



ISA Fund Manager

The time to lead is now

Wedu is building a world where half of all leaders are women. We nurture and invest in women's purposeful leadership journeys and mobilise allies and communities towards alternative futures where women leaders thrive.

Since 2012, we have strengthened and sustained the unique leadership journeys of over 5,000 women from 29 countries across Asia by facilitating long-term mentorship, delivering leadership development training, convening support communities, and financing continuing education goals through Income Sharing Agreements. These women are inspiring individuals committed to changing the status quo. We believe this community of leaders — supported by gender equity allies from 94 countries around the world — has the power to achieve large-scale change.

This is an exciting time to join Wedu. After refreshing our strategy, we're looking for highly motivated people who are innovative and thoughtful in their approach to getting things done, and have a demonstrated passion for gender equity, to join our remote-first team.

Wedu has been featured in:

The logo for The New York Times, featuring the text "The New York Times" in a classic serif font.



Wedu's Pioneering ISA Fund

Wedu provides Income Sharing Agreements (uncollateralized financing up to US\$ 5,000) to women leaders and changemakers across South and Southeast Asia so they can overcome financial barriers to achieve education goals on their own terms. Following graduation, ISA members contribute a fixed percentage of their income for a set length of time (e.g. 9% over 7 years, capped at 2X the principal amount), which is recycled into ISAs for other women within a model that is rooted in solidarity and reciprocity and generates cascading impact.

Building on the success of a pilot project, Wedu is scaling up this initiative, starting with a pooled fund of USD 1M in blended capital (recyclable and returnable grants, a credit line and an impact-linked loan) with the goal to evolve it into an evergreen fund by mobilising new forms of philanthropic and patient capital that will enable the ISA fund to deliver unlimited impact for gender equity for decades to come.

Your Role

The Pioneer ISA Fund Manager will spearhead the performance and growth of Wedu's regional ISA initiative, applying a systems change approach to elevate Wedu's impact within the education financing and gender equity ecosystems in South and Southeast Asia.

The Manager will work closely with the ISA team at Wedu to mobilise catalytic partners for this initiative; craft outreach and selection strategies that accelerate disbursements while diversifying the portfolio; and manage the financial modelling and operations to ensure fidelity and sustainability as the initiative grows. As Wedu recently brought fund management functions in-house, the Manager will also spearhead scale-readiness enhancements across program infrastructure and systems, risk management, and impact evaluation.

Strong candidates will have a background in development finance, strategic partnerships, and program management. They will have a proven track record of leading high-impact initiatives that leverage finance as a tool for social change.

Responsibilities

- **Scaling Impact:** Lead the strategic growth of Wedu's ISA fund for women leaders in South and Southeast Asia, thoughtfully growing the initiative into a value-driven evergreen fund capable of delivering unlimited impact for gender equity.
- **Program Management:** Oversee the delivery and implementation of the ISA initiative to ensure alignment with strategic objectives and stakeholder expectations. Provide strong and clear leadership of the ISA team, including capacity building and mentoring.
- **Financial Management and Modelling:** Refine and maintain the financial model in accordance with feminist financing principles and evergreen structuring. This includes conducting financial projections, risk and sensitivity analysis, and scenario planning to ensure we're on track to maximise capital efficiency in support of self-sustainability.
- **Compliance & Risk Management:** Ensure compliance with relevant laws and regulations within Thailand and other countries of operation, updating program policies and procedures as needed. Implement risk management strategies and controls to mitigate identified risks and ensure the long-term viability of the fund. This will include elevating advanced risk management systems, portfolio management and remodulation, and a layering strategy for the fund.
- **Strategic Partnership Development:** Broaden funding, programming, and learning partnerships (including private and philanthropic funders, HEIs, and CSOs in the gender equity and youth education/employment ecosystems) in support of inclusive and sustainable impact. Cultivate strong relationships with new partners and steward relationships with current funding and programmatic partners, including the advisory circle of anchor funders.
- **Resource Mobilisation:** Lead the development and implementation of transformative resource mobilisation strategies to secure additional sources of value-aligned philanthropic and patient capital for the ISA fund in support of evergreen ambitions.
- **Program Evaluation and Learning:** Oversee rigorous monitoring and evaluation of program outcomes to advance the initiative's strategic learning agenda. Lead

knowledge production efforts, including coordinating research and analysis, to share program approaches and results with stakeholders in the wider ecosystem.

