



**P.E.S.COLLEGE OF ENGINEERING  
MANDYA-571401, Karnataka**

( An Autonomous Institution under Visveswaraya Technological University, Belagavi,  
Aided by the Govt.of Karnataka, Accredited by National Board of Accreditation)  
Phone No.08232-220043, 238683, 238042

No.PES/EST/2025-26/

Date: 15.05.2025

**EMPLOYMENT NOTIFICATION**

Applications are invited for the following unaided post. Application form can be obtained from the office of the undersigned during working hours in person on payment of Rs.1000/- **OR** in the form of Demand Draft drawn in favour of the Principal, P.E.S. College of Engineering, Mandya. The duly filled in application along with copies of testimonials and other certificates duly attested by a Gazetted Officer should be submitted to the Principal, PESCE, Mandya on or before 30-05-2025 at 5.00 p.m. Applications received after the due date will not be considered.

**I. START-UP INCUBATOR LEAD**

**About the Role:**

We are seeking a dynamic and entrepreneurial **Startup Incubator Lead** and grow our incubation program. This role will be pivotal in nurturing early-stage startups and grassroots innovators, providing them with the resources, mentorship, and guidance needed to develop viable solutions and achieve sustainable growth. The **Startup Incubator Lead** will be responsible for the overall strategy, operations, and success of our incubation vertical.

**Qualification:**

- 1) Bachelor's or Master's degree in Business Administration, Entrepreneurship, Engineering or a related field.
- 2) Proven Experience (3-5 years preferred) in start-up incubation, acceleration, venture capital, entrepreneurship support or a related field.
- 3) Strong understanding of the startup ecosystem, venture development processes, and funding landscape.
- 4) Excellent communication, interpersonal, and presentation skills.
- 5) Demonstrated ability to build and manage relationships with diverse stakeholders.
- 6) Strong organizational, project management, and problem-solving skills.
- 7) Passion for supporting early-stage ventures and fostering innovation.
- 8) Experience in fundraising or grant writing is a plus.

**Responsibilities:**

- **Program Strategy and Development:** Develop and implement the overall strategy and framework for the incubation program, including defining focus areas, target audience, program structure, and key milestones.
- **Startup Scouting and Selection:** Design and execute effective outreach and scouting strategies to identify promising early-stage startups and grassroots innovators aligned with the incubation centre's mission and focus areas. Manage the application and selection process.
- **Resource Provision and Management:** Oversee the provision of necessary resources to incubated ventures, including workspace, technology access, funding opportunities, legal and financial guidance, and other relevant support.

- **Progress Monitoring and Evaluation:** Establish clear metrics and processes to monitor the progress and performance of incubated ventures. Conduct regular reviews and provide constructive feedback.
- **Community Building:** Foster a vibrant and collaborative community among incubated startups, mentors, and stakeholders, encouraging peer-to-peer learning and networking.
- **Stakeholder Management:** Build and maintain strong relationships with ecosystem partners, investors, government agencies, and other relevant stakeholders to support the growth of the incubation program and its ventures.
- **Fundraising and Sustainability:** Explore and secure funding opportunities, grants, and sponsorships to ensure the long-term sustainability of the incubation program.
- **Reporting and Documentation:** Maintain accurate records of incubated ventures, program activities, and outcomes. Prepare regular reports for internal and external stakeholders.
- **Continuous Improvement:** Stay updated on best practices in startup incubation and actively seek opportunities to improve the effectiveness and impact of the program.

**General conditions:**

- 1) Mere submission of application is not a right for appointment.
- 2) The application cover should be superscribed.
- 3) Selected candidates should reside in the headquarters during their service.
- 4) No TA & DA will be paid for attending the interview.
- 5) Application fee once paid will not be refunded under any circumstances.
- 6) The interview date for the eligible candidates will be intimated in due course.
- 7) The right of filling up the Posts is left to the discretion of the Management.
- 8) Management decision is final.

**PRINCIPAL**

**CHAIRMAN, GC**