

Growth Manager, London

Key Info

Role:	Growth Manager (Business Development)
Duration:	Permanent, full-time
Location:	London (hybrid, with home working available, should come at the office 2-3 days per week), could work abroad from time zones GMT ± 2 hours for max 90 days/year depending on specific project requirements
Reports to:	Managing Director
Salary:	£45k base, plus bonuses and commissions, and employee share options scheme

The Role

Our organisation is going through an exciting phase of growth. We're taking on impactful and ambitious new projects and client accounts, helping organisations across the private, public and third sectors to get more value from and improve the performance of their innovation efforts.

Our continued growth is vital. To this end, we're looking to bring a Growth Manager into the business. This is a new role, and will report directly to the Managing Director.

The Growth Manager will own the business development engine and go-to-market strategy of our business. This role is all about helping the business to attract, engage and acquire new client accounts and/or grow existing ones.

There is good scope for the successful candidate to craft the details of this role together with the leadership. There will be a healthy mix of strategy-setting, tactical planning, operational management and execution. You will be supported by our team of Associates and Senior Associates and work closely alongside the consulting team.

This role will suit a business development professional with prior experience driving growth in a service-based business — someone looking for an exciting challenge at a fast-paced, fun and growing organisation, helping us to continue to shape direction and expand our reach.

Responsibilities will include:

- Take ownership to grow a strong and sustainable pipeline of new business opportunities
- Proactively target and manage leads utilising online and offline sources to cultivate new leads and convert them into wins
- Meet and build relationships with clients and leads
- Develop deep relationships with key influencers in the market to help build a demand for our service with target buyers
- Define and iterate Studio Zao's growth strategy, go-to-market plan, and identify growth opportunities
- Lead the execution of the growth plan working closely with our delivery team and business directors

Looking ahead, the opportunity here is for someone to build, manage and lead their own Growth team and be the leader of the growth engine of Studio Zao to help us scale.

As part of planning for success in this role, you will work closely with senior management to define and agree clear growth-related milestones, so that there is a timeline towards how this growth team can be built out.

Who We Are Looking For

The below is an indicative, but not exhaustive or restrictive, list of experiences, skills and mindsets that we are looking for in a successful candidate.

Strongly desired:

- 3-5 years experience in business development in similar B2B service-based or professional-services businesses, e.g. strategic, digital or operational consultancies, as well as creative and boutique agencies
- Proven track record in being part of a diverse team that builds strong customer relationships to bring in business either from existing accounts or new accounts
- Able to flexibly switch between multiple hats, be it planning strategically, implementing operationally, or building trusted relationships
- Experience working directly and entrepreneurially with senior management
- Excellent interpersonal and presentation skills
- Proactive self-starter who takes ownership and initiative to get stuff done
- A hunger to excel and take a leading role in the continued growth of an exciting, young business

Nice to have:

- Existing knowledge of innovation methodologies
- Experience working with or within a startup business
- Project management qualifications
- Business development / sales qualifications
- Existing network within the innovation landscape

The successful candidate will, above all, be a team player, someone who has a deep desire to solve meaningful problems in a group setting, and wants to be part of an honest, open and ambitious team on the cutting-edge of corporate innovation efforts.

What We Offer

We're a young and fast-growing business, so we're looking to work with passionate and entrepreneurial individuals able to take ownership and thrive in a rapidly-evolving environment.

In return, we offer:

- A fast-paced, exciting and entrepreneurial environment where your potential will find the place to flourish
- Real support from across the team; personal growth is paramount for us, at any level
- Genuinely exciting projects able to positively impact the world
- The promise to try our best to help you achieve your personal career ambitions and objectives, we believe that having opportunities for learning and continuous improvement is crucial in for our team members
- Flexibility in terms of working location; while certain projects may require you to be in person, we appreciate the benefits of shaping your work days around your needs and preferred location
- An open environment with a free flow of ideas and suggestions on how to continuously improve ourselves, the workplace and how we deliver value for our clients.
- An opportunity be part of an exciting growth journey, and own shares in the business

About Studio Zao

We are a London-headquartered innovation studio and we work with global brands and organisations such as EY, NHS, Pfizer, Pearson PLC, Target Corporation, Philip

Morris International, AptarGroup, Sony Music, Institute of Cancer Research, UK Civil Service, Speedo and Wellcome Trust, as well as the UK's leading academic institutions like Imperial College London, UCL and LSE.

We help our clients to drive step-changes in the value and performance of their innovation, by partnering with leaders, “intrapreneurs” and entrepreneurs alike.

Founded in 2018, Studio Zao is guided by the belief that one of the biggest innovation drivers for large organisations are their teams and leaders. Our approach consists in combining People with Practice, and delivering engagements across 5 core innovation areas:

1. **STRATEGIC ALIGNMENT:** ambition, urgency and direction of innovation
2. **EXPERIMENTATION:** validating pipelines of propositions hand-in-hand with internal talent and external innovators
3. **PILOTS:** making growth propositions happen, service/commercial design, refinement and minimal-viable products/services
4. **UPSKILLING:** building internal innovation and entrepreneurial capabilities, and enabling capability-transfer
5. **ARCHITECTURE:** architecting the appropriate governance and organisational structures, processes and incentives

We're a diverse bunch of no-nonsense individuals with an eclectic mix of passions (from music production and hockey to improvised theatre).

We are good people who care about what we do, how we do it and most importantly, why it matters.

If you do too, then Studio Zao might just be the place where you can truly flourish.

What Next

To apply, please send your CV and covering email to hello@studiozao.com with the subject **“RE: Growth Manager Role”**.