategy
- b. Either directly or via leading deal teams:
  - Detailed investment proposal analysis which includes market analysis, the prospective investee(s), and the financial, social impact and systems change cases
  - Structuring prospective investments
  - Preparing and presenting investment recommendations to our Investment Committee, and take a lead on investment decision making

- Negotiating legal documents and closing transactions
- Demonstrating and championing excellence in investment delivery through the investment process

**3. Own the management of our existing portfolio of property investments, including through supervising junior team members:**

- a. Having accountability for performance of portions of our property investment portfolio drawing on market insights and intelligence to evaluate that performance
- b. Lead the analysis of market trends, economic indicators, and investment performance to generate actionable insights for the portfolio and investment decisions
- c. Where appropriate, be the strategic relationship lead for key fund managers in the property portfolio
- d. Collaborating with the BSC finance and Investment Management teams to manage fund manager reporting and assess the contribution of investments to our systems change, impact and financial goals across the portfolio

**4. Systems change leadership:**

- a. Being, or becoming over time, an internal and external expert in social investment in property in pursuit of BSCs systems change goals or in the property investment process, with potential to lead significant areas. This will include:
  - Developing strategies for achieving BSC’s goals in property, including identifying and leading strategic projects
  - Building and managing key strategic relationships that can help us achieve our goals, including with fund managers, investors, the Housing Association sector and the wider property market
  - Influencing the behaviour of key system actors, through thought leadership and partnerships, working with our Engagement and Communications teams

**5. Team management:**

- a. Working with other Investment Directors to help build a world class social impact investment team and approach at Better Society Capital, including supervising and line managing Investment Managers and/or Associates
- b. Leading on discrete areas of our investment and impact management approach to help deliver our overall strategic objectives.
- c. Contributing to organisation-wide initiatives that help us deliver our mission such as working groups to improve the way we work or how we engage with certain stakeholders.

## 4. Person specification

### Qualifications & Experience

#### Essential

- A passion and demonstrable commitment to improving lives in the UK
- Experience of detailed analysis, communication and decision making, in relation to complex issues
- Experience developing solutions to complex problems
- Experience in and specialist knowledge of property/real estate and principally social and affordable housing
- A demonstrable experience of real estate finance (e.g. performance, valuation) and its application in decision making and/or solving complex challenges
- Proven relationship building and influencing skills
- Experience of managing people, leading teams and forming collaborative partnerships

#### Desirable

- Social impact investment background
- UK social sector employment or voluntary experience
- Strong investment experience including new deal origination and portfolio management
- Deal execution skills including comfort negotiating legal documents
- Proven project management skills
- Experience of operating at, working alongside and presenting recommendations to either an executive or board within organisations
- Experience of activities across the public, private and social sectors

### Skills, Abilities and Attributes

- Structured thinker - able to deal with complexity and uncertainty
- Innovative, creative and strategic approach to problem solving
- Solves problems with multiple stakeholders in an open and empathetic way
- Collegial team player - Flexible and willing to work with and contribute to a team
- Self-starter - able to work under own initiative and source new opportunities
- Relationship management - excellent interpersonal skills and able to build relationships at all levels
- Excellent written and oral communication skills
- Hunger for continued learning and development, including developing others

**Embody Better Society Capital core values:**

- **Purposeful** – We are passionate and energetic in our work to bring about our long-term vision of a thriving social investment market that enables positive social impact.
- **Pioneering Spirit** – We give our team the autonomy and flexibility to be entrepreneurial and creative. We have the courage to push boundaries and a restless drive for change
- **Openness** – We listen, learn, experiment and collaborate. And we are adaptive and flexible in responding to what we learn.
- **Rigorous** – We take a rigorous approach in all we do. We expect the highest standards and continually strive for excellence
- **Respectful** – We are genuine in both our approach and aspiration. We value each member of our team and our partners for what they bring.



## 5. Key terms & conditions

### The role

#### Investment Director - Property

Remuneration package - £77,400 - £85,000 per annum

**Department:** - Investment

**Reports to:** - Managing Director

**Direct Reports:** - n/a

**Grade:** - Director / Head

### Annual leave

We offer a generous annual leave entitlement of 25 days, rising to 30 days based on length of service.

