

## ABOUT START UP!

Start Up! ([www.startup-india.org](http://www.startup-india.org)) is an angel investor, incubator and consultant to social entrepreneurs. We seed and scale social ventures that create lasting impact in under-served communities.

We work with social ventures (across the profit- non-profit continuum) that are at different stages in their lifecycle- seed, growth and maturity. We build out enduring change models that focus on innovation, impact and sustainability.

Over six years, Start Up! has incubated and scaled more than 40 social change ventures across 15 states. We've trained more than 200 leaders of grassroots, small and medium-scale organizations in strategic planning and leadership building. We work with cultural entrepreneurs who deploy art-based innovations for transformation. We also incubate incubators!

All our services are immersive and field-based. In our work with social entrepreneurs, we use design thinking and other creative methods that have been generated organically by our team.

To know more, please visit our website [www.startup-india.org](http://www.startup-india.org)

## POSITION DESCRIPTION

We are looking for an entrepreneurial person with demonstrated leadership in the social entrepreneurship sector and a keenness to grow Start Up's unique business model.

**Role:** Innovations Manager

**Location:** Delhi/Kolkata

**Work arrangement:** Full-time permanent position

## RESPONSIBILITIES

### 1. Incubation/Impact Acceleration/ Consulting Services

You will lead teams that incubate, accelerate and consult with social ventures, based on Start Up's 8 Step Methodology. This will require you to:

- Customize and deliver Start Up's eight-stage methodology to our partners and clients.
- Design, develop and implement envisioning exercises, market strategies, new programs and services, business plans, financial models, operational plans and other venture management solutions that our partner social entrepreneurs may require.
- Manage a robust investor and funder network; connect them to social entrepreneurs and ensure that funds are raised successfully for their ventures.
- Manage project teams and ensure regular communication with all stakeholders.

### 2. Building Our Business

As part of a fast-growing entrepreneurial team, you will also be required to lead: Communication and business development for the North India and East India region

### 3. Innovating Proactively

You will be encouraged to experiment actively and develop an innovation that adds value to Start Up! and/or the social entrepreneurship field, in general.

#### COMPETENCIES REQUIRED

- Strong understanding of social entrepreneurship in India and globally.
- Experience in consulting and/or leading social change models on the ground.
- Excellent primary and secondary research skills with the ability to do statistical data analysis.
- Strong written and verbal communication skills.
- Enthusiasm for working with grassroots communities and/or with social entrepreneurs in their fields of operation.
- Enthusiasm for travel, especially to rural locations.
- Resilience, high problem-solving abilities, attention to detail and a great sense of humour.

#### MINIMUM WORK EXPERIENCE REQUIRED

- Post-graduation, with a specialization in social entrepreneurship or design and communication or economics preferred.
- Minimum 4-6 years of experience- either as a lead team member in a social enterprise, or in a eco-system building/support organization for social entrepreneurs.
- Excellent primary and secondary research skills with the ability to do statistical data analysis.
- Fluency in English and Hindi; knowledge of additional Indian languages will be a plus.
- Excellent skills in MS office/equivalent applications, especially MS Excel, MS Word and MS PowerPoint.

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Send your resume (*not more than 3 pages*), details of your current compensation and a cover letter stating your expression of interest and suitability for the position to [manisha.gupta@startup-india.org](mailto:manisha.gupta@startup-india.org) and [nayantara.janardhan@startup-india.org](mailto:nayantara.janardhan@startup-india.org).

Candidates unable to commit 2 years to Start Up! need not apply.

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## ABOUT START UP!

Start Up! ([www.startup-india.org](http://www.startup-india.org)) is an angel investor, incubator and consultant to social entrepreneurs. We launch, strengthen, and scale social ventures.

## WHAT WE DO

*As angel investors*, we invest our time, expertise and networks to make growth-stage ventures scale and capital ready. We engage with social entrepreneurs for up to two years, and work in the field with their teams, to build out their models.

*As an incubator*, we offer an exhaustive range of business incubation, coaching and trainings to early-stage social ventures. Our incubation offerings are designed to launch practical change models that balance social impact with financial sustainability. We also incubate incubators!

*As consultants*, we get excited about:

- Scaling social change models
- Research and knowledge generation for the field
- Conducting impact assessments
- Managing outreach and due diligence for awards and fellowships

To know more about the social ventures that we have launched and scaled, please visit our website [www.startup-india.org](http://www.startup-india.org).

## POSITION DESCRIPTION

We are looking for an entrepreneurial person with a keenness to learn and grow with a small team that is focussed on social entrepreneurship. You will be a part of the incubation team for seed- and early-stage social enterprises. You will also support the Program Manager of Start Up! on consulting projects that would be focussed on scaling up of organisations, research and development of products and services, impact assessment, building resilient institutions and due diligence.

- **Role:** Program Associate
- **Reporting to:** Program Manager
- **Location:** Delhi / Bangalore
- **Work arrangement:** Full-time permanent position
- **Responsibilities:** You will be working across all verticals of Start Up!

## 1. INCUBATION/INVESTMENT SERVICES

You will work as part of the angel investment team that incubates and scales social enterprises to develop investor-ready business plans (including donor-ready proposals in case of hybrid organisations).

### *This will require you to*

- Conduct extensive secondary and primary research and market analysis towards building robust business assumptions.
- Do the backroom data crunching and analysis required for the finalization of the business plan.
- Document the multi-stage business incubation process with the investee.
- Coordinate with mentors and functional experts assigned to the investees and organize timely mentoring sessions.
- Ensure timely scheduling and hosting of meetings, working sessions and workshops with the investees.
- Write the business plan narratives and funding proposals for the investees.
- Ensure regular communication, high accountability and collegiality with the Program Manager/Director managing the portfolio company/organization.

## 2. CONSULTING SERVICES

You will be required to support the delivery of consulting projects that the Company undertakes.

### *This will require you to*

- Support the Program Manager and Director to design and set up project plans and tools (including survey tools, research guidelines, impact metrics etc) for clients.
- Conduct extensive secondary and primary research, data analysis and report writing, as per the demands of the projects.
- Organize workshops and facilitate sessions allotted to you on specific projects.
- Ensure timely and high quality delivery of other project components assigned to you by the program manager.
- Ensure regular communication, high accountability and collegiality with the Program Manager on the project.

## 3. INSTITUTION-BUILDING

As part of a small, fast-moving entrepreneurial team, you will also be required to manage key internal functions of Start Up!

### *Knowledge, skills and attributes requirements*

#### Knowledge

- Understanding of social entrepreneurship and the development sector in India.
- Post-graduation with a specialization in in business management, finance, accounting, economics or social entrepreneurship preferred.
- Prior intern/work (1-2 yrs) experience in a social enterprise, or in an eco-system building/support organization for social entrepreneurs preferred.
- Basic knowledge of Strategic Planning, Research Methodologies, and Business Plan Development
- Fluency in English and Hindi; knowledge of additional Indian languages will be a plus.

#### Skills

- Strong communication and writing skills.
- Self driven with the ability to take initiative and solve problems
- Excellent interpersonal skills with ability to engage with social entrepreneurs and their teams.
- Ability to deliver tasks within deadlines in high pressure scenarios.
- Enthusiasm for travel to rural locations and working with grassroots communities and/or with Social entrepreneurs in their fields of operation.
- Excellent skills in MS office/equivalent applications, especially MS Word and MIS, PowerPoint.
- Great sense of humour

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