BETTER SOCIETY CAPITAL

Come and build a better way to improve lives of people in the UK

AI Full Stack Engineer

September 2026

Welcome

Thank you for your interest in joining Better Society Capital.

We exist to increase the amount of capital tackling social issues. Through the work of our fantastic team and partners, we have helped grow the UK social impact investment market from under £1bn in 2012 to over £11bn today.

We think we're just getting started. We aim to mobilise a further £20-30 billion over the next decade positively impacting 15-20 million lives.

These ambitious goals will only be possible through the entrepreneurial work of our team – which we'd love you to consider being part of. In this pack we share more about BSC and the roles we're recruiting for.

We look forward to hearing from you.

Co-Chief Investment Officers,

Anna Shiel MBE   Jeremy Rogers

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Our AI work

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Harnessing AI for our mission

We are a leader in the use of AI in impact investing. We take a people first approach: our AI transformation is 70% about people, 30% technology. If you want to be helping build out the frontier of AI adoption for impact, then BSC is the place to be.

Our AI approach is based on:

Three areas of work:	To generate these benefits:
AI Innovation: The prompts/skills, automated AI workflows, agents, and products that we build for our team to raise the ceiling of what's possible	**Efficiency** – can we do more with the same resources?
AI Academy: Giving our team the mindset, knowledge, and behaviours to thrive in an AI native world	**Quality** – Can we deliver better outputs, like investment decisions?
AI Infrastructure: the foundations like governance and tooling.	**New Capabilities** – can we give our team entirely new capabilities they've never had access to before?
	***Considering 4th dimension** **Experience** – Can we improve quality of working life for our team?

For our mission

Grow the amount of money invested in tackling social issues and inequalities in the UK

What we offer to our team

To enable our AI transformation, we provide:

- Regular AI training and workshops
- AI speaker series featuring experts including founder of responsible innovation team at Google, leadership team at the Ada Lovelace Institute, founders from impact startups and more
- Claude adopted at the enterprise level with connectors to Microsoft Office, Slack and Notion
- Prompt / skill library available

Thought leadership

We published a thought leadership article in the Standford Social Innovation Review that explained how we leveraged AI in our impact assessments to assign a score to each underlying investment based on a set of criteria. We're at early stages of building subsequent AI research with teams at Oxford and LBS. We are also invited to regularly speak at events and conferences.

Stanford SOCIAL INNOVATION REVIEW
Informing and inspiring leaders of social change

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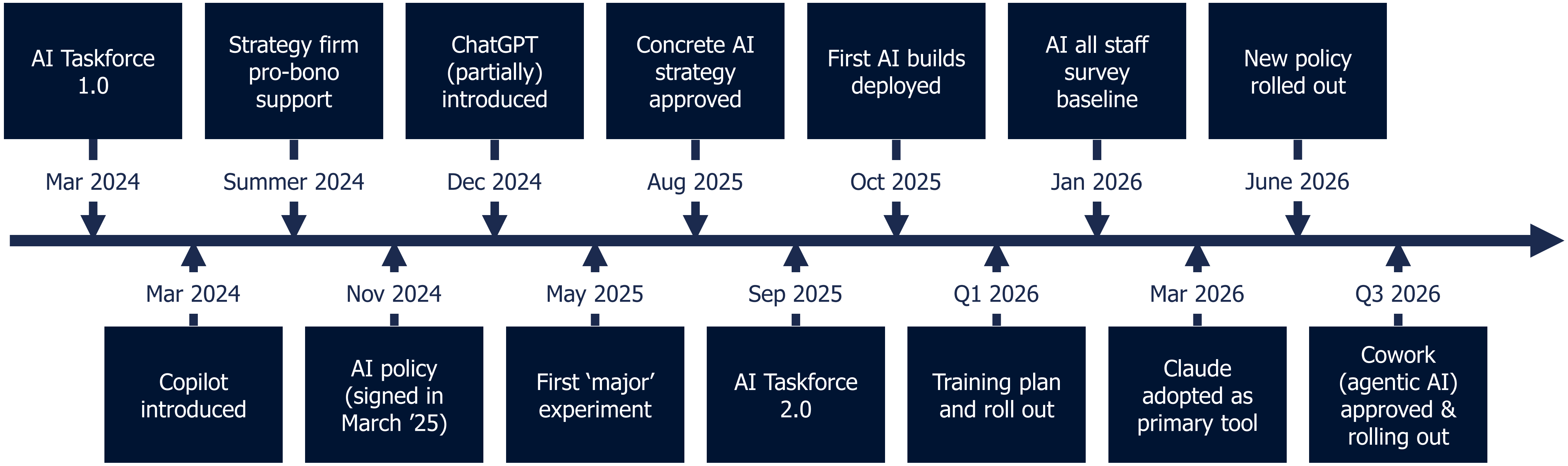
Our AI journey so far



