

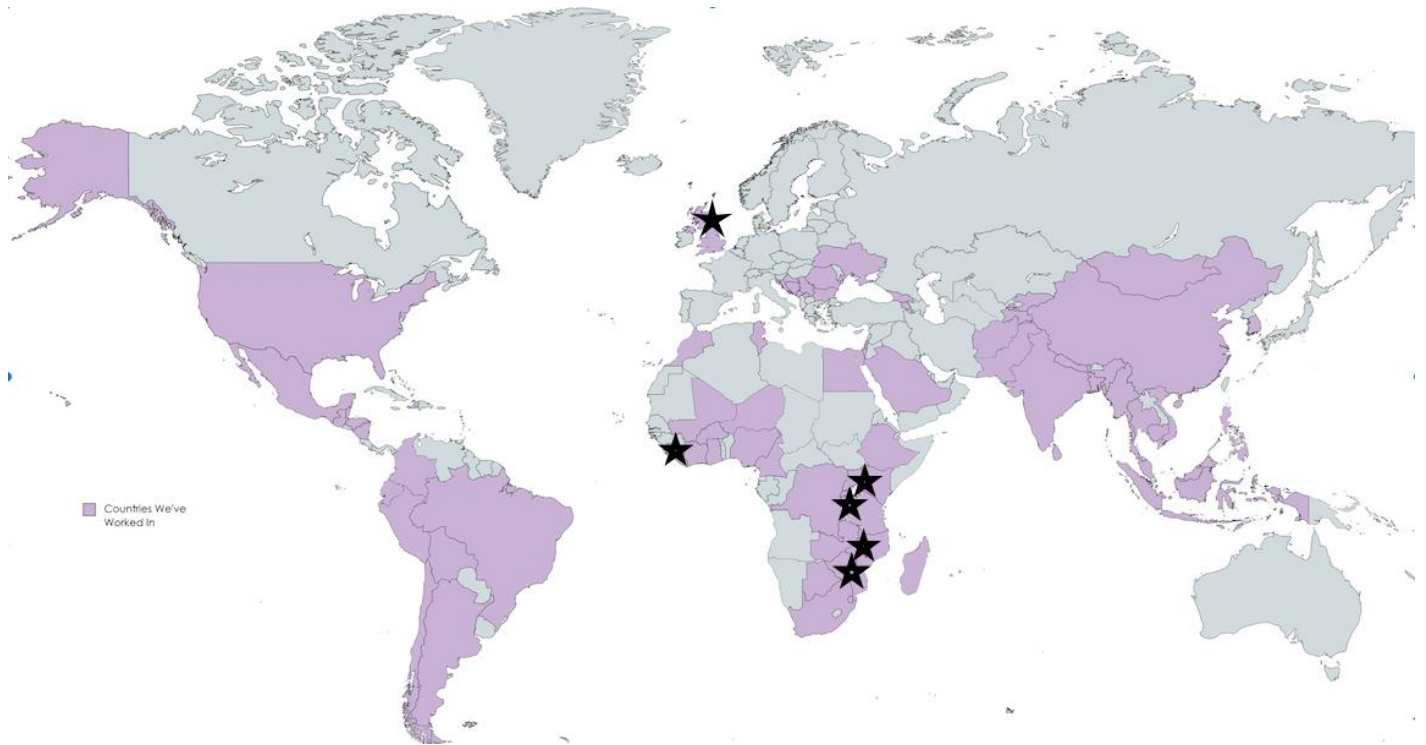
Challenges  
Group



# Recruitment Pack

## Venture Support Manager

# All about us



## We are an international enterprise development organisation that delivers enterprising solutions to global challenges

We operate globally and have offices in six countries: Ghana, Malawi, Rwanda, Uganda, the UK, and Zambia

### Our Approach

We have had the privilege of partnering with enterprise ecosystem support organisations across 78 countries.

Through working directly onsite with over 5,000 individual enterprises, our approach to enterprise support is rooted in tried and tested methodologies and our culture, then refined by 25 years of application. An innovative mindset

underpins everything we do at Challenges Group. From our experience, we believe that real performance improvement is unlocked when there is an understanding of the business model and its delivery, the people, and the ecosystem. Then, to add value, Challenges Group must bring an innovation mindset to plan and support transformation.

### Our History

We have been operating globally for 25 years across four continents

Since 1999, we have provided over 200,000 onsite consulting days, delivered £30 million in debt and equity financing, and supported more than 4,000 social businesses in 78 countries.

