

MANAGER- INCUBATION



India Welfare Trust (IWT – www.indiawelfaretrust.in) is setting up an Early Stage Incubator that will help young to-be entrepreneurs set up organisations that will use volunteers at scale to create social impact in any cause of their choice.

The incubator will identify 25 ideas each year, run the idea-owners through an intense residential entrepreneurship orientation workshop over 10-15 days, support each of them through a “pilot- proof of concept” phase of 8 weeks and then pick 8-10 entrepreneurs to be funded with Rs20L each to convert their PoC into an organisation and scale it. The chosen organisations will receive 6 months of handholding and support in addition to the funding.

We expect the to-be entrepreneurs to largely be graduating students or young people willing to commit themselves 100% to their enterprises, which could be both, for-profit and non-profit.

To run the incubation programme, we are looking for a MANAGER- INCUBATION. S/he will be charged with

1. Outreach/promotion: using social media, networks to ensure we get a large and wide pool of applicants
2. Engaging mentors: we have a great set of entrepreneurs, domain experts and volunteering experts already onboarded to mentor the young startups
3. Shortlisting: creating a criteria framework, shortlisting, setting up interviews, identifying "hungry" candidates and co-ordinating the selection panel
4. Helping startups with basic budgeting/planning/timeline creation (ability to understand business plans and models desirable but not necessary), connecting them to the right mentors
5. Creating documents- pitch decks, marketing collateral, website, etc.
6. Designing the training workshop- with lots of help from the IWT team
7. Facilitating the training- coordinating faculty/trainers/speakers, reflection by mentors, seeking feedback and improving design
8. Engaging the startups- being in touch, knowing their challenges/problems, building trust, motivating/energising them
9. Everything else that is required to support the startups

The right candidate will have

- Great interpersonal skills, the ability to proactively reach out and speak to/ engage lots of people
- Reasonable "framework creating" ability
- Reasonable comfort with excel spreadsheets, including creating budgets/plans
- Reasonable comfort with online tools (sheets, docs, slides, canva), knowledge of social media (Instagram, FB, twitter, LI)
- Reasonable maturity- at least 4-5 years' work experience
- Deep admiration and respect for entrepreneurs/startups, including failed ones, and curiosity to be on top of the “startup ecosystem” trends.
- High "availability" on email, phone, Whatsapp- 24x7, high responsiveness (TAT in minutes and hours in general)
- Dependability- willing to make at least a 3 year commitment
- Willingness to travel 4-5 days a month, and be onsite for the entire residential programme

As an organisation, we have a very high performance work environment (6 days, 50+ hours a week). We work from home with a lot of flexibility. Compensation is reasonable.

If the role excites you, send us your CV with a note on why this excites you, and why you believe you can do justice to the role, to venkatkn@gmail.com