



# VENTURE ASSOCIATE

## JOB DESCRIPTION

Year Here is a platform for entrepreneurs who want to tackle problems that matter, consisting of a one-year Fellowship and an Accelerator programme offering investment and business support.

Since launching at 10 Downing Street in 2013, we've worked with over 200 aspiring social entrepreneurs and launched award-winning social ventures like Cracked It, Birdsong and Chatterbox.



## ABOUT THE ROLE

Year Here brings together people who are ambitious about building a better society and enables them to develop smart, new solutions that meet social need in effective and financially viable ways. For over seven years, we've been the birthplace of some of the UK's most promising social startups and in 2020 we're taking our venture support to the next level with the launch of a new Accelerator. The programme will back exceptional teams from Year Here and further afield with investment from an angel investor syndicate, business support and customer partnerships.

The Accelerator marks the start of a new chapter for Year Here and we're looking for someone to jump on board early and work closely with our Director of Ventures to build the UK's best social startup platform from the ground up. You'll also roll up your sleeves and support Year Here Fellows right at the start of their entrepreneurial journeys in the latter stages of the Fellowship, helping them to form teams, develop their early-stage ideas and apply to join the Accelerator.

This is an opportunity to join a team that has big ambitions for the future of social business, and a solid platform to realise them. The role will be dynamic, highly varied and is bound to stretch you in new directions.

This is a full-time role.

The deadline for applications is **Sunday 22<sup>nd</sup> March**.

# YOUR RESPONSIBILITIES

## Find and select the UK's most promising social startups

You'll identify the highest potential social startups emerging from the Year Here Fellowship and prepare them for the Accelerator. You'll build networks and work with our marketing team to scout applicants from further afield, promoting the programme through events and other channels. You'll run a rigorous selection process and enable the investment committee to pick the most promising teams and ideas.

## Build and manage the Accelerator programme

You'll deliver an outstanding experience for all the programme's key players, including entrepreneurs, mentors, partners and funders. Behind the scenes, you'll implement and manage efficient systems and processes that keep the programme on track, on budget and generating meaningful data. You'll learn quickly, rapidly adapting the programme and improving it for future cohorts to ensure Year Here is the best possible place to launch a social startup.

## Deliver high quality venture support

You'll support venture teams on the Accelerator and during the Venture Lab phase of the Fellowship, through 1:1 coaching and group session facilitation, focusing on key areas of development such as business model design, financial modelling, impact strategy and prototyping methods.

## Support fundraising for the programme and investment platform

You'll work with our Director of Ventures to raise funds to get the programme to long-term profitability, supporting with research, creating funder materials, financial modelling, and being a trusted contact for investors and partners.

## Run our venture community

You'll sit at the heart of Year Here's venture portfolio – 34 ventures and growing – and devise creative ways to maximise their social impact and commercial success. This will include organising portfolio events, facilitating peer-to-peer support, understanding their impact and managing our commercial relationship with them.

# ABOUT YOU

## You're a startup aficionado

You've worked in a startup environment, started something yourself, or plan to launch something in future. You're inspired by entrepreneurial energy and the innovative possibilities of early-stage businesses, and are well versed in startup methodologies, finance options and how the industry works.

## You have strong commercial acumen

You thrive on scouting and sizing market opportunities, tweaking the variables of a financial model and devising a sales strategy. You can bring your commercial skills and knowledge to bear on building the capacity of founding teams and supporting the development and growth of early-stage ventures. You're not an accountant but you are very happy in an Excel spreadsheet – building budgets, getting to grips with key financial terminology and requirements, and analysing datasets.

## You're highly organised and analytical

People know you as a highly organised professional and it irks you when things aren't in their right place. You're happy to help others bring similar order and rigour to their work. You can easily break down a problem, generate a range of solutions and discern their relative merits. You can balance multiple priorities – from managing costs to providing a great programme experience – to get to the best outcome.