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Meet our AI leads

Nick Andreou, Head of AI

Nick started working on AI at BSC in 2025. Outside of that, Nick is a Visiting Fellow at the University of Oxford and a guest speaker at London Business School. He has been published by MIT and Stanford and is an award-winning case writer. He helped co-create ImpactVC and has trained >1000 professionals in impact / venture / AI.

Nick studied psychology to doctoral level (and is a Chartered Psychologist) and has an MBA from the University of Oxford. Nick enjoys scuba / free diving and spending as much time as he can around golden retrievers.

People who've worked in Nick's teams are now running their own businesses, writing their PhDs at universities like Harvard, or working at organisations like the World Bank.

It's an incredible time to be working in AI. The technology offers so many opportunities to improve society. We're working on exciting things at BSC and looking for a superstar to help us execute at pace. I build teams around three things:

1. *Growth*
2. *Trust & authenticity*
3. *High performance*

We believe AI and agentic workflows will transform our team's ability to deliver mission - to grow the amount of money tackling social issues in the UK. Across sourcing & evaluating opportunities, generating insights and engaging investors. We aim to be on the frontier and build a centre of excellence in the skills to harness AI for good.

Co-CIO & ExCo sponsor for AI

Jeremy has been BSC CIO since 2013 helping commit over £1bn to catalyse new markets across housing, economic opportunity, health and climate & energy.

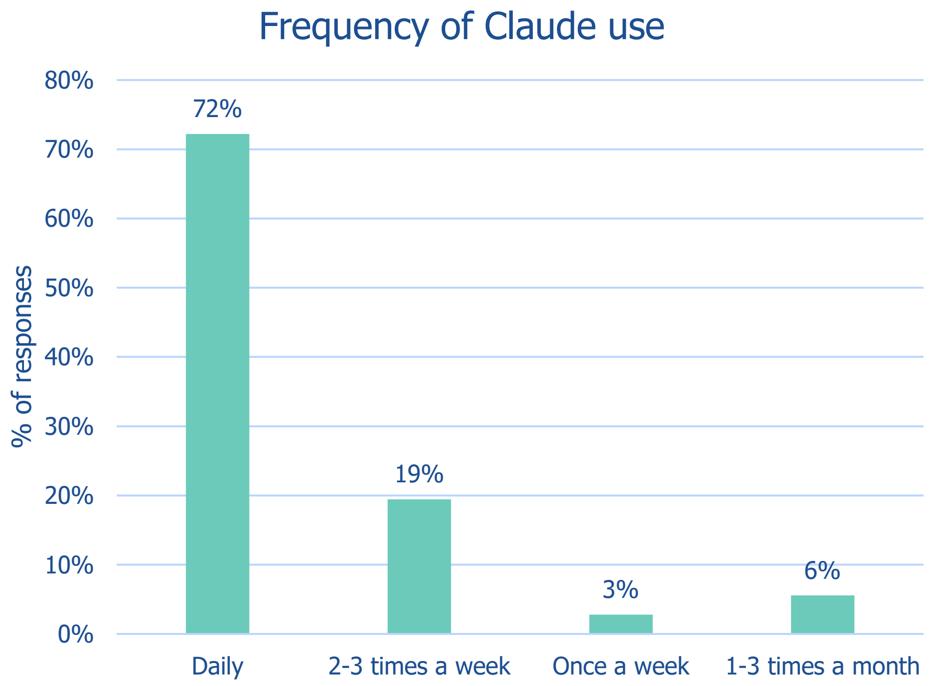
Prior to joining BSC, he founded and ran JPMorgan's High Yield & Distressed business - becoming JPM's youngest Managing Director globally (at 27) and is a founding member of key impact market building initiatives - B-corp UK, ImpactVC, Impact Management Project.

