

3 August 2020

**CHIEF OPERATING OFFICER
ASPIRE IMPACT MISSION INITIATIVES PVT. LTD.**

Aspire Impact a leading social enterprise in leadership skills and social impact ecosystem development, is seeking to hire a Chief Operating Officer, directly reporting to the Founder and leading a motivated, mature but small team of ten. S/he will be ultimately based in Gurgaon, but currently working from home until the pandemic recedes.

Background

Aspire was founded in 2007. As a social enterprise focused on Employability and Skills Development, Aspire pioneered Employability Education in India, training over 65,000 unemployed youth in Tier 2/3 cities for new economy jobs. It received many awards and recognitions, including the \$100,000 McNulty Prize from The Aspen Institute, India's Top50 Initiatives from Business Today, Young Turk from CNBC & Education Czar from HT-MINT.

Aspire v3.0

Aspire in its new avatar, will be a leadership skills and ecosystem development initiative for social and environmental impact with 7 products across 3 divisions:

- I. **EDUCATION DIVISION:** inherits two products from Aspire v2.0 which are:
 - a. LeadershipPro: Our most successful product to date is the middle-school and senior-school values-based training program, in partnership with GVV at Darden School of Business, University of Virginia
 - b. AssessPro: Our online leadership assessments
- II. **IMPACT DIVISION:** has four products, all new pursuits:
 - a. Executive Education: Online Impact Specialist & Impact Investment executive education programs to be followed by a Chief Impact Officer Exed Program
 - b. Impact Assessments: Partner a global leader to do impact audits, assessments and certifications for impact enterprises and big business alike
 - c. Start-Up Support: Partner a global major to offer their online training programs and global network to Indian impact accelerators & incubators; and,
 - d. Impact Future Project (Think-Tank) & Festival: Build 10 online sectoral Impact communities, of 30-50 leaders each (300-500 leaders in all), to brainstorm the Impact Future for India and the world along with an annual Impact Ideas Festival
- III. **INVESTMENT DIVISION:** is also a new initiative:
 - a. Seed Impact Investments: We have started making seed investments in impact enterprises

Aspire currently has a small 6-member team supplemented by Interns. We are hiring 4 more team members to build a 10-member team.

Aspire Circle

Aspire had additionally promoted Aspire Circle (www.aspirecircle.org), a not-for-profit initiative in 2014, with a distinguished group of Trustees & Governors, which offers Fellowships to social leaders (CSR Heads, Foundation Heads, Impact Investors, Impact Entrepreneurs, NGO Heads) to become more enlightened

leaders. Aspire Circle today has over 176 Fellows across 8 cohorts, including pre-eminent leaders from India's social sector. The 9th cohort will be launched in Q4, 2020.

Aspire Impact COO Role & Responsibilities

The COO must be mission-minded, self-starter and determined executive. S/he will ideally be between 35-45 years of age, with >10 years' experience, at an inflexion point in her/his life, and, be used to and prepared for a startup experience. S/he may or may not have any prior Social Impact or Development sector experience. S/he will receive a market-based compensation including a variable component plus equity participation in the company. S/he could be a person retuning to workforce after a hiatus or a former corporate leader anticipating a move to the social sector or in exceptional cases, even someone who just retired and wants to keep contributing to the nation and the society. S/he will help the CEO raise finances, build a small mission-oriented team, and, create truly, deep-impact initiatives. S/he must will ideally be based in Gurgaon and ready to start before 31st August 2020.

The key responsibilities of the COO will include but not be limited to the following:

- Strategist: Sharpen the strategy and focus of Aspire products for market leadership
- Thought Leader & Pioneer: Keep razor-sharp focus on social and environmental impact products to be India's #1 actor for enabling corporations, government, investors and individuals to transition to Impact Economies
- Starts small, thinks big: Ensure revenue targets for the company with a modest goal in Year 1 (2020-21) but ambitious goal thereon to become a INR 100 crore revenue company
- Operational Excellence: Deliver operational excellence, demonstrate an eye for detail, manage and execute multiple projects parallelly, with detailed, meticulous reporting
- Analytical: Must have strong analytic skills to navigate the emerging Impact Science, decipher new trends, finalise course materials, and establish Aspire's leadership
- People Person: Build and lead the small team, with modest resources, to greater success individually and collectively
- Global Focus: Aspire Impact will serve clients not just in India, but around the world and requires its COO to have a global focus.

Qualifications

As a start-up in a new sector, the COO should be flexible and adaptable to emerging realities and trends- the above products may change a lot with the market developments. S/he must therefore possess the following qualifications:

- Post Graduate Degree in Business or Social Development
- Minimum of 10 years' experience with the last 3 years in a leadership role
- Detailed-orientation with ability to build new systems, policies and procedures
- Strong English-level communication skills (written and verbal)
- Revenue orientation and established track record of performance

Interested candidates must write to:

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