

Program Director – VentureBasecamp

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| Role Type: | Full-time Employee of Unitus Seed Fund, Capria's affiliate in India |
| Location: | Bangalore, India |
| Salary: | Commensurate with experience recognizing start-up nature of the business, with emphasis on long-term performance compensation |
| Benefits: | Start-up oriented including health insurance plan and technology allowance |

Capria's VentureBasecamp Program Overview

We're on a mission to dramatically transform the global entrepreneurial landscape and help more entrepreneurs around the world build more sustainable, *investable* businesses. VentureBasecamp is a productized program to train incubators on how to better upskill entrepreneurs on how to develop the fundamentals of strong startups. Read more here: <http://venturebasecamp.co/>

We're doing this by developing an online and offline training program for incubator managers and entrepreneurs that leads them through the fundamentals of how to structure superior programs to help entrepreneurs through the entire startup journey, from idea to exit. The team is led by veteran entrepreneurs with over 40 years of experience in over 250 startups that have gone on to raise over \$750 million in venture capital funding and have generated over \$20 billion in market capitalization. We're bringing everything they know to as many entrepreneurs as we can.

VentureBasecamp is part of Capria Ventures, a global financial services innovator investing in the “missing middle” finance opportunity in emerging markets. Capria manages multiple investment funds, a fund manager advisory and accelerator, and the leading global network of impact fund managers. Capria is focused on delivering superior profits to investors along with social and environmental impact at scale, with a goal of unlocking over USD \$500 million in impact capital by 2021 and positively impacting the lives of millions. The position will be based out of Bangalore, India.

Overview of Responsibilities & Objectives

Capria is seeking a deeply experienced director that can “own” a product line consisting of on-line curriculum and services for startup entrepreneurs and their support networks (including incubators, accelerators, funds, mentors and support networks). The right candidate will be responsible for developing strategic and tactical objectives and guiding the team to meet them on-time and on-budget. You will be managing the project, the product team and outcomes of the program related to Venture Basecamp. This will include the technical aspects of the online platform/LMS, the content/training curriculum as well as the implementation system and programs. The role is collaborative and fast-paced, working with your team in Bangalore as well as with senior leaders of Capria's Seattle-based team. Operating like a startup ourselves, the ideal candidate comes from an entrepreneurial background and can handle the complexity, ambiguity, and pace of building an early-stage business. Experience in agile production of on-line content is required, product management is strongly preferred, and, a background developing quality user experiences across both products and services is desired.

We are looking for somebody with excellent teambuilding and leadership skills who has a passion for entrepreneurship and deeply cares about helping more entrepreneurs around the world get better at

what they do. The job comes with incredible learning opportunities from global experts and the potential to make a real, lasting impact on the global entrepreneurship ecosystem. We are looking for somebody with big ideas, is a team player, and has the essential leadership skills to help us get the job done and can still have fun.

Experience and Capabilities

The most vital areas of experience for a successful candidate include:

1. Fundamental understanding of how startups work, either due to having worked on a small team of a high-growth startup, or having been in a services or advisory role to the same.
2. Experience in developing on-line curriculum both from technical as well as content development (the senior team will provide knowledge, experience and content elements – you will put it into strong, interesting, engaging content and services to deliver the right outcomes.)
3. Experience in guiding team toward exceptional outcomes with limited resources and intense timelines.
4. Experience in **product development and agile product management**
5. Demonstrably-relevant experience in **online platforms and knowledge of LMS/on-line content** delivery.
6. Able to manage up and manage down. Ability to work with firm Partners from around the world to translate knowledge and experience through on-line video content, to entrepreneurs and their support systems. Ability to build and manage a team that is passionate, focused, highly productive, results-oriented and having fun working hard.
7. **Start-up environment** or equivalent for at least 2-3 years; overall professional experience of 8-12 years. Able to work with limited budget and resources, similarly to the entrepreneurs you will be supporting.
8. Should have a bachelor's degree or masters in either business, economics, or computer science, though previous relevant work experience is of highest priority.

Key personal skills and abilities include:

1. Outstanding communication and collaboration skills.
2. Self-starter able to come up with solutions as suggestions rather than bringing questions you expect someone else to answer for you.
3. Passionate about “changing the world” through economic empowerment, delivered through new entrepreneurial enterprises.
4. A love of user experience and product ‘lovability’.
5. A user/consumer of (knowledgeable in) on-line learning programs required; experience creating the same is a big plus.
6. Positive attitude and eagerness to work in a startup-like work environment with a focus on collaborative teamwork.
7. A passion for entrepreneurship.

The Role

Team leadership: source, recruit, manage and motivate a small group of highly productive team members able to work collaboratively and deliver the highest quality learning experience (product + services) and associated content, on-time and on-budget.

Product Development and Management: You will be managing a small but highly effective team who will build out the online product and ensure a high degree of usability and functionality for end users. This will entail connecting the dots between the different operations functions on the team.

- **Product Development:** You will lead the group in ensuring the platform and LMS and training courses are developed to the highest degree of usability and effectiveness in conveying the state of the art content for both entrepreneurs and “support intermediaries” (incubator managers etc.).
- **Strategic Leadership:** As a core member of the VentureBasecamp team, you will support the other key team members in improving the business strategy and vision of the program through collaborative, strategic leadership.
- **User Research and Testing:** As with any great startup, this program is completely focused on the satisfaction of its users and improving our metrics associated with success. You will be responsible for digging into user research and testing product iterations with the VentureBasecamp user base, analyzing and synthesizing appropriate solutions.

Business Development Manager: You will also manage the externally-focused business development manager who will be responsible for establishing both India-based and global partnerships and distribution channels for the VentureBasecamp service, and also driving revenue for the overall business.