



Entrepreneur

Role Description

Reporting to: Future Participle Board (with direct contact with Hugo Manassei)

Salary: £50k (depending on experience);

Based full time in our offices in London Bridge, London;

The Role

Participle's vision is bold and ambitious. Our goal is not only to improve the lives of those who live in Britain, but also to develop new business models that can take the innovation to scale, whilst working with policy makers at the highest levels to develop the future of the 'welfare state.' As an Entrepreneur, you will have a track record of making things happen, of turning ideas into workable enterprises, of delivering solutions, not just managing them. The purpose and initial structure of the enterprise you will create and run, will have been developed and prototyped through a previously run Participle project. Your primary outcomes are to turn this into a sustainable business, and run a successful enterprise.

About Participle

Participle creates future public services with and for the public. Most attempts at innovation and service improvement start within existing institutions and ask how they can be reformed. Participle starts from the individual and their community, unlocking a unique set of insights and motivations, which are then applied to the problems that need to be addressed. This bottom up process of learning from and understanding individuals, and the life they want to lead, is simultaneously combined with a top down process of institutional and financial analysis which draws on our broad networks of academic and professional knowledge. A typical team on a health project, for example, would include residents of a particular community, doctors, nurses and a wide range of advisors from different walks of life, different locations, all with their sleeves rolled up working alongside each other. From these projects emerge a series of social enterprises, which we create, launch and incubate. We are only interested in national scale, and although we might start small, this is our goal. These social enterprises stand as examples of how future services can be delivered.

The Participle team is inter-disciplinary. Our team includes designers, social anthropologists, researchers, policy analysts, economists, domain experts, business people, organisational change people... to name just a few. Each project draws on these skills and a wider networks of expertise and knowledge. All bring their unique perspectives to bear through our project process and methods.

For more information, please visit: www.participle.net

Role Details

All our projects are managed and run by Project Leads who view the project as a delivery platform for a new enterprise, which you will launch after the project has finished. During the project lifetime, elements of the enterprise will be tested, created, prototyped and ready for launch. Then... it is over to you.

Core Deliverables

- Leading and managing the enterprise, its stakeholders and a team, delivering on time, on budget;
- Building a macro and micro business case, including analysing the opportunities for taking it to national scale;
- Strategic implementation of innovative ideas, creatively bringing the elements of the service designs to life;
- Developing a 5-year business plan, including identifying critical revenue streams;
- Testing and launching the service, both its components in prototype form and a pilot/soft launch to 'stress test' its operations;
- Preparation for the foundations of the enterprise, including corporate governance and HR decisions;
- The smooth set-up and running of all the operational side of the business.

Competencies Required:

- **Business Development Skills** – you must have knowledge and experience of analysing opportunities, creating business cases and writing business plans, and every aspect of the processes that are integral to ensuring ideas become commercially viable. You must understand the spirit of social entrepreneurship, with an absolute focus on the delivery of workable solutions which make a social difference;
- **Project Management Skills** – the candidate must have ideally experience but alternatively an understanding of issues involved in running large £500k plus projects, including managing external funders and partners, managing the internal team, the budget and managing the project life-cycle process;
- **Stakeholder and Partnership Prowess** – you must be able to read other individuals and organisations, navigate political environments, understand the issues most imperative to other people's businesses, articulate conflicts and barriers and methods for resolving them, and ensuring that the work we do is always relevant to our partner's objectives;
- **Business Analytics** – a key part of our work is to ensure that the outcomes are measurable and valuable. We deal with problems such as increasing quality of life, reducing social isolation, reducing anti-social behaviour, building relationships. Value and measurable elements need to be developed on both a micro and macro level in order to secure further investment and a compelling argument for growing enterprises to national scale;

- Entrepreneurial Ambition - understands the spirit of social entrepreneurship, with an absolute focus on delivery of successful solutions. You need to set up and run a highly successful enterprise;
- Operational Management – be able to set-up, develop and deliver all aspects of any working business from financial systems, IT infrastructure, fully operational office, HR issues, sale strategies, marketing and communication plans;
- Relationship Building – after you have worked out what you need to know, you need to know how to find what you don't know. You need to pull in expertise meaningfully. You need to raise funds. You need to be well connected to partnerships, funders and end users in order to deliver a successful enterprise. The output of your successful relationship skills is to create a service that runs at national scale.