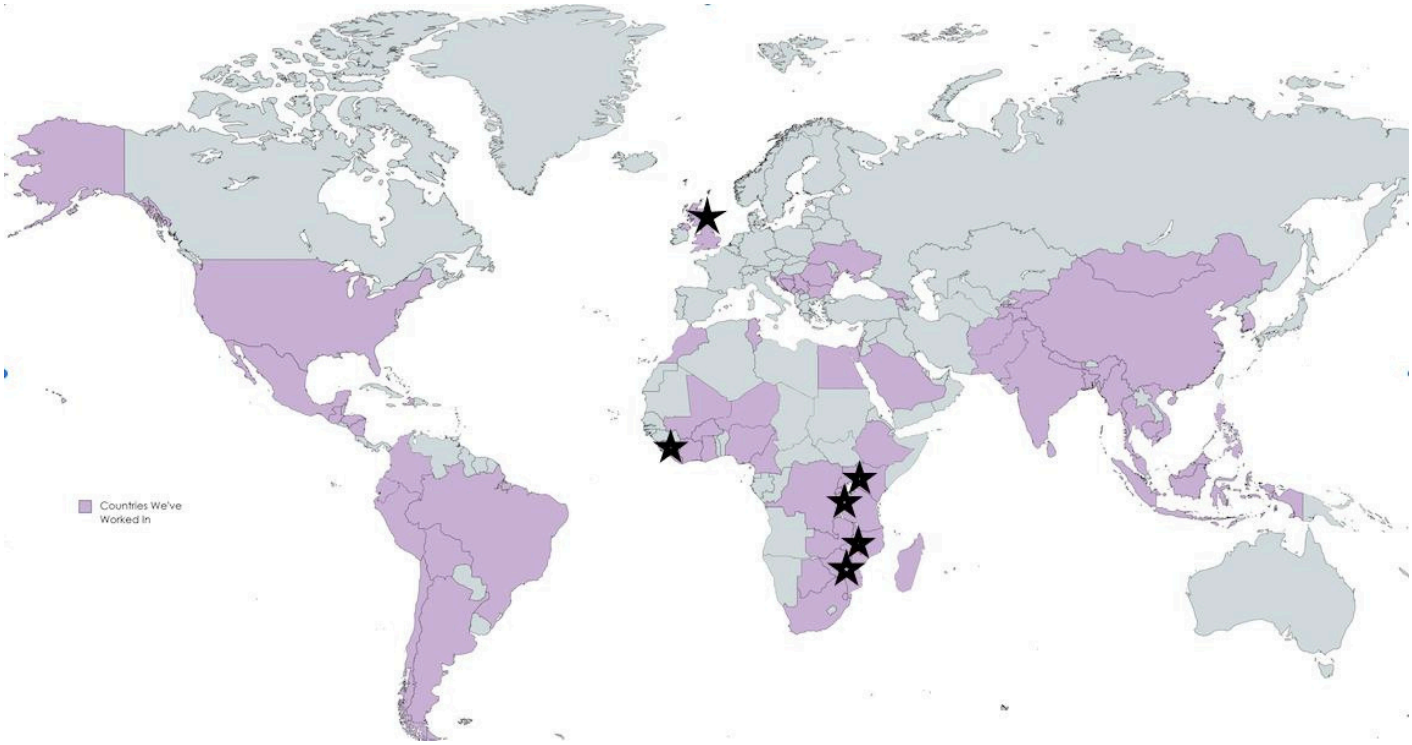
The Ventures Lab | Challenges Group



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 seven countries: Ghana, Malawi, Rwanda, Tanzania, Uganda, the UK, and Zambia

Our Approach

We have had the privilege of partnering with enterprise ecosystem support organisations across 80 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 The 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, The Challenges Group must bring an innovation mindset to plan and support transformation.

Our History

We have been operating globally for 25 years across four continent 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 80 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

Shaping the Future of Scotland's Impact-Driven Enterprises
Do you believe in the power of purpose-driven businesses to create real, lasting change? Are you passionate about supporting entrepreneurs to build ventures that balance social impact with commercial success? If so, The Ventures Lab is for you.

The Ventures Lab is a programme led by The Challenges Group, bringing over 25 years of experience in supporting impact-driven enterprises across 80 countries. Through The Ventures Lab, we apply this expertise to Scotland, building a pipeline of ventures that drive economic and social impact at scale.

Our Impact Venture Builder Programme provides a structured, hands-on approach to venture-building, offering:

- Tailored business support to strengthen enterprises and their ecosystems.
- Learning and leadership development to build entrepreneurial capability.
- Access to finance through patient capital and investment readiness support.
- Workspace and a collaborative ecosystem to nurture ideas and innovation.
- A strong business network connecting founders to mentors, partners, and market opportunities.

Everything we do is designed to maximise a venture's potential to deliver extraordinary impact. Scotland has the potential to be a global leader in international social enterprise, fostering ventures that embody inclusion, fairness, and sustainability while driving economic transformation.
By providing the right support at the right time, The Ventures Lab ensures that purpose-driven ventures can start, grow, and scale locally and internationally.

Join us in shaping the future of Scotland's impact-driven business landscape.



