

## ***Opening for Chief Executive Officer (CEO)/Chief Operating Officer (COO)***

**Last Date for Application: 1st July, 2026**

*IIT Mandi Catalyst is seeking a visionary and experienced leader to head its well-established and fast-growing incubation center. As one of India's leading deep-tech incubators, Catalyst has supported over 500 startups, fostering innovation not only in the Himalayan region but also across the country. The CEO/COO will be responsible for driving the next phase of strategic growth, deepening ecosystem engagement, and scaling Catalyst's impact.*

**IIT Mandi Catalyst**, the first Technology Business Incubator (TBI) in the state of Himachal Pradesh, is a not-for-profit Section 8 company at the Indian Institute of Technology Mandi (IIT Mandi). The incubator was set up with the initial support of the Department of Science and Technology (DST), GoI, and has since received continued support from several key government bodies including the Ministry of Electronics and Information Technology (MeitY), Biotechnology Industry Research Assistance Council (BIRAC) under the Department of Biotechnology (DBT), Startup India under the Department for Promotion of Industry and Internal Trade (DPIIT), and the Department of Industries, Government of Himachal Pradesh under the Startup Himachal initiative. With a mission to strengthen the startup ecosystem in the Himalayan region, the incubator focuses on nurturing deep-tech and engineering-driven startups. **To know more, visit [www.iitmandicatalyst.in](http://www.iitmandicatalyst.in)**

<b>Job Title</b>	Chief Executive Officer (CEO)/Chief Operating Officer (COO)
<b>Number Of Positions</b>	01
<b>Location</b>	Mandi, Himachal Pradesh
<b>Company</b>	IIT Mandi Catalyst
<b>Reporting authority</b>	Director-Incubation of IIT Mandi Catalyst
<b>Age Limit</b>	Preferably less than 55 Years as on July 1, 2026.
<b>Employment Type</b>	Contractual appointment for an initial period of 2 years, extendable for another term of 2 years based on performance and approval of the competent authority.
<b>Remuneration</b>	Remuneration is negotiable and will be based on the

	professional competence and experience of the candidate.
<b>Applications to be forwarded to</b>	<a href="mailto:hr@iitmandicatalyst.in">hr@iitmandicatalyst.in</a>

### **Candidate Profile:**

The **Chief Executive Officer (CEO)/Chief Operating Officer (COO)** will serve as the senior-most executive of IIT Mandi Catalyst and will be responsible for leading all aspects of the incubator's operations, reporting to the Director-Incubation, who is a regular full-time faculty member of IIT Mandi, and will serve under the overall guidance of the Board of Directors. The CEO/COO will be the external face of the organization and will play a pivotal role in driving the vision and mission of IIT Mandi Catalyst by effectively implementing its programs, expanding its reach, and contributing to its long-term sustainability and impact.

The ideal candidate is expected to bring entrepreneurial thinking, strategic leadership, and the ability to nurture innovation and deep-tech entrepreneurship. The CEO will also be encouraged to introduce new initiatives and build strategic partnerships to strengthen IIT Mandi Catalyst's role as a national leader in the incubation ecosystem.

### **Key Responsibilities**

#### **Strategic Leadership**

Lead the strategic direction of IIT Mandi Catalyst in alignment with its vision and mission. Drive long-term planning and program development that aligns with national innovation missions and regional development needs. Strengthen Catalyst's position as a leading technology business incubator at both national and international levels.

#### **Administrative and Operational Management**

Serve as the Chief Administrative Officer of Catalyst with responsibility for day-to-day operations, including program delivery, budgeting, compliance, human resources, and team coordination. Build and lead a capable, motivated team across functional areas such as incubation, outreach, finance, and operations. Foster a work culture based on innovation, collaboration, accountability, and excellence.

### **Incubation and Startup Support**

Design and oversee startup support programs catering to various stages—ideation, validation, and growth. Facilitate access to mentorship, funding, infrastructure, technical guidance, legal, and IPR support. Strengthen value-added services that enhance startup outcomes and scale-up potential.

### **Partnership and Ecosystem Development**

Build and manage strategic relationships with industry, academia, government bodies, CSR partners, and investors. Represent Catalyst in national and international forums, conferences, and policy engagements. Promote institutional partnerships through collaborations and formal agreements.

### **Fundraising and Financial Sustainability**

Lead fundraising efforts through government grants, CSR contributions, international programs, and private investments. Develop financially sustainable models through services and capacity-building. Ensure financial transparency, statutory compliance, and audits.

### **Governance and Compliance**

Ensure that Catalyst functions in accordance with the governance framework of IIT Mandi and complies with applicable regulations and policies. Maintain and enforce SOPs to enable effective and compliant operations.

### **Qualifications & Experience**

- Bachelor's degree in Science, Engineering, and/or technical background is mandatory; Master's/Ph.D./MBA is preferred.
- Minimum 15 years of progressive industry/corporate experience with at least 5 years in a senior leadership/managerial role in startup incubation, corporate innovation, venture building, entrepreneurship development, business strategy, technology commercialization, investment management, or ecosystem development.
- Experience working with academic institutions, technical and Business Mentors, government bodies, or innovation ecosystems is highly desirable.
- Candidates from corporate sectors, industry associations, venture capital/private equity firms, startup ecosystems, consulting organizations, innovation-driven enterprises, and technology commercialization domains are encouraged to apply.
- Experience with venture funding, startup investments, equity structures, investment readiness, and startup exit mechanisms will be an added advantage.

- Familiarity with Section 8 company operations, compliance, and regulatory frameworks is an advantage.
- Excellent stakeholder management, leadership, communication, negotiation, and networking capabilities with industry and investor communities are essential.

### **Key Competencies**

- Visionary and collaborative leadership with strong strategic thinking, execution capability, and team management skills.
- Excellent communication, stakeholder engagement, networking, negotiation, and partnership-building abilities across government, industry, academia, and investor ecosystems.
- Strong understanding of startup incubation, entrepreneurship, venture funding, angel/VC ecosystems, investment mechanisms, and compliance frameworks, with demonstrated experience in innovation management, ecosystem building, technology commercialization, business development, or corporate/startup engagement.
- Hands-on, solution-oriented approach with the ability to build strategic alliances, mobilize resources, and drive organizational growth, with high standards of ethics, professionalism, and commitment to innovation-driven and mission-oriented organizational goals.

### **Instructions to Apply Online**

Eligible candidates must submit their application both via the email provided in the Job Description (JD) and through the IIT Mandi Catalyst website before the last date of submission. Please note: Only shortlisted candidates will be contacted via email by our HR team. In case of any queries related to application submission, please write to [hr@iitmandicatalyst.in](mailto:hr@iitmandicatalyst.in)

Lipsa Rani Panda

Lead-HR, IIT Mandi Catalyst