



‘Horizons’ Programme Manager Job description

October 2023

Becoming✖

Why BecomingX?

BecomingX was founded with one simple purpose - to create a world where everyone can realise their potential. We set out to raise aspirations, help people to build the skills and confidence to succeed and to provide opportunities for people to achieve extraordinary things, no matter what their backgrounds.

We want to become the world's leading learning and development company. Not the biggest, but the best. The one that has the greatest impact on improving people's lives. This is the journey we are on and we strive to be the best at everything we do, working in a 'no compromise' way to deliver the very best quality products and outcomes for education providers, companies and individuals.

BecomingX is a 'B Corporation' certified to meet the highest social and environmental standards. Social impact is in our DNA and it is why we exist. We are committed to ensuring equality, inclusion and diversity in everything we do.

'Horizons' Programme Manager

BecomingX is developing 'Horizons', an innovative app to provide refugees and hosts with the critical information and services to effectively integrate into their host countries. Supported by some of the world's leading companies and working with the UK's most critical NGOs, over 6 months of analysis and design work has been completed. We are now starting detailed design and development. We have been told by many experts and refugees that 'Horizons' has the potential to genuinely change the lives of millions of people. See overview below.

We are now searching for a programme manager to lead the day-to-day running of the project and ensure its success. This will involve working with multiple external stakeholders such as companies, NGOs, refugees and Government as well as the BecomingX team (leadership, content managers, technology team, designers etc). The position reports to the CEO.

Role responsibilities

1. Programme manage the development and launch of 'Horizons'

- Manage the design, build, test and delivery of 'Horizons' to ensure its successful launch in 2024
- Run detailed design workshops with companies, NGO partners, refugees and volunteers to build a truly world-class solution
- Build and manage the full BecomingX 'Horizons' team to deliver all aspects of the build, including technology, design, drafting key information, translations etc. (many roles already exist)
- Manage the planned filming with refugee 'guides', iconic international refugees and ambassadors
- Plan for the full launch and marketing of 'Horizons'

2. Develop plans for the future of 'Horizons'

- Develop the plan to ensure long term sustainable funding to support the app and its ongoing development
- Develop the international expansion plans to support refugees in other countries and to secure the necessary financial support

3. Post launch success

- Drive the roll-out of the app, working with NGOs, Government and others to maximise impact and build user base
- Manage the ongoing support for users, both end-users (refugees) and suppliers (including corporates)

Skills and experience required

- Significant experience in programme and project management in fast-moving environments
- Able to lead teams and inspire others to give the best that they can to achieve world-class results
- The ability to 'sell' the concept to partners and attract additional funding
- Confidence in managing multiple stakeholders from a range of backgrounds (corporate, charities and government)
- Experience of managing technology development projects (no coding experience needed)
- Confident presentation and public speaking skills
- Ability to calmly manage multiple priorities and streams of work to tight deadlines
- Excellent working knowledge of Microsoft 365 (Word, Excel, PowerPoint). Able to grasp new technologies quickly and willing to learn new skills
- Collaborative approach to task completion
- Belief in transparency and high-integrity leadership
- An uncompromising focus on quality and an incredible attention to detail
- The ability to work independently, remotely and in some cases with minimal interaction day to day
- The resilience and fortitude to do what is necessary to succeed
- A willingness to get stuck in and do the tiny jobs
- A commitment to work to the highest standards of social and environmental performance

Role details

- **Location:** Hybrid, with candidate ideally London based (we can not sponsor international visas)
- **Salary range:** Based on experience but likely £60-80k
- **Key benefits:** Equity in BecomingX, Private healthcare (including for immediate family), 30 days holiday, 3 days paid volunteering, renewable energy incentive

How to apply

Please send a CV and cover letter to careers@becomingx.com

Who are you (in the words of our CEO)?

You are exceptional at what you do. Organised, driven, and always wanting to push the boundaries of what is possible. You've likely always had a passion for social impact and now want to see what impact you can *really* have - when you have the opportunity to manage the creation and roll-out of an app that can change millions of lives. Your colleagues will describe you as one of the best programme managers they have ever worked with (but you aren't arrogant enough to proclaim this yourself). You are comfortable with uncertainty and are happy to take a risk to do something that will be the first of its kind, and will make a difference in a way you can be truly proud of.

You've likely come from a corporate background, probably consultancy, where you have managed complex projects with multiple stakeholders. You are happy both working in a team and independently, and you do whatever it takes to get the job done and deliver the very best results. You are consultative, but ultimately you are someone who will roll up your sleeves and can get things done on your own. Because of your attitude, you've never uttered the words 'that'll do' - you always strive for the very best achievable and there is no task too small for you to make something better.

You know what you are capable of and now want to get real results in a small, fast moving organisation with big ambitions. You want to drive something real, but without the politics and complexity of a big company, in a place where you can make decisions quickly and get things done. Sure, you want a good salary and benefits in the short term, but most of all you want to use your skills to be the driving force behind a world-leading product that will change people's lives at the most essential level. You have the opportunity to grow a truly global solution for millions of people. How successful it will be is literally down to you (and a few people who will have your back at every turn)



EMPOWERING REFUGEES TO BUILD BRIGHTER FUTURES

- 'Horizons' is an app to support refugees and hosts, providing them with the critical information and services to integrate more quickly and with less stress - reducing costs, increasing employment, supporting public sector services and enhancing social cohesion
- The ambition is to deploy 'Horizons' to all major countries and impact tens of millions of displaced people, as well as the companies, NGOs and governments supporting them
- 'Horizons' will provide up-to-date information and services on key needs e.g. accommodation, employment, education, healthcare etc. in refugees' native languages
- Users are 'guided' through the app with high quality videos by relatable 'guides' who match the user's profile and can share practical insights to build the user's confidence
- A major focus will be on enhancing employment prospects and supporting employers, by building skills, facilitating career mentoring and promoting job opportunities for refugees
- User profiles based on nationality, gender, family status etc. will provide personally tailored information on the most critical needs (no personally identifiable data is collected)
- Horizons will also feature inspiring films with refugees and icons from around the world
- Ongoing user 'check-ins' (short surveys) regularly update user needs and provide in-depth reporting and analytics to support service provision and policy
- 'Horizons' aims to launch first in the UK in mid 2024