### Working arrangements

We are a UK-based business with an office in the Old Street area of London, accessible via a number of public transport links. Colleagues typically spend 40% - 60% of their working hours in the office, and the remainder from home. However, the exact requirements for this role can be discussed at interview. We hope that this working pattern encourages Better Society Capital employees to achieve a healthy balance between work and personal life, as we adapt to the needs of our diverse workforce.

### Probation & notice period

The probationary period for the role is six months, after which the notice period is three months.

### Other benefits



#### Private medical insurance

- We offer private medical insurance to all our colleagues, paid for in full by Better Society Capital.
- Private Medical Insurance gives fast access to private healthcare and treatment, and choice about who treats you.
- Other benefits of the PMI scheme include up to 40% discount on gym membership, 24/7 virtual GP appointments, 75% of the costs of dental and optical costs reimbursed and a self-referral facility for physio, skin clinics and mental health care.



#### Wellbeing hours

For two hours per month, employees are encouraged to take time away from their work, to focus on their wellbeing. This can be for any activity that you personally find helpful for your wellbeing, such as going for a run, having a lie in or watching a film.



#### Employee assistance programme (EAP)

- We offer access to a free, confidential counselling and information service for all our colleagues.
- The EAP offers support with both physical and mental health, with up to ten free one-to-one counselling sessions and a helpline, allowing employees to talk to a counsellor on the phone 24 hours a day. There's also support available with financial and legal issues, a get fit programme, second medical opinion, stop smoking programme and a probate helpline.



#### Switch off afternoons

Once a month, we have a meeting, message and call-free afternoon, allowing you time to "Switch Off", and focus on tasks which need your full attention, without any interruptions.



#### Health cash plan

- We offer a health cash plan to all our colleagues and their dependants, paid for in full by Better Society Capital.
- This allows employees to claim money back towards the cost of medical care, such as optical, dental, chiropody, consultation and physiotherapy fees.

## 6. Process & key dates

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**Closing date: Tuesday 21st April 2026 | 09:00**

A member of the BSC team will be in touch shortly afterwards to advise you of the outcome of your application.

### **Interviews:**

1<sup>st</sup> stage interviews will take place w/c 4<sup>th</sup> May and final interviews will be split across W/C 11<sup>th</sup> and 18<sup>th</sup> May and will be with a BSC panel.

We will be in touch to let you know the outcome of the interview by the end of the following week.

**If you are unable to participate on any of the identified dates for interviews or other sessions, please do speak to Campbell Tickell before making an application.**

# Investment Director - Property

£77,400 – £85,000 per annum

Hybrid – London

Better Society Capital is the UK's leading social impact investor, established in 2012 to grow the social investment market and tackle social inequalities.

This is a unique opportunity to join a dynamic, mission-driven team dedicated to expanding the supply of high-quality social and affordable housing across the UK through impactful investment – all in pursuit of a big goal of unlocking £10 billion more impact capital in the next decade.

As Investment Director – Property, you will lead the development of innovative investment opportunities, shape a high-performing portfolio, and play a central role in driving systems-level change in the housing market. You'll bring deep expertise in property and real estate finance, a track record of tackling complex challenges, and the ability to build influential partnerships across sectors. In this role, you will oversee major investments, develop systems change projects and partnership coalitions, support and develop talented colleagues, and contribute to organisation-wide initiatives that advance our mission.

We're looking for a purposeful, creative, rigorous and collaborative leader who is passionate about improving lives and excited to design scalable solutions that address some of the UK's most entrenched social issues. With our strong commitment to learning and development—including hands-on experience, specialist training and Investment Committee exposure—this is an exceptional chance to accelerate your growth while making a lasting social impact.

If you are passionate about making a difference, resonate with our values, and are inspired by what you have read so far, then we would like to hear from you.

For further discussion, please contact:

Alice Morris – Consultant | 07931 432033

[alice.morris@campbelltickell.com](mailto:alice.morris@campbelltickell.com)

You can also download a recruitment pack at

[www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs)

**Closing date | Tuesday 21<sup>st</sup> April 2026 | 9am**

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# CAMPBELL TICKELL

Telephone 020 8830 6777  
Recruitment 020 3434 0990

[info@campbelltickell.com](mailto:info@campbelltickell.com)  
[www.campbelltickell.com](http://www.campbelltickell.com)  
[@CampbellTickell](https://www.instagram.com/CampbellTickell)  
Telephone 020 8830 6777