



Chief Operating Officer

Location: Shenzhen/Hong Kong

***If you think you're a good fit, please share your resume to celia@iosg.vc
Name+Position+Location***

The Role

We're seeking an exceptional Chief Operating Officer to join our leadership team and drive operational excellence across our organization. As COO, you'll play a pivotal role to oversee the company's operating engine, optimize our structure, enhance efficiency, and create space for growth.

What You'll Do

- **Strategic Leadership:** Collaborate with founding partners to shape and execute IOSG's strategic roadmap.
- **Foster Collaboration:** Streamline cross-departmental workflows to maximize efficiency and effectiveness across our distributed team. Bridge teams across different time zones and geographies, ensuring seamless coordination between offices.
- **Navigate Complexity:** Adapt our operations to the dynamic nature of the crypto industry while maintaining our research-driven investment approach.
- **Drive Excellence:** Establish operational frameworks that support our investment process, from deal sourcing through portfolio management.
- **Talent Development:** Build, mentor, and inspire high performing teams across multiple functions, champion a culture of ownership, accountability, and excellence.

What We're Looking For

Essential Experience & Skills:

- At least 5 years of proven COO or senior operational leadership experience
- Strong leadership capabilities with a track record of building and leading high-performing teams.
- International perspective and experience managing distributed, multi-regional operations.
- Align and drive execution across Investment, Post-Investment, IR, Finance, and external counsel; communicate clearly and negotiate effectively to close matters efficiently.
- Maintain strong risk sensitivity and clear red lines, particularly across sanctions, compliance, information security, and conflicts of interest.
- Balance risk management with deal velocity; deliver pragmatic, executable solutions that enable the business to move forward responsibly.
- Creative problem-solver who can work independently and handle ambiguity.
- Ability to thrive in fast-paced, flexible organizational environments.
- Fluent in Mandarin & English.

About IOSG Ventures:

IOSG Ventures is a leading crypto-native fund that invests in the future of Web3. As a thesis-driven firm, we assist founders in developing community-driven protocols that are primed to transform the crypto landscape. Our portfolio comprises a wide range of innovative and high-potential investments, including L1/L2 (Polkadot, NEAR, Arbitrum, Starkware), DeFi (1inch, 0x, Metamask), GameFi (Bigtime, Illuvium), and SocialFi (Galaxy, Cyberconnect).

Our team comprises experienced crypto-native BUIDLers and long-term HODLers, and we remain fully committed to supporting our early-stage developers and founders. Since our founding in 2017, we have invested in a number of industry leaders, including Cosmos, Starkware, zkSync, Arbitrum, Aztec, 1inch, MakerDAO, Illuvium, and Galxe. Whether you're building infrastructure, middleware, gaming, or social platforms, we are passionate about investing in crypto-native paradigms that have the potential to transform the future of the industry.

IOSG Website: [IOSG.VC](https://iosg.vc)

IOSG Ventures Intro Material: [IOSG Ventures Intro Material](#)

Our Research: [IOSG Research](#)

Our Kickstarter: [IOSG Kickstarter Program](#)

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