

BUSINESS OPERATIONS LEAD

Business Operations

Company: Aeonic Labs

Location: United Kingdom — Remote / Hybrid

Function: Business Operations

Reporting to: Founder & CEO

Position: Early-stage / Founding Team Role

Engagement: Full-time

Compensation: Competitive, dependent on experience

ABOUT AEONIC LABS

Aeonic Labs is building deterministic behavioural governance infrastructure for autonomous artificial intelligence. As AI systems evolve from generating content to making decisions and taking actions, organisations need new mechanisms to ensure those systems remain within legal, regulatory and organisational boundaries. Aeonic is developing an architecture designed to address that challenge through three interconnected capabilities:

AgentGuard — behavioural governance and monitoring for autonomous AI agents.

TLAIOR — a deterministic governance engine designed to translate legal, regulatory and organisational requirements into machine-readable and enforceable policies.

TTN — The Trust Network — a distributed control and enforcement architecture designed to extend trusted governance across vendors, organisations and technology environments.

Our principle is simple:

AI decides what to do. Aeonic determines what it is allowed to do.

We are now looking for a Business Operations Lead to help build the operational foundations required to turn that technology vision into a scalable company.

THE ROLE

The Business Operations Lead will work directly with the Founder & CEO across the operational, commercial and strategic priorities of Aeonic Labs. This is not a traditional administrative or project coordination position. You will operate across the business, helping

establish the systems, processes and operating cadence required to support fundraising, partnerships, customer development, hiring, financial planning and product execution. You will frequently work on ambiguous problems with limited structure and will be expected to turn them into clear plans, measurable actions and accountable outcomes. The role is particularly suited to someone who enjoys building companies rather than simply operating within established ones. You will act as a force multiplier for the founder, increasing the organisation's ability to execute while ensuring important operational priorities do not become dependent on founder bandwidth.

WHAT YOU'LL DO

- Establish and maintain Aeonic's core business operating cadence, including priorities, milestones, reporting and accountability.
- Work closely with the Founder & CEO to translate company strategy into executable operating plans.
- Coordinate strategic initiatives across product, engineering, commercial development, partnerships and fundraising.
- Support investor readiness, including data rooms, financial models, company metrics, due diligence materials and investor reporting.
- Build and maintain management reporting covering cash position, runway, commercial pipeline, delivery milestones and key operating metrics.
- Support budgeting, forecasting and expenditure management alongside external accountants and advisers.
- Develop scalable processes for supplier management, procurement, contracting and operational governance.
- Coordinate recruitment activity, onboarding and early-stage people operations.
- Manage relationships with selected external advisers, professional services providers and development partners.
- Support strategic partnership programmes and ensure commercial and technical commitments are tracked through to delivery.
- Develop CRM and pipeline disciplines across customers, partners and investors.
- Help prepare commercial proposals, business cases and strategic planning materials.
- Identify operational bottlenecks and implement practical solutions without introducing unnecessary bureaucracy.
- Maintain visibility across critical dependencies, risks and commitments.
- Support the development of board and investor reporting as the company grows.
- Help build the operational infrastructure necessary for Aeonic to scale following institutional investment.

WHAT SUCCESS LOOKS LIKE

Within the first six months, Aeonic should have a significantly stronger operating system around the business. Strategic priorities should have clear owners, milestones and deadlines. Commercial opportunities, partnerships and investor conversations should be systematically tracked. Financial reporting, runway modelling and expenditure controls should provide management with a reliable view of the company's position. External suppliers and development partners should operate against clearly defined commitments and deliverables. Recruitment and onboarding processes should be repeatable rather than improvised. Most importantly, the Founder & CEO should be able to spend materially more time on product strategy, customers, strategic partnerships and fundraising because the underlying operational execution of the company is being actively managed.

WHO WE'RE LOOKING FOR

We are looking for a commercially minded operator who combines analytical thinking with a strong bias towards execution. You are likely to have worked in a startup, scale-up, venture-backed technology company, consulting environment or similarly fast-moving organisation. You should be comfortable operating across multiple disciplines rather than remaining within a narrowly defined functional remit. Strong candidates will be able to move between strategic planning and detailed execution without losing sight of either. Experience in enterprise software, cybersecurity, artificial intelligence or deep technology would be valuable, but operating capability is more important than specific domain experience.

EXPERIENCE WE VALUE

Strong experience in business operations, strategy, commercial operations, programme management, consulting or a comparable role. Experience working directly with founders, executives or senior leadership teams. Strong commercial and financial literacy, including budgeting, forecasting and management reporting. Experience building operational processes in organisations that are still evolving. Ability to manage multiple strategic initiatives simultaneously. Strong written communication and executive-level presentation skills. Experience supporting fundraising, investor relations or venture-backed companies would be highly advantageous. Experience with enterprise technology partnerships, customer programmes or complex B2B sales cycles would also be valuable. You should be comfortable working independently, making judgement calls with incomplete information and escalating when decisions genuinely require founder involvement.

WHAT THIS ROLE IS NOT

This is not an executive assistant role. It is not primarily a diary-management or administrative position. It is also not a traditional corporate operations role built around

managing mature processes. Aeonic is still building many of those processes. We need someone capable of deciding what structure is necessary, creating it and then improving it as the company grows.

WHY JOIN AEONIC?

Aeonic is operating at an early stage in what we believe will become an important category of enterprise AI infrastructure. The increasing autonomy of AI systems creates significant new questions around governance, accountability, enforcement and trust. We are building technology intended to address those problems at the infrastructure level. Joining now means working directly with the founder and having meaningful influence over how the company itself is built. You will see the full company-building process: product strategy, fundraising, partnerships, customers, recruitment, financial planning and operational execution. For someone who ultimately wants to become a COO, founder or senior operator within an ambitious technology company, this role provides unusually broad exposure.

THE PERSON

- You are structured without being bureaucratic.
- Commercially aware without losing operational discipline.
- Comfortable with ambiguity without accepting disorganisation.
- You take ownership rather than waiting to be given instructions.
- You understand that in an early-stage company, the purpose of operations is not to create process.
- It is to increase the organisation's ability to execute.

If that sounds like the environment in which you do your best work, we'd like to hear from you.

Aeonic Labs

Trust runs further.

Aeonic Labs

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