

MAXX TURING

maxx@maxxturing.com

Founder Associate • Chief of Staff • Operations Lead

Entrepreneurially-minded, **resourceful** and driven **creative problem solver** with a decade of experience as an **operational leader** in **early-stage**. Smart generalist with experience working **across multiple operational functions**. Intellectually curious, highly organised and **detail-oriented**; excels at **process** improvement and efficiency. Winner of the **NEF Fast Track 2020 CEO's Award** and winner of the **2020 CVC Young Innovator Awards**. Growth mindset with a unique approach as well as a diverse and rare skill set. Oxford science MA (Hons) and Quantic MBA (Hons).

EXPERIENCE



Centre for British Progress

A pro-growth think tank shaping an era of British progress

Founding COO

*Feb 2025 - **present***

- Led operational delivery for the organisation's launch including **managing the design and development of a new website**, coordinating external contractors to deliver our public presence aligned with strategic goals.
- Responsible for **managing a £1m+ budget** and the people function, including the onboarding of 6 staff and 4 retained contractors, as well as multiple project-based contractors, suppliers and volunteers.
- Responsible for compliance and governance including leading on the board's quarterly operations report and **managing the registration of the new entity** with the Charity Commission, in liaison with our legal advisers.



Startbook

Services that support and empower entrepreneurial ecosystems

Founder

*Jul 2020 - **present***

London, UK

- Secured an **impressive B2B client base** including UCL, Imperial, LSE, the University of Manchester, the Centre for Entrepreneurs and the CVC Foundation
- Won a pitch competition and an equity-free **grant of £20,000**
- Bootstrapped the business and grew it to a **6-figure turnover**, doubling revenue from Year 1 to Year 2



Kantan

Tech platform for trade professionals to manage and execute work

Founder Associate

Aug 2019 - Oct 2020

London, UK

- Led operational delivery for the business, **enabling thousands of appointments for customers**
- Initiated **customer feedback loops** to enable informed decision making in the product team
- Focused my available resourcing where the business needed it most, taking on a **variety of special projects and roles** including operations, software engineering, quality assurance and business development



Self-employed

Startup consultancy providing strategic and operational support

Startup Consultant

Feb 2018 - Jul 2019

Remote

- Acquired multiple clients by **understanding problem areas**, pitching solutions and negotiating contracts
- Continuously worked with 1 client for over a year, helping her launch her **new book, websites and startup**
- Increased Instagram following >1000% by expanding knowledge in **photography and digital marketing**



The Family

Pan-European startup network, service provider and shareholder

Head of Events (London)

Nov 2018 - Apr 2019

London, UK

- Worked closely with C-level** entrepreneurs to create educational and entertaining content for 13 events
- Organised a **biotech enterprise innovation conference** featuring **10 senior life sciences speakers**
- Sourced over 1000 emails and managed a **targeted cold email campaign** to advertise the conference



Invisible Technologies

Worldwide on-demand virtual assistant platform and service

Director of Operations (Contract)

May 2018 - Aug 2018

Remote

- Successfully managed a **global team of 50 people (5 direct reports)** across numerous time zones by employing strong management skills
- Increased **operational efficiency** by 30% and client billable time to 1400+ hours of direct labour per month by introducing new revenue streams and improving load balancing across teams
- Improved **client experience** as measured by qualitative feedback by supervising quality and providing constructive feedback to operators



DWYL

Web app development agency and coworking space

Co-founder & COO

Jan 2017 - Dec 2017

London, UK

- Significantly strengthened brand position with minimal cost (£250) by **enforcing trade mark rights** to acquire highly valuable 4-letter .com and .co.uk domains as well as social media marketing handles
- Improved efficiency of financial administration by 300% by creating and implementing an **automated contractor invoicing system**
- Delighted clients and successfully managed numerous projects by employing strong communication and **project management** skills