## You're an excellent relationship builder

You love nurturing relationships and building trust. You'll be adept at switching modes – from acting as a critical friend to our entrepreneurs to becoming a trusted partner to one of our investors. You know how important it is to get back to people promptly and to make life easier for our partners. You always do what you say you're going to do.

## You believe in the power of enterprise for social change

You're passionate about tackling social issues and how enterprise-driven models can provide innovative solutions where other avenues fall short. You're familiar with social enterprise and impact investment concepts and are up to date on current affairs.

## You're not afraid of working hard in pursuit of a big vision

You enjoy fast-moving environments and you're used to achieving a lot with a little.

## COMPENSATION AND BENEFITS

- £32,000-40,000 per annum initially, depending on experience
- Prospect of equity stake and/or performance-related remuneration
- Gorgeous, open plan studio in Hackney, a stone's throw from London Fields (and its newly-reopened Lido), Regent's Canal and Broadway Market
- Access to tonnes of events and training sessions delivered by some of the leading lights of the social entrepreneurship world
- A strong commitment to personal and professional development – with a £500 annual training budget
- Up to 3% contribution to your pension
- 25 days' paid annual leave per year.

## TO APPLY

Send your application to James Teasdale on [opportunities@yearhere.org](mailto:opportunities@yearhere.org) with the subject line "[Your Name] / Venture Associate Application" and briefly:

- Tell us about yourself and why you want this role
- Tell us about a business model you admire and why
- Attach your CV and/or link us to a LinkedIn profile.

The closing date for the role is midnight on **Sunday 22<sup>nd</sup> March** although we will be conducting interviews on a rolling basis – so get your application in early.

There is a 3-stage selection process:

1. Submission of CV and cover letter as detailed above
2. An initial telephone interview (20 minutes)
3. A final round interview and a test (120 minutes).

We are committed to building a diverse team and strongly encourage applications from women, minorities, LGBTQ+ people and people with disabilities.

## WHO WE ARE

Unlike a traditional Master's, the **Year Here Fellowship** is an immersive, action-oriented postgrad course. Over one year, diverse and multidisciplinary cohorts of Fellows learn at the frontline of inequality – in care homes, homeless hostels and schools across London. Supported by a rigorous social innovation curriculum and industry mentoring, they found some of the most promising social startups in the UK.

Our new **Year Here Accelerator** supports those emerging businesses with investment, specialist business support, access to clients, and office space.

We're also launching the **Year Here Foundation**, a new charity aiming to widen access to social entrepreneurship through the provision of financial bursaries and other practical support to high-potential entrepreneurs from low income backgrounds.

### Our growth

Since launching at 10 Downing Street in 2013, we have grown steadily. Today, we are a team of 8 and a faculty of 75 social impact experts. We turnover £700,000 / year.

Our business model is unique. We don't charge a tuition fee for the Fellowship. Instead, Fellows work on real-world social projects that we are paid for. This income, along with some recurring grants, covers the cost of the programme. The Accelerator makes money by taking a cut of the startup investment raised and a small stake in each company. The Foundation raises funds from philanthropists who share our mission.

Year Here is a social enterprise; meaning that our purpose is to create positive change in society rather than to maximise shareholder profits. Our Articles of Association state that at least 20% of our profits must be reinvested in our social mission.

### Social Impact

Year Here's 212 Fellows have collectively volunteered 130,000 hours in frontline services – including homeless shelters, care leavers' services and pupil referral units – and launched 34 new social ventures backed by Nesta, The Observer, Ashoka, UnLtd, Bethnal Green Ventures and the Esmée Fairbairn Foundation.



These ventures include:

- [Birdsong](#) - a fashion brand selling clothes made by women's groups, from older knitters to migrant seamstresses, with a 'no sweatshops, no photoshop' ethos
- [Fat Macy's](#) - a roving restaurant that trains homeless Londoners to run supper clubs, with profits helping them raise a deposit for their first flat
- [Cracked It](#) - a training programme for young people who are involved in gangs to fix cracked iPhones, as an entrepreneurial route away from gang crime.