## Our 3 Pillars

### 1. There for the Journey

To support any enterprise with what it needs, when it needs it, we have developed and delivered a suite of tools and methods to support enterprise from idea to investment. So, rather than having a single programme model, or one-to-many service offering, we have a full-service one-to-one offering – we give enterprises the bespoke support they need at whatever stage they are.

### 2. A 3-Dimensional Understanding

To design and deliver the correct support to any enterprise, we take a holistic approach. We assess where the intervention is most needed (the enterprise itself, its people, or its ecosystem) depending on their present situation or future opportunity. The results are a multi-faceted enterprise improvement approach, with changes to all 3-dimensions reinforcing each other to ensure sustainable change.

### 3. Innovation Mindset

For us, innovation means the practical implementation of ideas that result in enterprise improvement – not invention. We help deliver incremental gains by working with enterprises to adapt ideas and models and apply them in new contexts to maximise impact. We use enterprise experts who have lived experience supporting often hundreds of individual enterprises in emerging economies, to verify the efficacy of business models, and to use adapted design thinking approaches as a launchpad for innovations for specific problems in specific contexts.

## Our Values

### WE'RE DRIVEN BY IMPACT.

We are passionate about creating sustainable impact. We want to support enterprises so that they're better able to tackle big global challenges.

### WE LOVE TO COLLABORATE

We think the best solutions arrive when we collaborate – with colleagues, with enterprises, and with partners. Collaboration brings new ideas and different perspectives, which means better solutions.

### WE FIND A WAY

We love problem solving. We interrogate an issue. We will understand the wider context and explore all possible options, and often bring solutions that weren't immediately obvious.

### WE THRIVE ON INNOVATION

For us, innovation is a state of mind, not just a tool. We are inherently curious and we challenge existing approaches; adapting ideas and models to apply them in new contexts allows us to maximise impact.





## The Ventures Lab

The Ventures Lab provides an inclusive, supportive path for aspiring or early-stage entrepreneurs to bring their purpose-led businesses to life.

Everything we do is designed to maximise enterprises' potential to deliver extraordinary impact. We achieve this by improving organisational capabilities through learning and leadership development for people, strengthening enterprises and their ecosystems, facilitating access to finance, and supporting innovation.

The ventures taking part in this lab will benefit from our business support and services, funding, a workspace, and access to our business network and be part of an innovative, patient, venture-building model that offers bespoke support dependent on individual needs.

We understand the needs and potential of the international social enterprise market in Scotland. We believe Scotland is an ideal place to take a global lead, to start and grow international social enterprises. Ultimately this will help deliver our shared vision for Scotland as an inclusive fair, just and green transition to a wellbeing economy, and embody those values in how we engage globally.

### Examples of ventures who have joined The Lab:

- Climate Change Legal Initiative (C2LI) – [c2li.org](https://c2li.org)
- Gender in Emergencies Group – [giegroup.com](https://giegroup.com)
- Sustainable Futures Global - [sustainablefuturesglobal.org](https://sustainablefuturesglobal.org)



## Venture Support Manager

### Contract

Full-time, permanent.  
We're open to consider flexible or part time arrangements

### Location

Edinburgh (hybrid)

### Salary

£36,000 to £44,000

### How to apply

Send your CV plus a cover letter to:  
[caroline.wylie@thechallengesgroup.com](mailto:caroline.wylie@thechallengesgroup.com)

*If you'd like an informal chat about the role with our CEO or COO, please contact us using the email above.*

### Closing date

Sunday 21<sup>st</sup> April

### Selection Process

The first round of the process is planned to take place on the 25th and 26th of April.

### Equity, Diversity & Inclusion

Challenges Group welcomes applicants from all backgrounds. We are dedicated to greater diversity and inclusion within our own organisation and strive to provide equal opportunities to people of all races, ethnicities, religions, genders, sexual orientations, gender identifications and abilities.

### Employment eligibility

To be considered for this role applicants must have British Nationality or have a right to live and work in the UK.

# Job Description

## About the role

This role is at Senior Manager level and part of our senior team in Scotland, reporting to the Chief Executive.

## Roles & Responsibilities

### 1. Partnerships

- Establish and develop market linkages across a range of higher education and ecosystem venture prospect feeder channels
- Work closely with partners across the Scottish social enterprise ecosystem to build successful collaborations
- Conduct market engagement / promotional activities in order to grow the prospect list
- Build excellent relationships with existing partners at seven Scottish universities, and expand this out to all universities in Scotland over the next 12 months.

