

Example Talent Profile

MUST HAVE - What must be true of all candidates for this role?

We've found that the Entrepreneurs in Residence (EIR) we've hired who have been successful share specific resume qualities in common. In particular:

- **Previous roles:** Founder / Co-Founder, COO, Chief of Staff, Global Director, Vice President, Executive Director
- **Previous companies:** Small to mid-sized companies, impact-driven organizations
- **Career themes:** Impact-focused career, variety of experiences, proven operator.
- **Skills:** Experience in resource-constrained organizations, building from scratch, financial analysis, strategic leadership, data science, rapid prototyping, product development
- **Personality:** Empathy, humility, comfortable with ambiguity, enjoys complex problems

NICE TO HAVE - What would elevate a candidate above others in this role?

- Background within Project Subject Matter (i.e. Agriculture, Insurance, Finance)

MUST NOT - What are automatic disqualifications?

- Strictly consulting experience
- Strictly nonprofit experience
- Coaches/advisors
- Lack of empathy
- Lack of humility
- Personally motivated (e.g. "I'm doing this for my own company's growth...")
- No indication of passion for climate work

FOCUS

- **Currently focused on** leveraging their skills and career to have a positive impact.
- **Capable of** navigating complex stakeholder environments and solving complex problems with simplicity and execution
- **Interested in** a role that meets their desire to work at the nexus of people and problems.

BACKGROUND

- **Education** - No hard requirement, professional experience is more important.
- **Years of Experience** - 8 - 12
- **Job History** - Impact-focused career, variety of experiences, experience in: social enterprises, international development, government, company turnarounds, replication, and growth.

LOCATION

- Dependent on Timezone of Leads for Project

AVAILABILITY

- XX hours @ XX months
- Start Immediately / X Date
- Flexibility to increase hours over a more compressed period if needed.
- Accommodating international calls (e.g. early mornings / late evenings)

Additional Context

[MYCELA EIR INTERVIEW & VETTING PROCESS](#)

MYCELA ALUMNI EIR EXAMPLES

The below profiles will give you a sense of the breadth and depth of Mycela EIR skillsets.

- [Whitney Gantt](#)
- [Erick Crockenberg](#)
- [Samir Ghosh](#)
- [Ning Jeng](#)
- [Catherine Lee](#)