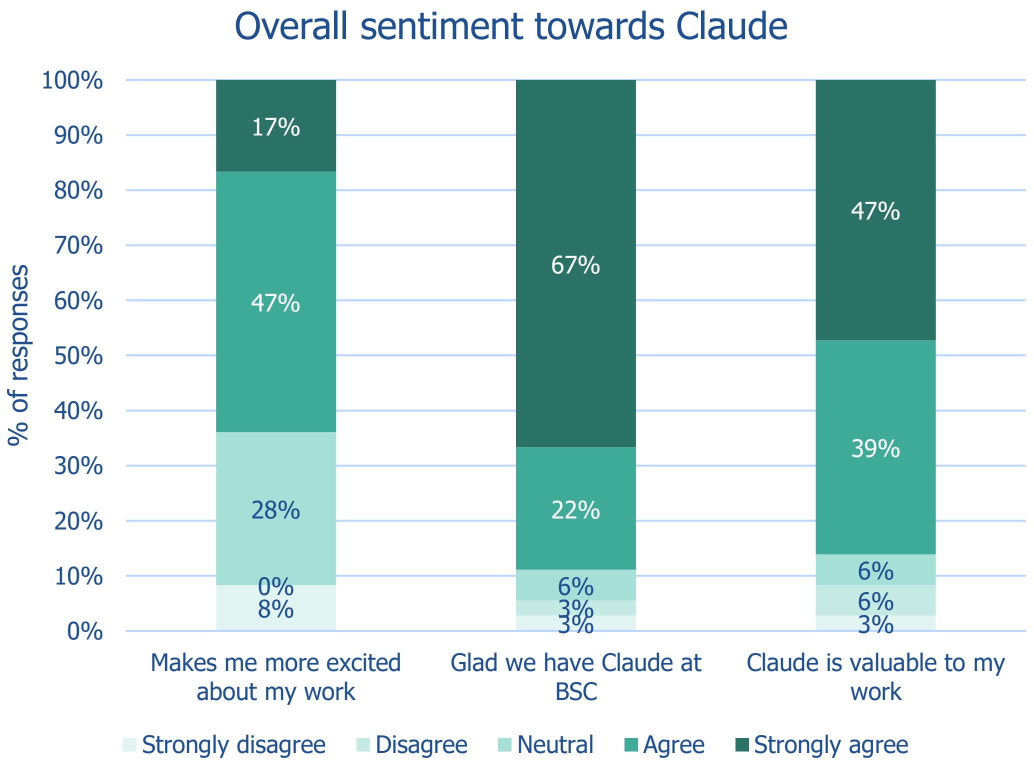
Outside of work, Jeremy enjoys outdoor adventuring including having skied and kite-skied across Antarctica (2,000km, 50 days) setting a world record.

People who've worked in Jeremy's team are now heading up investment programmes at national and international charities and foundations, and founders at YC-backed startups.

Where our people are at on AI

We build for our team. Their AI literacy and sentiment drives a lot of our work and the value we can bring to the table. Here's a snapshot of where we're at:





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Our AI stack

User layer	Claude *General purpose LLM*	Teams Premium *Transcription & summaries*	Notion *Self-serve agents, transcription*
AI developer layer	n8n *Workflow automation*	ElevenLabs *Voice AI*	Claude *Claude developer toolkit*
Data & IT infrastructure	Microsoft Fabric *Data platform & analytics*	Azure *Cloud infrastructure*	