### 2. Venture-building support and oversight

- Provide outstanding service and support for all enquiries to The Ventures Lab
- Assess applications from prospective ventures to determine whether Challenges can support them through our Social Innovation Runway or through The Ventures Lab 'deep-dive'
- Work hand in hand with venture Founders and/ or Commercial Champions over a period of 3 to 6 months in order to conduct a deep dive, which will result in the venture having a robust business plan, financial model and go to market strategy
- Support ventures to be prepared for investment
- Facilitate, coordinate and administer an investment committee

### 3. Support to ventures in 'The Lab'

- Work closely with the leadership team in each venture making sure that Challenges is supporting the venture team to grow, to deliver, and to access anything Challenges can add to the venture to help ensure its early success
- Work closely with a range of internal and third-party service providers (including deal-brokering and contracting) who deliver an important mix of early-stage venture support services. This includes bookkeeping & accounting, branding, digital communications, HR, Legal, IT support and work/ conference/ event space
- Host a monthly networking and collaboration workshop for ventures engaged in The Lab

### 4. Additional projects and responsibilities

- As a member of the leadership team, this role should expect to be occasionally be involved in additional projects in order to support the organisation



# Job Description

## Person Specification

### 1. Education and Experience:

- A qualification in business administration, entrepreneurship, or a related field
- Proven track record of successfully managing partnerships and collaborations
- Demonstrated experience in project management and process development
- Experience in business development or entrepreneurship, as well as managing and supporting early-stage ventures through a development process is desirable

### 2. Skills and Competencies:

- Excellent communication and interpersonal skills, with the ability to build and maintain strong relationships with stakeholders at all levels
- Strong networking abilities to establish and nurture partnerships across various sectors and industries
- Proficiency in project management tools and techniques to ensure smooth operations
- Highly organised with excellent attention to detail to manage multiple projects simultaneously
- Flexibility and adaptability to work in a dynamic and fast-paced environment

### 3. Personal Attributes:

- Passionate about social impact and environmental sustainability
- Entrepreneurial mindset with a proactive approach towards identifying opportunities and overcoming challenges
- Collaborative and team-oriented, with a willingness to work closely with venture founders and team members to support their growth and success
- Ethical and principled, with a commitment to upholding the values and mission of The Ventures Lab

### 4. Additional Requirements:

- Willingness to travel within Scotland as needed to establish and maintain partnerships with universities, governmental bodies, and other stakeholders
- Availability to occasionally work evenings or weekends to accommodate networking events or workshops for ventures engaged in The Lab
- Flexibility to take on additional projects and responsibilities as required by the leadership team

# WHY, WHAT, HOW?

## OUR PURPOSE

We exist to maximise enterprises' potential, so they can deliver extraordinary impact.

## OUR VISION

A world whose biggest challenges are being tackled by enterprises creating extraordinary impact.

## THE PROBLEM WE'RE TACKLING

Many enterprises do not perform at their fullest potential and may lack the capacity to operate better, thereby limiting their impact on global challenges.

## OUR MISSION

Our mission is to help deliver better solutions to global challenges by improving the performance of enterprises.



# Benefits



## Holiday entitlement

The holiday entitlement for full-time staff is 28 working days per year, inclusive of 8 public holidays. Staff receive an additional 4 days leave during the December festive break. Part-time staff receive a pro-rated entitlement.



## Flexible working

Staff generally work office hours – most staff adopt 'hybrid' working, but we encourage at least one day per week in the office. This role will allow you to tailor your schedule to fit personal commitments while contributing to our team's success



## Cycle to Work scheme

Challenges offers a cycle to work scheme that enables a discount towards any bicycle you purchase for the purpose of getting to work.



## Other benefits

Also available to staff is a pension scheme, and professional development courses through the Chartered Management Institute (CMI).

## Contact us



[www.challengesgroup.com](http://www.challengesgroup.com)  
[www.theventureslab.com](http://www.theventureslab.com)

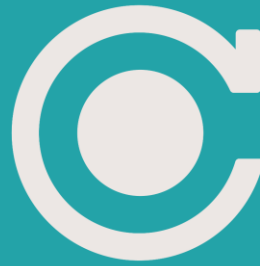
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The

**Ventures  
Lab**



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