



# **ASSISTANT VENTURE DEVELOPER JOB SPECIFICATION**

## About TIL Ventures

TIL works with global corporations to build new market-creating ventures that create transformational impact for large groups of new customers.

Our clients include Barclays, BMW, Mars, Pearson, Shell, BlackRock and the World Bank.

Ventures include peer-to-peer car sharing (UK), lending to the underbanked (US), investing for individuals of 'normal net worth' (UK), nutritious foods for the India mass market, job-readiness skills for Latin America and steering the off-grid solar sector (Africa and Asia) towards profitability.

TIL's Partners teach at Said Business School and Cornell and are widely published in Harvard Business Review, MIT Sloan Management Review, Wall Street Journal and the Guardian.

We have a team of Venture Developers who work directly with TIL partners and corporate venture teams to conceive novel Products and Operational models.

Our methodology is called 'Integrated Venture Engineering' (IVE). IVE is grounded in the insight that a business is a complex system - it's made of hundreds of parts, people processes arranged in such a way that what emerges is a product and an operational model that fulfil 3 'functions' simultaneously:

1. Eliminate a customer loss (Create Value)
2. Drive sustained adoption (Exchange Value)
3. Create sustainable profits for investors/owners (Capture Value).

A 'Business System' can only fulfil its 3 functions if the underlying arrangement of parts, people, and processes - what we call the *Business Pattern* - is aligned.

Most innovation takes place in 'served markets', where aligned Business Patterns already exist and design thinking/lean startup approaches can be used to improve the customer experience.

TIL works exclusively in the 'blue-ocean un-markets' - where *Market Barriers* prevent conventional business models from ever achieving profitability - no matter how many units of product are sold. In un-markets, new Business Systems resting on new Business Patterns must be created.

And that's where a huge problem exists today. When lean startup and design thinking are used in un-markets, ventures launch MVPs that are built to fail, as they import the Market Barrier into their underlying Business Pattern. IVE applies a rigorous systems engineering approach to innovating Minimum Viable Business Patterns that works around the Market Barrier and ensures the underlying Business Pattern is aligned.

IVE requires precise, logical analysis and the ability to think carefully, from first principles.



## The role

We're hiring Assistant Venture Developers (AVD) to work closely with TIL Venture Developers, TIL's Partners and clients as single 'venture teams'.

The role involves:

- In-field customer research and analysis to identify how a new venture should Create, Exchange and Capture Value in a space where no profitable business currently exists
- Internal and client facing workshops where precise first-principles thinking is used to define the Business-System requirements, how they should be solved and what the resulting Product Form Factor and Operational Model should be
- Graphically mapping Operational Models and preparing Financial Simulations on Excel

The working environment at TIL is one of:

- **Apprenticeship** – AVDs work closely with TIL's Partners on all aspects of ventures, learning how to conceive and create new businesses across diverse sectors. Our alumni typically become founders themselves or take leading roles in start-ups
- **Rigour** – Every aspect of the venture is defined through extensive and careful logical analysis
- **Balance** – Whilst intense, the workload at TIL is managed in such a way that working late/weekends is required only on occasion

We're seeking applicants from top tier Universities. This may be your first job or you may have 1-3 years experience working in a top tier consultancy, bank or corporation.

Our approach to venture creation is unique, so experience working in entrepreneurship is valuable for comparison but not required.

If you're a precise, logical thinker with an aptitude for problem solving and one day see yourself being a founder, this role is for you.

The role is London-based at our Shoreditch office, but may involve international travel in due course.

Applicants should please send their CV and cover letter to [hire@tilventures.com](mailto:hire@tilventures.com)