



Portfolio Success Manager

Reporting to: Country Director/Fund Manager

Location: Lebanon or Jordan

Job Type: Full Time

Starting Date: October 2025

Salary: Competitive

Application deadline: 8 September 2025

Application email: info@alfanar.org.uk

About Alfanar Venture Philanthropy

Launched in 2004, Alfanar is the Arab region's first venture philanthropy organisation. Alfanar is a UK-based charity with operations in Egypt, Lebanon, Jordan and Palestine, and outreach affiliates in the US and the Netherlands.

Alfanar works with and funds ambitious impact driven businesses responding to pressing social and/or environmental challenges, with a focus on children's education, youth employment, women's economic empowerment and climate. It provides grants, repayable grants and technical assistance to social enterprises, enabling them to scale their impact and improve their financial recovery and sustainability. Alfanar's highly engaged venture philanthropy approach applies the principles of venture investment to charitable giving, delivering social returns and ecosystem-shifting impact.

Our in-country teams work closely with our impact driven businesses through hands-on management training, mentorship, impact management and measurement, business support and access to networks. Our high-engagement approach is what sets us apart and ensures that our impact driven businesses scale sustainably, reduce donor reliance, and grow their impact where it matters most.

Position Overview

We are seeking a dynamic and hands-on Portfolio Success Manager to join our team in Lebanon/Jordan. In this role, you will work closely with select high-potential companies in our pipeline to accelerate their journey to investment readiness. You will play a critical role in ensuring these companies are solving meaningful problems in large markets, demonstrating strong traction, and building teams capable of delivering venture-scale returns.



You will supplement this role by organizing a virtual accelerator program for Alfano focused on early-stage companies in learning, climate and wellbeing. Your role here will be centered on coordinating the creation of the content (in conjunction with relevant experts) and coordinating the delivery of the programme which will be delivered by Alfano staff and external experts.

This is an exciting opportunity for someone with a startup operations or growth background, looking to apply their experience to support founders and drive regional impact. The role is initially hands-on, directly supporting companies to meet key milestones. Over time, it will evolve into a coaching and advisory role, helping founders navigate the scaling journey.

Key Responsibilities

- **Portfolio Acceleration**
 - Work one-on-one with seed-stage companies in our pipeline to accelerate their progress toward investment readiness.
 - Support companies in clearly articulating the problem they are solving, backed by robust evidence, including user research and interviews.
 - Ensure companies are targeting sizeable markets with the potential for venture-scale outcomes.
 - Guide companies in tracking and demonstrating traction, including setting and measuring key performance metrics.
 - Advise founders on team-building strategies to strengthen leadership and operational capacity for scaling.
- **Virtual Accelerator**
 - Design and deliver a virtual acceleration program (approx 8 weeks long) on core topics critical to company readiness, such as customer discovery, market sizing, traction metrics, and team development.
 - Develop resources and toolkits to support founders in their investment readiness journey.
- **Collaboration & Reporting**
 - Work closely with the Jordan/Palestine Country Director to align on strategy and priorities.
 - Regularly track and report on portfolio company progress toward readiness milestones, including revenue growth and traction metrics.
 - Contribute insights and recommendations to Anara's investment decision-making process.

In addition to the above, you may be expected to support in identifying and recommending additional high-potential companies for Alfano's pipeline through local ecosystem engagement and sourcing efforts. This in turn will entail you building and maintaining relationships with local accelerators, incubators, and entrepreneur networks to surface promising opportunities.



Requirements

- **Experience:**
 - Minimum 5 years of experience, ideally in startup operations, growth, or advisory roles. Experience with venture builders or studios strongly preferred.
 - Experience working directly with founders and startup teams, ideally in emerging markets.
 - Exposure to venture capital, impact investing, or ecosystem-building is a plus.
 - Fluency in using the latest AI tools to prototype and validate ideas.
- **Education:** Bachelor's degree in business, entrepreneurship, economics, or a related field. MBA preferred.
- **Languages:** Fluency in Arabic and English is required.
- **Skills & Mindset:**
 - Strong emphasis on user journeys and customer validation.
 - Strong analytical and problem-solving skills, with the ability to help startups refine their value proposition and go-to-market strategy.
 - Hands-on operator with an entrepreneurial mindset and a bias for action.
 - Excellent interpersonal and communication skills, with the ability to coach and advise founders.
 - Highly collaborative and adaptable, comfortable working in fast-paced and dynamic environments.

Key Performance Indicators (KPIs)

- Number of portfolio companies successfully moved to investment readiness (measured by company traction, revenue growth, and team strength).
- Number of participants in the virtual accelerator that are able to raise external funding or generate revenue
- Number of new high-potential companies identified and added to the pipeline.
- Quality and timeliness of progress reports and readiness assessments for each supported company.

How to Apply

Please send your resume along with a cover letter explaining your suitability, salary expectations and motivation for the role to info@alfanar.org.uk by 8 September 2025. Please include in the subject line of the email "Alfanar Portfolio Success Manager".



We will only review applications that include a cover letter, and we will only contact those who have been shortlisted.