



Ex-Startup Founder, Operations Expert

Location: Remote

Type: Full Time

Reports to: Head of Growth

We're Looking for Battle-Tested Startup Veterans in Emerging Markets

⚠️ FOUNDERS ONLY: If you haven't been a startup founder or founding team member (employee #1-15), please don't apply. We need someone who has lived the founder experience firsthand—no exceptions.

Have you built a company from idea to Series A, B, or beyond? Navigated the sleepless nights of near-death experiences, celebrated funding wins, and lived through the operational chaos that comes with hypergrowth. You know what it's like to stare at a runway that's shrinking faster than expected, to hire your first 50 employees while trying to maintain culture, and to make life-or-death product decisions with incomplete data.

Use that battle-tested experience to guide our portfolio companies through the same challenges you've already learned from the hard way. As part of the Growth team, you'll be the operational advisor you wish you'd had during your own founder journey. Whether your startup became a unicorn or taught you expensive lessons through failure, we want you to work directly with portfolio company founders, sharing the tactical, no-BS guidance that only comes from having been there yourself.

Share Your Hard-Won Operational Wisdom

- 1:1 founder coaching: Share the operational playbooks you developed (or wish you'd had) during your own scaling journey
- Growth strategy: Design metrics and processes based on what actually worked (or spectacularly didn't work) in your experience
- Cash management: Coach founders on how to extend runway and manage burn rate using lessons learned from your own fundraising cycles
- Hiring at scale: Help founders avoid the talent acquisition mistakes when growing from 10 to 100+ employees
- Management frameworks: Implement the leadership structures you wish you'd built sooner
- Financial discipline: Train founders on the financial tools and visibility you learned were critical the hard way
- Automation & efficiency: Deploy the operational improvements you discovered were game-changers
- Crisis navigation: Help founders through the inevitable near-death moments you survived

Your First 180 Days

By Day 30

- Build relationships with your portfolio companies and understand their operational challenges
- Familiarize yourself with Orbit's investment thesis, portfolio, and internal systems
- Begin conducting initial operational assessments with portfolio companies
- Put in the foundational growth layer for 5 companies

Day 60

- Develop and implement tailored operational improvement plans for key portfolio companies
- Establish regular cadence of founder meetings and support touchpoints
- Demonstrate measurable operational improvements in at least 3 portfolio companies

Day 180

- Create a comprehensive playbook of operational best practices drawn from both your experience and portfolio learnings.
- Demonstrate significant business impact across your portfolio
- Become the advisor portfolio founders turn to first when facing major operational decisions.

Who You Are

The Essential Experience

- Startup founder or employee #1-15 who lived through multiple funding rounds (Series A minimum, ideally beyond)
- 10+ years of startup operational leadership as founder, co-founder, COO, or senior executive
- P&L ownership experience making critical business decisions when the stakes were highest
- Team scaling experience hiring and managing 20+ employees during periods of rapid growth
- Fundraising scars lived through multiple funding cycles, understanding both the euphoria and the pressure that comes with investor capital

The Mindset We Need

- Humble: You've achieved significant wins but aren't afraid to share your failures and near-misses
- Practical wisdom: You prefer tactical, implementable advice over theoretical frameworks
- Founder empathy: You remember what it felt like to be in their shoes and can relate to their daily struggles
- Growth mindset: Your startup may have failed, but you extracted every lesson and are eager to help others avoid your mistakes
- No ego: You're more interested in founder success than taking credit for it

The Skills That Matter

- Data-driven decision making using startup-relevant tools and metrics
- Cross-functional leadership gained from wearing multiple hats during your startup journey
- Financial acumen developed through managing tight budgets and investor expectations
- Communication skills ability to distill complex operational concepts into actionable advice
- Technical fluency with the operational systems, automation tools, and dashboards that kept your startup running
- Fluent English required, additional languages preferred

- Bachelor's degree preferred

About Us

Orbit Startups is a venture capital firm with a mission to drive economic transformation in frontier and emerging markets, capitalizing on the rapid adoption of technology across South Asia, Southeast Asia, Africa, Latin America and MENA. With almost two decades of investment experience in high-growth markets like China and India, Orbit has established itself as a critical player in bridging technology, entrepreneurship, and industry leaders.

How to Apply

Please click on [our job application form](#) to submit your CV and cover letter. CVs without a cover letter will not be considered. All applications must use the form. For any technical issues, please contact jobs@orbitstartups.com.