

Associate, London

Key Info

Role: Associate

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 \pm 2hours for max 90 days / year depending on specific projects requirements

Reports to: Head of Consulting

Salary: £30k + bonus

About The Role

Our organisation is at the start of an exciting phase of growth. As our client base grows, we're taking on some impactful and ambitious new projects and accounts, helping organisations across the private, public and third sectors to get more value from and improve the performance of their innovation efforts.

In light of this, we are looking for a passionate individual able to support the delivery of these engagements and programmes to join the team and be a part of its future growth.

This is an entry-level role, likely suitable for a recent graduate, or someone looking for a change of pace in a new and fast moving industry. We are very open to experiences from different backgrounds and perspectives.

Key responsibilities:

- Develop, plan and implement both internal and client-facing innovation projects together with other Associates and Managers
- Coordinate and help manage stakeholders to ensure an outstanding and flawless delivery and outputs, exceeding client expectations
- Create excellent client documentation and deliverables
- Support workshop and client-event facilitation, engaging in exciting collaboration activities and initiatives
- Support in business development and sales activities

This position is full time, with a competitive salary and a performance bonus on top.

Requirements

Strongly desired:

- **Enthusiasm for and interest in Innovation** - creation of new, better products and services will be at the heart of the role, as we imagine and tackle future horizons and approaches with our clients
- **Excellent interpersonal and presentation skills** - engaging and connecting with our clients and the rest of the team is a big part of the day to day
- **Resourceful and entrepreneurial attitude** - we want someone who loves solving problems and thinking about solutions, and is willing to put the extra effort in to come up with fantastic ideas and propositions!
- **Attention to detail**, resilience to thrive in ambiguous and fast paced environments!
- **Most of all, being a team player is crucial** - we like to have fun whilst working with our clients, and we have each other's back. It's important to us that everyone in our team shares that ethos and wants to be part of something greater than the sum of its parts.

Nice to have:

- Previous experience working with startups or in incubation/acceleration programmes is a plus, but not essential - demonstrable interest in the way things work (or don't work) is helpful

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.

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 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 salsa dancing 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: Associate Role**”. First round interview will be a 30-45 minute conversation, followed by a case study interview.