Venture Support Manager

Contract Full-time, permanent. We're open to consider flexible or part time arrangements **Location** Edinburgh (hybrid) **Salary**

£34,000 to £40,000
How to apply Send your CV plus a cover letter to:
angie.lee@thechallengesgroup.com

If you'd like an informal chat about the role , please contact us using the email above.

Closing date: Mon 24th March

Interview Date: Mon 31st March

Selection Process

The Challenges Group is committed to fostering an inclusive and diverse environment. We welcome applications from individuals of all backgrounds and are dedicated to providing equal opportunities, regardless of race, ethnicity, religion, gender, sexual orientation, gender identity, disability, or any other characteristic. We believe that diversity strengthens our team and enhances our ability to drive meaningful impact.

Employment Eligibility

To be considered for this role, applicants must have British nationality or the legal right to live and work in the UK

The Opportunity

Venture Support Manager
We're looking for an exceptional Venture Support Manager to play a pivotal role in guiding purpose-led businesses through our Impact Venture Builder Programme. We aim to support, build, and scale 40 high-potential impact ventures annually, creating a strong pipeline of businesses that drive both social change and economic success.

As a Venture Support Manager, you will:

- Support 10 purpose-led businesses every six months, equipping them with the tools, knowledge, and confidence to grow and secure investment.
- Lead and coordinate tailored support for ventures throughout the Impact Venture Builder Programme, ensuring access to expert guidance in market research, financial planning, legal frameworks, and marketing through internal teams and external partners.
- Provide hands-on support, guiding founders through early-stage commercialisation, investment readiness, and business scaling.
- Be part of a growing team driving innovation and shaping Scotland's leadership in social enterprise.
- Engage with a dynamic ecosystem of entrepreneurs, investors, and industry leaders to build a thriving, impact-driven community.

This is more than just a role, it's an opportunity to be at the heart of Scotland's social enterprise movement, helping ventures reach £1m+ in revenue within 3-5 years and driving real, measurable change.

We're seeking someone who is:

- A strategic thinker with experience in business support, entrepreneurship, or investment.
- Passionate about impact-driven business, with a strong understanding of social enterprise models and investment landscapes.
- A confident leader and mentor, able to work closely with founders to guide them through the challenges of scaling a venture.
- Pragmatic and hands-on, comfortable working in a fast-paced, high-growth environment.

If you're excited by the idea of shaping the future of impact-driven business in Scotland and want to be part of a team that is actively building the next generation of social enterprises, we'd love to hear from you.

Job Description

About the role
Reporting to the Ventures Lab Director, this role works collaboratively with the Ventures Lab team, supporting ventures across market research, financial modelling, sales and marketing, legal support, and investment readiness. The goal is to develop scalable, investment-ready business models.

Roles & Responsibilities

1. **Partnerships**

- Support the development of market linkages with The Ventures Lab's strategic partners and universities to source ventures.
- Conduct outreach, market engagement, and promotional activities to grow the prospect list.
- Engage with universities, incubators, and sector-specific networks to source high-quality ventures.
- Assess venture readiness and tailor programme support accordingly.

2. **Venture-Building Support & Oversight**

- Recruit and support 10 ventures every six months (20 per year).
- Provide direct support to founders through the Impact Venture Builder Programme, helping them develop a robust business plan, financial model, and go-to-market strategy.
- Guide ventures through the commercialisation process to ensure investment readiness.

3. Venture Support Leadership & Coordination

- Coordinate tailored support for ventures, ensuring access to expert guidance in market research, financial planning, legal support, and marketing.
- Facilitate networking and collaboration workshops to foster peer learning and strategic connections.
- Deliver targeted training and capacity-building sessions on impact venture building.
- Act as a referral conduit to strategic partners, ensuring ventures access investment, business development, and growth opportunities.

Job Description

Person Specification

Education and Experience

- Degree or equivalent experience in business administration, entrepreneurship, or a related field.
- Experience in venture building, impact investing, or start-up acceleration.
- Strong knowledge of early-stage investment models, business scaling, and financial planning.
- Ability to support ventures in business modelling, market strategy, and pricing.
- Experience with social enterprises, impact ventures, or purpose-driven businesses.
- Proficiency in CRM systems, data management, and IT tools for business development.

Skills & Competencies

- Strong financial acumen, including financial modelling, budgeting, forecasting, and pricing analysis.
- Ability to interpret data and market insights to inform decision-making.
- Excellent communication skills, with the ability to engage and influence stakeholders.
- Organised and adaptable, able to manage multiple projects and meet deadlines effectively.
- Proficiency in Microsoft Office Suite (Excel, Word, PowerPoint), CRM systems, and project management tools.
- Analytical & problem-solving mindset to navigate complex business challenges.

Personal Attributes

- Passionate about social impact and sustainability.
- Entrepreneurial and proactive, identifying opportunities and overcoming challenges.
- Collaborative and team-oriented, working closely with founders and partners.
- Ethical and values-driven, committed to The Ventures Lab’s mission.

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
www.theventureslab.com

info@thechallengesgroup.com

5-7 Montgomery Street Lane
Edinburgh EH7 5JT
United Kingdom




The
Ventures
Lab
Challenges
Group