

Endeavor, a global non-profit with an award-winning model for private-sector development, seeks 2 dynamic young professionals to join its New York-based Programs Team.

The Organization

Endeavor transforms the economies of emerging markets by identifying and supporting high-impact entrepreneurs – those with the biggest ideas and most scalable businesses. Endeavor scours emerging markets for entrepreneurs with high-impact potential, helps them break down a society's barriers to success, offers world-class strategic advice, and opens doors to capital. Guided by Endeavor, these entrepreneurs become national role models in their communities and countries, encourage others to innovate and take risks, and generate sustainable economic growth. Together, Endeavor and high-impact entrepreneurs are changing industries, communities and entire countries.

To date, Endeavor has screened more than 17,500 candidates and certified 333 Endeavor Entrepreneurs. These high-impact entrepreneurs have generated over \$1.9 billion in revenues and created 79,000 jobs paying 10 times the local average. Endeavor's unique focus on high-impact entrepreneurship is at the forefront of a global transformation. Renowned institutions such as the World Economic Forum, The World Bank, the Clinton Global Initiative, Harvard Business School and *The Wall Street Journal*, as well as legendary entrepreneurs Michael Dell and Jerry Yang, have recognized Endeavor for its cutting-edge model for private-sector development. James Wolfensohn, former President of the World Bank, recently joined Endeavor's Global Board of Directors, complementing Chairman Edgar Bronfman, Jr. along with top venture capitalists, investment bankers and international business leaders.

Headquartered in New York City, Endeavor currently has offices throughout Latin America, South Africa, and Turkey with plans to expand into India and the Middle East in 2007-08.

The Position

Title: Entrepreneur Services Associate
Reports To: Linda Rottenberg, Co-Founder and CEO
Works with: Programs team; top US and EU business schools

The Entrepreneur Services Associate will manage Endeavor's relationship with top academic institutions in order to provide value-added services to the top companies in Endeavor's portfolio. Endeavor is currently at an inflection point; the increasing number and quality of entrepreneurs selected every year demands exceptional services to help take their companies to the next level. The Entrepreneur Services Associate will not only scale existing programs such as the eMBA program, but will also evaluate the needs of our entrepreneurs to develop new and innovative services.

Responsibilities

- eMBA Program:
 - Recruit MBA students from top business schools to spend 10 weeks working on-site with Endeavor Entrepreneurs, helping to analyze and address critical business challenges.
 - Manage competitive interview process to ensure the best match between skills & experience of MBAs and the specific needs of individual projects.
 - Expand and scale the program.
- Work closely with professors at business schools to include Endeavor's model and Endeavor Entrepreneur case studies in academic curriculum.
- Forge new and creative partnerships with top academic institutions that benefit Endeavor Entrepreneurs.
- Present the Endeavor model at conferences, events, and business school classes.
- Identify the most significant opportunities for Endeavor Entrepreneurs to participate in conferences & business plan competitions.
- Work closely with local (country-based) Entrepreneur Services teams and Managing Directors to help take top entrepreneurs to the next level.
- Travel to local country offices for key meetings, events and selection panels.
- Work closely with the New York-based Entrepreneur Services and Search and Selection team members; support other teams as needed.

Qualifications

- Dynamic and outgoing individual with a bachelor's degree
- Preferred minimum 1-2 year background in business, consulting, entrepreneurship, private equity, or international development
- Strong interest in entrepreneurship and international development
- Flexibility and willingness to travel
- Excellent communication skills (oral and written), and strong public speaking ability
- Second language skills (Spanish, Portuguese, Turkish, Arabic) preferred but not required
- Superior interpersonal and organizational skills and attention to detail
- Willingness to help other team members as necessary
- Strong ability to work with a diverse team from numerous countries

Compensation

Competitive non-profit base salary plus bonus and benefits

Contact

Please send cover letter and resume to Molly Lindsay, molly.lindsay@endeavor.org.

The Position

Title: Search & Selection Senior Associate
Reports To: Search & Selection Program Manager
Works with: Programs team, worldwide S&S team, CEO, panelists, Endeavor Entrepreneur candidates

Responsibilities

- Together with Search & Selection Program Manager, oversee, coordinate and standardize Endeavor's globally-managed, locally-run Search & Selection process to screen and select new Endeavor Entrepreneurs.
- Organize and direct Endeavor's high-profile International Selection Panel events, held 4-6 times per year worldwide (2008 Panels will be held in Mexico, Turkey, South Africa, Argentina and India).
- Working closely with in-country S&S staff, write and edit detailed 6-10 page profiles (case studies) on Endeavor Entrepreneur candidates, detailing the compelling story of the entrepreneurs themselves as well as the growth potential of the businesses they lead.
- Together with a small (3 person) S&S team and Endeavor's CEO, define new selection policies and create a system for continual review of policy, criteria and best practices.
- Assist in later stages of Endeavor's roll-out in new countries (2009 targets include Jordan and Morocco), including the training of new S&S staff.
- Supervise and manage the work of Junior S&S Associate and seasonal intern(s), assuming additional managerial responsibilities and leadership roles over time.
- Support the work of other NY-based teams (Entrepreneur Services; Marketing, Communications & Development; Policy, Partnerships & Outreach; etc.) as needed.

Qualifications

- Strong interest in, and passion for, business, economics, entrepreneurship and/or international development.
- Bachelor's degree in any field
- 2-4 years experience in business, consulting, entrepreneurship, private equity or venture capital preferred
- Excellent communication skills (oral and written), Spanish/Portuguese/Turkish/Arabic language skills a plus
- Exceptionally strong English language writing skills required; business-writing or journalism experience preferred
- Superior interpersonal and organizational skills and attention to detail
- Flexibility and willingness to travel (international travel may comprise up to 30% of the job)
- Ability to work with a diverse team from numerous countries

Compensation

Competitive non-profit base salary plus bonus and benefits

Contact

Please send cover letter, resume and brief writing sample to Molly Lindsay at molly.lindsay@endeavor.org