

Recruitment of Chief Executive Officer (CEO) – AIC STPI Bengaluru

ATAL INCUBATION CENTRE – STPI Bengaluru (AIC – STPI Bengaluru) is a not-for-profit Company registered under Section 8 of the Companies Act, 2013. It has been set-up to implement the Atal Incubation Centre (AIC) as per the guidelines issued by Atal Innovation Mission, NITI Aayog with an objective of supporting innovative startup enterprises in India. The Company is presently located at Software Technology Parks of India, No. 76, 77, 6th Floor, Cyber Park, Electronic City Phase - 1, Bengaluru, Karnataka - 560 100, India. Applications are invited from eligible candidates for filling up vacancies of Chief Executive Officer (CEO). These vacancies are to be filled-up purely on contract for 3 years or co-terminus with CoE, whichever is earlier, which may be renewed based on performance subject to extension of project tenure.

How to apply

Details with regards to the position is provided as under. Applications shall be invited online. Last date for submission is 10 days from the date of publication of this notice.

(1) Chief Executive Officer (CEO)

Job Title	Chief Executive Officer (CEO), AIC-STPI Bengaluru, a Section 8 Company of STPI
Location of Posting	Bengaluru
No. of Posts	1
Nature of Post	Contract for 2 years or co-terminus with CoE, whichever is earlier, which may be renewed based on performance subject to extension of project tenure
Age limit	Less than 50 years as on the last date of submission of application (relaxation permissible for deserving candidates)
Remuneration	Rs. 2,00,000/- (Rupees Two Lakhs Only) per month (relaxation as per industry standards permissible for deserving candidates) subjected to provisions in DPR.

Eligibility Criteria

Educational and other Qualifications

Essential:

Bachelor in Technology/Engineering (or equivalent degree) OR Master in Technology/Engineering/Science from a recognized, accredited and reputed institute/university.

Desirable:

Ph. D. in technology/Engineering from a recognized, accredited and reputed institute/university.

Work Experience

Essential:

An individual with impeccable track record having minimum 10 years of overall experience in the industry, Start-ups (as Founder/Co-Founder/Managing Director/Chairman) and/or an enabler of Start-up, Innovation and entrepreneurship ecosystem by virtue of managing/ leading reputed innovation and start-up promoting organizations/ incubators/ accelerators/ centres-of-excellence/ entrepreneurship development cells / mentoring organization etc., or its flagship programmes.

Desirable Skills and Overall Profile:

- Applicant should have Business Acumen and eye for details.
- Applicant must be able to clearly demonstrate entrepreneurial skills and experience as an enabler for Start-ups/ Innovation ecosystem or in the role of an entrepreneur or start-up founder himself/ herself.
- Applicant with previous experience of leading an entrepreneurial and ambitious organization with demonstrable success shall be preferred.
- Applicant must have a detailed knowledge of all the domains and areas which constitute the start-up ecosystem.
- Applicant with previous experience of working at the senior level position collaborating with government departments/ agencies/ allied organizations/Private sector/ venture Capitalists, along with demonstration of fundraising for non-profit organizations shall be preferred.
- Applicant shall possess strong presentation, verbal and written communication skills.
- Applicant should be able to effectively manage internal and external stakeholders.
- Applicant must mandatorily have a clear understanding of local, national and global startup ecosystems.

Job Description

- The CEO in consultation with the Governing Board shall develop vision, strategy and business model to achieve the objectives of the Company.
- The CEO will closely work with the Governing Board and report to the Chairman, Governing Board for implementation of strategy, review and plan for continuous improvement.
- The CEO will be required to give direction to the Company primarily towards establishing it as a key player in incubation/ acceleration space which includes establishing world class incubator(s), strategy to build, execute and scale incubation programs, outreach activities, measure impacts, collaborate with the partners/ stakeholders of the start-up/ entrepreneurial ecosystem, etc.
- The CEO will be required to provide overall strategic guidance, framing procedures, guidelines, best practices etc., for co-ordination, consolidation, synergy and success of incubator(s) and incubated start-ups.

- The CEO will be responsible for identifying and attracting suitable start-ups and entrepreneurs.
- The CEO will act as the “Chief Experimenter” and encourage start-up ventures to innovate, promote the culture of innovation, help them in converting ideas into products/ IPs and commercialization, create significant value for start-ups, investors and incubator.
- The CEO will be required to facilitate the growth of start-up and help them become successful.
- The CEO will be required to liaison, develop and strengthen relationships with Govt. agencies, academia, other incubators, venture capitalists, angel/ seed funding institutions in India and abroad for investing into the right start-ups, develop a strong cadre of mentors, service providers and other start-up ecosystem players as required.
- The CEO will be required to spearhead senior level, strategic relationships with key stakeholders.
- The CEO must be an evangelist for the incubator in all forums and responsible to represent the company as required, including attendance of important functions, industry events and public meetings.
- The CEO will be responsible to create a team primarily involved in managing the project operations and investments, performing outreach and other promotional activities with the culture of entrepreneurship, openness, and integrity and monitor its functioning.
- The CEO will be responsible to plan and execute activities within the preapproved quarterly budget including verification and recommendation of release of operating expense, ensure proper implementation and strict monitoring of annual plans, budgets and targets.
- The CEO will be responsible to direct the Finance team to prepare annual budgets, complete risk analysis on potential investments, and advise the Governing Board with regard to investment risk and return.
- The CEO will be responsible for the Financial Statements of the Company and other compliances.
- The CEO will be responsible to present the company’s progress and discuss the future plans in the Board meeting held on periodic basis.
- The CEO must be a visionary to make the Company self-sustainable.

Selection process:

- i. Applications received by the last date will be first screened by a duly constituted ‘Screening Committee’. The candidates meeting the educational & other qualifications and experience, as advertised, may be screened-in by the Committee.
- ii. The ‘screened-in’ shortlisted candidates will be called for personal interview before the duly constituted ‘Search-cum-Selection Committee’ on the scheduled date & time. The committee may consider other candidates also fulfilling the eligibility as advertised.

iii. Search-cum-Selection Committee will recommend the candidate/panel of candidates, in order of merit, for appointment.

General terms & conditions for recruitment shall include the following:

- i. The CEO shall report to Chairman, Governing Board.
- ii. Canvassing in any form will lead to disqualification. Any candidate found canvassing for his/her candidature, will be summarily disqualified.
- iii. Experience in the relevant field shall be calculated after attaining the minimum essential qualification(s).
- iv. Mere submission of application does not entitle candidates to be called for test and/or interview.
- v. Certificate w.r.t. educational qualifications, experience, age etc. will be uploaded by the candidates while submitting online application.
- vi. If any candidate is found ineligible on any ground post his/her appointment in the company, his/her services will be liable to be terminated without assigning any reason thereof.
- vii. Submission of any false/misleading information, defective or fabricated document etc. by the candidate in the application form would not only lead for rejection of application of the candidate but other legal action, as deem appropriate, may also be taken by the Company against such candidate.
- viii. Any litigation will be subject to the jurisdiction of Delhi courts.
- ix. The maximum age shall be as on the last date of receipt of the applications. Screening of applications will be based on qualifications, age, academic record and relevant experience.
- x. No TA/DA will be given for appearing in the interview.
- xi. Contract may be renewed based on performance. Work location can change based on mutual agreement.