

# SOCIAL BUSINESS CONSULTING INTERNSHIP

*Starting in January 2018*

*NB: We are looking for interns for a 4-6 months period in our Paris office. Because we believe that first-hand business experience in developing countries brings invaluable experience to social business consultants, we also encourage our candidates to apply for a complementary 4-6 months internship with one of our partners in India or Africa. See appendix at the end of this offer (NB: this is not mandatory).*

## 1. Hystra

**Who we are:** Hystra is a global consulting firm that works with business and social sector pioneers to design and implement hybrid strategies and innovative business approaches that are profitable, scalable and eradicate social and environmental problems. In order to “be the change we want to see in the world”, Hystra itself is a hybrid consulting firm – a for-profit tool for social change. Hystra’s team combines top-tier business strategy consultants and senior entrepreneurs with a passion for development.

**Who are our clients:** Since its creation in 2009, Hystra has worked in over 20 countries for over 50 clients:

- Large corporations (such as Danone, Engie, Lafarge-Holcim, Orange, Total, Unilever, Veolia) who realize that the BoP represents a large untapped growth opportunity aligned with their corporate mission, capabilities, and aspirations of their most talented managers
- Citizen sector organizations (such as Solar Energie, Ashoka, ICCO) who realize that engaging business is necessary to reach the scale of impact they aspire to
- Development players (such as AFD, DFID, GIZ, Bill & Melinda Gates Foundation) who realize that cooperation with the private sector is a vast but unleveraged opportunity

**What we do:** We help our clients:

- Scan the world for the most innovative market-based solutions to a particular social problem and rigorously assess their social impact, business model and scalability
- Design creative strategies that enable to scale up these innovations develop robust business plans and identify partners with the right set of skills and assets
- Design the appropriate organizational mission, structures and management processes to carry out these strategies, with a particular focus on addressing cultural issues and building capabilities in our clients’ teams
- Set up or replicate these strategies, providing local implementation support through our global network and helping find the right partners to implement projects.

We conducted in-depth sectorial studies on clean energy, safe water, affordable housing, ICT-based business models for development, infant nutrition, sanitation, marketing of innovative devices for the “Base of the Pyramid”, and smallholder farming (all reports available on [Hystra website](#)), designed strategies to serve low-income communities with home improvement packages, irrigation pumps, solar lanterns, safe water, and improved nutrition products, prepared business plans for pioneering social businesses, supported the creation of a social impact fund and advised development agencies on the support they could bring to private players involved in development.

## 2. Position Description

In close contact with managers and partners, the intern will help us:

- Research and analyze best practices on market-based approaches serving the “Base of the Pyramid”,
- Prepare and conduct expert interviews (social entrepreneurs, business leaders, NGO managers, etc.),
- Review and analyze social enterprise business plans,
- Prepare and present proposals and clients documents,
- Actively participate in team meetings.

## 3. Qualifications

Candidates should combine an analytical spirit with a deep commitment to solving social issues and experience in the emerging world. More specifically, the intern will demonstrate the following skills:

- Excellent written and oral communication skills, including ease in conducting phone and face-to-face interviews, and proficiency in preparing presentation in PowerPoint
- Strong quantitative skills, at ease with analyzing financial data and proficient in Excel
- Attention to details, commitment to follow-through and self-organization
- Excellent interpersonal skills, within a team as well as with clients and partners
- Fluency in both French and English, oral and written (non-negotiable requirement) – additional language a plus
- Experience with social media a plus

Lastly the successful candidate will have previous work experience in a top management consulting firm or a demanding corporate environment, as well as work experience or long stay in a developing country.

## 4. Work arrangements

The intern will work in Hystra’s head office, located in Paris. Traveling might be required on specific assignments. The internship will last 4-6 months, starting in January 2018. The intern will be compensated for his work.

## 5. To Apply

Please send a cover letter (including your dates of availability and chosen option) and resume at [internship@hystra.com](mailto:internship@hystra.com), with “Joint Internship Position – January 2018” in the subject line.

## 6. Appendix: opportunities with partners in developing countries

We have partnered with two social businesses in India and Africa to offer joint internships to suitable candidates. These internships may take place before or after internships at Hystra. If you are interested in applying to one of our partners, please state so clearly in your application.

- [Baobab+](#), a brand of Microcred Group that commercializes innovative energy, clean water and digital products in Africa (Senegal, Madagascar, Mali and Ivory Coast),
- [Svadha](#), an Indian social business that works with local entrepreneurs to provide access to quality, affordable and sustainable sanitation solutions. You can download their internship description on our website.