- **Thought Leadership:** Represent Wedu with external audiences on issues of feminist finance to foster industry recognition. Support the overall communications and amplification strategy: conduct speaking engagements and lead the creation of knowledge products in coordination with the communications team.
- **Continuous Improvement:** Stay informed about industry trends, best practices, and innovations in Income Sharing Agreements, feminist financing, GLI, and women's education financing. Actively engage with industry stakeholders, such as the Global ISA Alliance, to foster alignment and identify opportunities for innovation and collaboration.

Qualifications & Experience

- At least 7 years of relevant work experience with increasing levels of responsibility at the intersection of innovative development finance and gender equity, with demonstrated success leading high-impact initiatives. Experience with education finance instruments and income-sharing agreements (ISAs) is desirable.
- Familiarity with relevant ecosystem actors and a demonstrated capacity to network and build strategic alliances internationally with actors across private philanthropy, impact investors, bi/multi laterals, education institutions, and civil society organisations.
- Sophisticated understanding of the intricacies of feminist financing models, with proven experience in innovative development finance, ideally across varied markets, regions and instruments.
- Strong financial acumen with a proven ability to build financial forecasts and models, and conduct sensitivity and risk analysis.
- Demonstrated ability in building major partnerships, with a strong track record of cultivating relationships, attracting funding and growing collaborations.
- Exceptional project management skills and a proven ability to lead and grow multi-dimensional initiatives. Proven ability to design and implement creative, evidence-informed program strategies.
- Familiarity with Monitoring, Evaluation, Research, and Learning (MERL) frameworks, preferably using human-centred design methodologies.
- Strong analytical skills to interpret complex financial data, identify patterns, trends, and insights, and make informed decisions.
- Master's degree, or equivalent experience, in finance, economics, international development finance, or a related field.

Personal Attributes

- Approaches work from a feminist lens, guided by a deep commitment to gender equity.
- Proven ability to lead through influence, ideas, and exceptional communication skills.
- Cross-cultural sensitivity, with prior experience working with a diversity of cultures and demographic groups and a commitment to using an intersectional approach.
- Have a forward-thinking mindset and ability to envision long-term goals and strategies to drive the growth and sustainability of Wedu's pioneering ISA fund.
- Proven ability to take initiative and work collaboratively as part of a remote and geographically distributed team.

Organisational Arrangements

This remote full-time position is being recruited for a two-year, extendable contract. It is open to anyone with the permanent right to work in a country in South or Southeast Asia. Wedu's team is primarily based in ICT (UCT +7) timezone, and team members are expected to have at least 5 hours of overlap with this timezone each day. The starting salary for this position is USD 2,500-3,000/month plus benefits, which include flexible working arrangements. Remuneration will be set in line with the candidate's experience and skill levels.

Apply Now

Interested candidates are invited to apply at their earliest convenience through [our website](#). We're looking to fill this role immediately and applications will be reviewed on a rolling basis. We encourage early submissions with a **priority deadline of Friday, 10 May**. Due to the number of applications we receive, please note that you will only be contacted if you are shortlisted. If you experience any problems submitting the application, email talent@weduglobal.org.

Wedu is committed to cultivating a culture of inclusive leadership and building an organisation that represents the communities we serve. We celebrate the individual differences, life experiences, knowledge, self-expression, and talent that each person brings. In recruiting for our team, we welcome the unique contributions you can bring in terms of your education, opinions, culture, ancestry, ethnicity, race, sex, gender identity and expression, sexual orientation, age, religion, marital status, disability, and beliefs.