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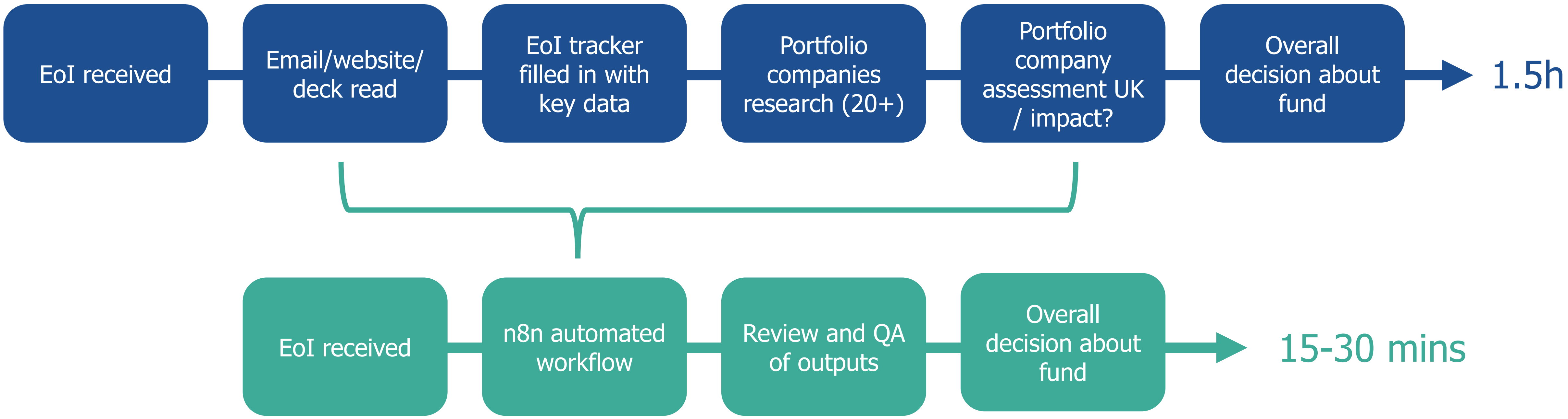
Examples of our work: Impact analysis tools

Claritee helps our venture team think about whether a startup in our portfolio meets our bar for an ‘impact startup’

Trustpilot

A tool that pulls Trustpilot reviews for any company profile and allows our team to ‘listen’ to end users' voices in terms of product experience

Examples of our work: Automating screening in our venture pipeline



Who we are

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Who we are

Investing in social impact, we are a trusted bridge between capital and social purpose

Our ambition is to grow the amount of money invested in tackling social issues and inequalities in the UK, by investing ourselves and enabling others to invest for impact too.

We are the UK's leading social impact investor. We were established in 2012 with a mission to grow the UK social impact investment market. We operate as an independent wholesale investor, investing capital into fund managers, social banks and other intermediaries. Every pound we deploy is designed to mobilise multiples more from private, institutional and government sources.

We target those opportunities where social need and viable investment models align. Our work is grounded in building the partnerships, structures and expertise that unlock capital at scale, for the benefit of people and communities across the UK.

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Case studies

National Homelessness Property Fund II

We made a £25M commitment to Resonance's £175m National Homelessness Property Fund II in 2020. It invests directly into a diversified portfolio of residential properties which are then leased to housing providers to deliver affordable, good quality and suitable housing alongside additional support to address homelessness.

The ambition is to scale this model which has been proven to effectively transition people experiencing homelessness into private rental sector tenancies.

Meridian Health Ventures I

We made a £4m commitment into the £31M Meridian Health Ventures I fund in 2025. It is the first NHS-anchored venture fund investing in UK Healthtech companies and supporting them to scale in the NHS and beyond.

The fund aims to overcome the challenge of limited investment in innovation combined with fragmented health systems which is limiting the NHS's capacity to meet growing demand for health services. The fund provides practical, hands-on support for ventures including connecting to key stakeholders in the NHS.