Hack Partners

RailTech innovation accelerator, hackathon and consultancy

Founding Partner

Jul 2016 - Jan 2017

London, UK

- Promoted to partner status after 3 months due to competence, diligence, zealotness and **significant contributions to the business**
- Contributed to pivoting the business model in a new direction by **evaluating customer feedback** and working closely with the founders
- Bolstered the closure of several major partnership deals collectively worth over £100,000 by communicating and working with **senior stakeholders across the industry**

Head of Operations

Apr 2016 - Jan 2017

London, UK

- Managed accelerator programme featuring 11 tech startups, **organised a 300-person conference and 120-person hackathon** featuring senior stakeholders from across industry by employing strong project management skills
- Successfully acquired Tier 2 licence and joined Tier 5 intern scheme allowing the sponsorship of 2 international candidates **without professional legal advice** by thoroughly researching guidance and executing the process with detail
- Managed **creation of a legal procurement framework** for startup-TOC software and hardware trials by assessing the contract landscape and working closely with a law firm



Entrepreneur First

Deep tech company builder and venture capital fund

Operations Manager

Sep 2015 - Mar 2016

London, UK

- Diligently managed **investment operations for 33 startups** on the programme by using strong organisational skills
- Successfully managed **over 30 visa applications** including Tier 1 Entrepreneur and Tier 1 Exceptional Talent by utilising strong project management skills and detail-oriented nature
- Organised and ran several high-profile events including a **300-person Demo Day** attended by top investors by using strong organisation and event management skills

EDUCATION



Centre for Entrepreneurs

Foundation supporting entrepreneurial talent (1% acc. rate)

NEF Fast Track 2020 Fellow

Sep 2019 - Aug 2020

London, UK

Highly-selective learning programme that supports participants in launching a startup by providing a startup work placement, support network, executive coach and business mentor



Quantic

Elite online remote MBA programme (6% acc. rate)

MBA (Hons)

Feb 2018 - Nov 2018

Remote

2 projects and 8 concentrations:

- Accounting project
- Marketing project

- Accounting
- Markets & Economies
- Data & Decisions
- Leading Organisations

- Marketing & Pricing
- Finance
- Supply Chain & Operations
- Strategy & Innovation



Udacity Google Scholarship

Mobile Web Specialist Nanodegree Challenge (5% acc. rate)

Mobile Web Specialist Scholar

Oct 2017 - Feb 2018

Remote

Offline First • Service Workers • Caching • ES2015 • Destructuring • Promises • Proxies



Founders and Coders

Highly-selective 8-week web development course

Full Stack JavaScript Web Dev

Jan 2015 - Mar 2015

London, UK

HTML • CSS • JavaScript • Git • GitHub • Jekyll • Markdown • APIs • Node • Hapi • D3



University of Oxford St Edmund Hall

Ranked #1 academic institution for biomedical sciences in 2011

MA (Hons)

Oct 2011 - Jun 2015

Oxford, UK

Cell and Systems Biology

Major: Cardiovascular, Renal and Respiratory Biology

Minor: Cellular Physiology and Pharmacology

Project: Varying enzymatic digestion to improve pancreatic islet isolation yield and clinical outcomes for type-1 diabetes



Oxford University Student Union

Student representation for communication with the university

MedSci Division Representative

Oct 2013 – Jun 2014

Oxford, UK



Oxford University Sport

University sports society and dodgeball club (OUDbC)

Founder & President (OUDbC)

Mar 2013 - May 2014

Oxford, UK

Finance Executive

Mar 2013 - Mar 2014

Oxford, UK



Oxford Entrepreneurs

Events and programmes supporting entrepreneurship in Oxford

Executive Committee

Oct 2013 - Mar 2014

Oxford, UK



OUSBMS

Learned community of Oxford biomedical scientists

Founder & President

Jan 2013 - Mar 2014

Oxford, UK

Various Startup Programmes

Sep 2012 - Feb 2014

Oxford, UK