



VP High Growth Startups and Scaleups - Application Form

Please answer the questions below (please keep to the word limits) and return to jobs@thisiscodebase.com along with your CV and, optionally, complete an [Equal Opportunity and Diversity Monitoring Form](#).

By submitting an application form you are confirming that you already have the right to work in the UK. We are not able to sponsor visas. If you have any questions about your eligibility for work please email jobs@thisiscodebase.com before completing an application.

To allow us to anonymise the initial shortlisting process, we will *only* read this application form (and *not* your CV) so please keep this in mind when answering the questions. Shortlisting will initially be done on the basis of the initial key skills questions to establish experience and capability in the key aspects of the role, followed by the remaining essential criteria. The highest scoring applications will advance to the next stage. **Please don't include your name anywhere in this application form.** Your CV will be read towards the end of the process, after we have read all the application forms. While not required, we recommend that you use the STARR model approach to answering the following questions. You can [find information on the STARR model here](#).

1. Please detail your experience in building and executing strategy (max 150 words)
We are looking for: Practical examples of strategy building *and* execution (not just designing it).

2. Tell us about your experience in designing and delivering propositions for scaleups. (max 150 words)
We are looking for: A deep understanding of what UK scaleups need to scale globally and how CodeBase can fulfill that need

3. Please use this space to provide us with more information about how you meet the essential criteria for the role. Make sure to reference the following in your answer:

- Familiarity with the startup and scaleup ecosystem, particularly within Scotland or the wider UK
- Network of investors in the UK and internationally
- Demonstrated experience in managing contracts, budgets, and performance frameworks

(max 150 words per bullet point)

4. If you have anything to say about the points below, we'd love to hear a little more - don't worry if there's nothing you'd like to add:

- Experience representing an organisation at public or industry events
- Familiarity with revenue generation or business model innovation in service-based environments
- Experience overseeing service delivery with internal teams and external partners to drive impactful outcomes
- Proven experience in leading teams, with a supportive and strategic leadership style
- A passion for creating inclusive, empowering environments where people can do their best work

(max 200 words)

5. Is there anything else you would like to add to support your application?

6. If you were successful in this application, which of our hubs would you like as your primary working location?

Please answer Yes/No/Maybe to each option and provide further notes if required.

Please note that some hubs have capacity limits and we will discuss this with you if you are successful

Aberdeen?
Dumfries?
Dundee?
Edinburgh?
Glasgow?
Inverness?

Stirling?
Remote?

Further notes on location preferences, if you would like to work remotely please provide details how this would work.

7. Please tell us how you heard about this role. Please choose one of the following options, and be careful not to include any further information unless specifically mentioned

- CodeBase website
- LinkedIn jobs
- External job board (Please add the website here:)
- Facebook/Instagram
- Twitter/X
- Recommended by friend/family
- Recommended by CodeBase employee
- Other

8. First interviews are scheduled for **Wednesday 3rd December**, with second interviews scheduled for w/c 8th December.
Please detail your availability for **w/c Monday 1st December** and **w/c Monday 8th December**