

Learning Design Manager – VentureBasecamp

Role Type:	Full-time Employee of Unitus Seed Fund, Capria's affiliate in India
Location:	Bangalore, India
Salary:	Commensurate with experience recognizing start-up nature of the business, with emphasis on long-term performance compensation
Benefits:	Start-up oriented including health insurance plan and technology allowance

Capria's VentureBasecamp Program Overview

We're on a mission to dramatically transform the global entrepreneurial landscape and help more entrepreneurs around the world build more sustainable, *investable* businesses. VentureBasecamp is a productized program to train incubators on how to better upskill entrepreneurs on how to develop the fundamentals of strong startups. Read more here: <http://venturebasecamp.co/>

We're doing this by developing an online and offline training program for incubator managers and entrepreneurs that leads them through the fundamentals of how to structure superior programs to help entrepreneurs through the entire startup journey, from idea to exit. The team is led by veteran entrepreneurs with over 40 years of experience in over 250 startups that have gone on to raise over \$750 million in venture capital funding and have generated over \$20 billion in market capitalization. We're bringing everything they know to as many entrepreneurs as we can.

VentureBasecamp is part of Capria Ventures, a global financial services innovator investing in the "missing middle" finance opportunity in emerging markets. Capria manages multiple investment funds, a fund manager advisory and accelerator, and the leading global network of impact fund managers. Capria is focused on delivering superior profits to investors along with social and environmental impact at scale, with a goal of unlocking over USD \$500 million in impact capital by 2021 and positively impacting the lives of millions.

The position will be based out of Bangalore, India.

Overview of Responsibilities & Objectives

The Learning Design Manager will be responsible for the development of our online training programs from a digital learning pedagogy perspective. This role requires a deep understanding of how to develop effective online and blended learning methodologies focused on learner engagement and high completion rates. This role requires the ability to communicate and collaborate with the tech/product team and business development team and most importantly, develop powerful, compelling, engaging interactive video content. Everything we do must be aligned with our overall objectives of creating easy-to-understand content and training methodology that users learn from in an effective manner. The curriculum must be designed to be highly scalable. Our core objective is to train as many entrepreneurs as we can on the fundamentals of how to build strong businesses—regardless of where they are in the world.

Experience and Capabilities

The most vital areas of experience for a successful candidate include:

1. Demonstrated proficiency in use of **e-learning tools such as Adobe Captivate, Articulate Storyline**, and similar instructional technology.
2. Demonstrated proficiency in working with **Learning Management Systems**.

3. **Experience building online learning solutions**, engaging digital curriculum, and interactive video programs especially in an EdTech startup.
4. **Agile development** experience is highly desired.
5. Basic video production and an **understanding of video-learning fundamentals are necessary**.
6. Experience in a **start-up environment** or equivalent for 3-5 years.
7. A bachelors or master's degree is required. **Digital credentials in areas of learning design are desirable**.

Candidates with previous experience with online curriculum development with EdTech startups such as Udacity or Khan Academy will be preferred.

Key personal skills and abilities include:

1. Exceptional **verbal, writing and communication skills**.
2. **Experience developing e-learning solutions** and virtual training/education and utilizing an LMS.
3. **Experience in video capture, editing and delivery**.
4. Strong project management skills and working capability.
5. **Quick thinker and highly collaborative**; able to work in a non-traditional hierarchical manner.
6. Knowledge of best practices in instructional design.
7. Passion for entrepreneurship.

The Role

- **Learning Design:** Work with the LMS product manager and SGBs to create pedagogically powerful learning experiences for incubator managers, entrepreneurs, fund managers and other stakeholders. Content QA is a core part of this role.
- **Instructional Design Development:** Create engaging digital course content with high retention and learning application through relevant activities. Will work closely with the core team of subject matter experts and content development interns to design and develop the highest quality of curriculum to be used at global scale. This includes design and development of formative and summative assessments.
- **Curriculum Development:** The curriculum of VentureBasecamp is based on the team's deep expertise in entrepreneurship, investing and incubation/acceleration. It requires an ability to distil knowledge from SGBs and workshop designs to create modular digital curriculum
- **User Research and Testing:** As with any great startup, this program is completely focused on the satisfaction of its users and improving our metrics associated with success. You will be responsible for conducting research programmes such as A/B testing to identify the right pedagogy for VentureBasecamp programmes. You will be responsible for user research and testing product iterations with the VentureBasecamp user base, analysing and synthesizing appropriate solutions.
- **Strategic, Collaborative Leadership:** As a core member of the VentureBasecamp team, you will support the other key team members in improving the business strategy and vision of the program through collaborative, strategic leadership.

Please reach out to alexp@capria.vc for any questions.