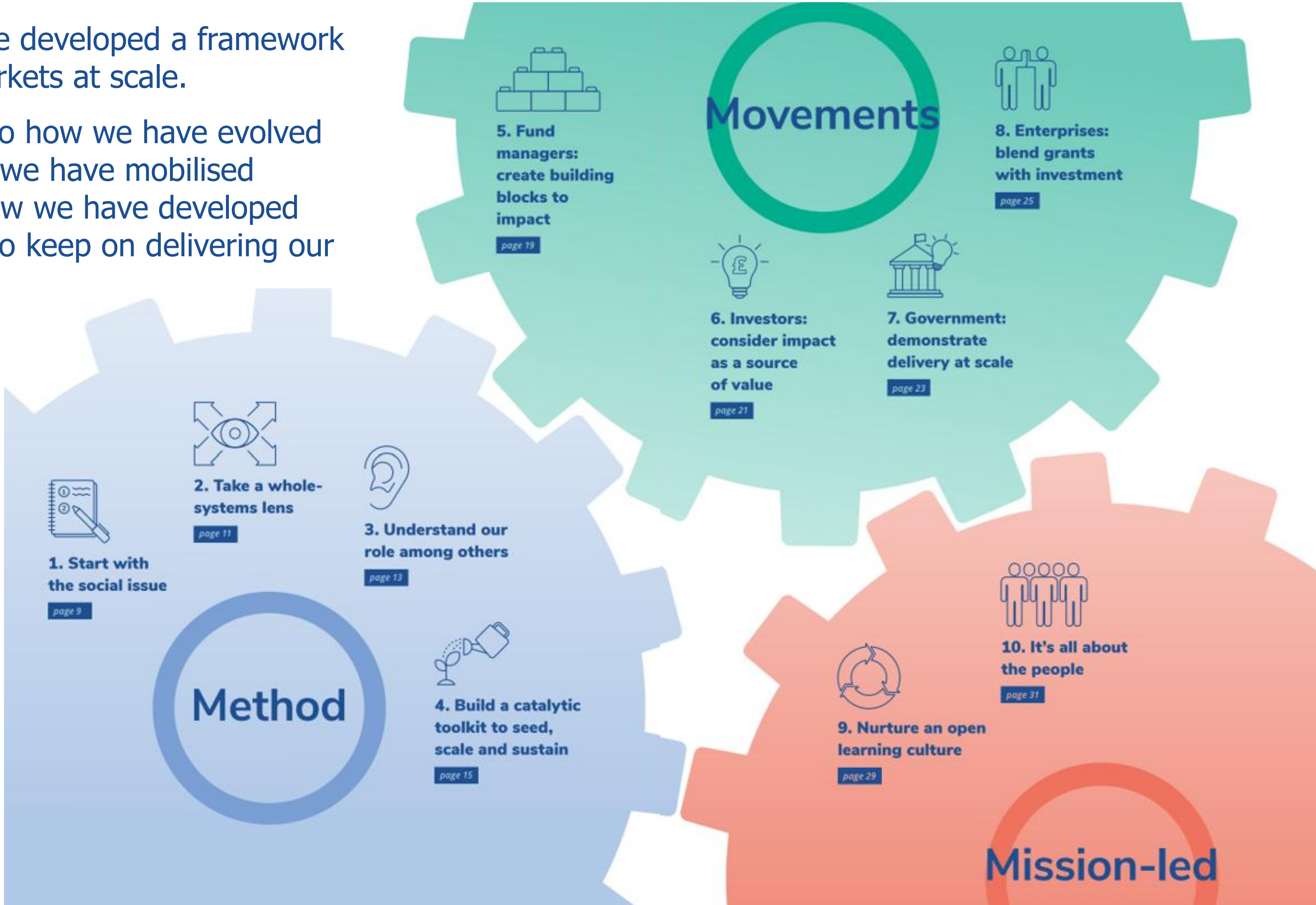
What we do

Over more than a decade, we have developed a framework for building impact investment markets at scale.

We shared 10 lessons that speak to how we have evolved our approach to our mission, how we have mobilised others around our mission, and how we have developed our own organisation and people to keep on delivering our mission.

These act as the foundation for our current approach to deliver our ambitious strategy.

Find out more: 10 Lessons from growing a market 10x in 10 years



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Where we focus

We focus on four priority areas where social need, scalable business models and long-term national priorities best align to grow the capital invested for impact.

Housing

Millions of people across the UK lack access to safe, affordable housing. We are focused on complementary models that not only increase supply of safe and affordable housing but do so with sustainable financial and tenant outcomes.

Example: We invest in solutions that provide alternatives to poor quality Temporary Accommodation, supporting people back on their feet with wrap around support whilst also generating savings for government.

Economic opportunity

Millions face barriers to education, skills, quality employment and affordable finance, limiting their access to opportunity. We are exploring a range of models that improve access to economic opportunity and build long term resilience.

Example: We are backing technology enabled ventures that help people manage their finances and access suitable advice, products or services that improves resilience, confidence and wellbeing.

Climate & energy

Low-income and vulnerable communities are the most at risk to climate breakdown and energy shocks. We are focused on a range of models designed to put communities at the heart of green growth.

Example: We are investing in community-owned renewables that give people a stake in their energy future, helping to build trust and buy-in needed for decarbonisation.

Health

Health inequalities mean people in disadvantaged communities live 19 fewer years in good health. We are targeting a range of models that improve access to quality health support.

Example: We invest across a range of models that help keep people out of acute care, providing access to early interventions that promote healthier lives, reduce illness and shift care closer to home.

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Find out more: Our Approach