

# i<sup>3</sup> Collective — New Pods Overview (vNext 2025 Q4)

Pod	Pillar	Purpose	Starter Roles	Key Duties	Impact Metrics	Autonomy	First Month
Impact Programs Office (IPO) Impact Pod	Impact	Manages portfolio OKRs, grants, impact programs, and public summary post-quarterly deltas.	Impact Program Lead, Impact Manager, Impact Analyst, Impact Data Lead, Impact Metrics Lead	Develop impact programs, monitor progress, report metrics, onboard partners.	Impact delta %, quarterly metrics, onboarding NPS	Autonomy	First Month
Education & Cohorts Pod	Impact	Operates literacy/cohort programs.	Education Program Manager, Cohort Manager, Curriculum Lead, Learning Experience Lead	Develop programs, manage cohorts, track progress, ensure learning outcomes.	Program coverage %, cohort retention, learning outcomes	Autonomy	First Month
Accessibility & Captioning Pod	Impact	Delivers captioning, alt formats, accessibility audits.	Accessibility Lead, Alt Format Manager, Accessibility QA Lead	Develop captions, manage alt formats, conduct audits, ensure zero critical WCAG issues.	Alt format adoption, accessibility audit coverage %, accessibility scores, research firms	Autonomy	First Month
Packaging & Pre-Press Pod	Imagination	Designs die-lines, foils, varnish spots, packaging.	Packaging Lead, Pre-Press Lead, Label Lead, Underwrap Lead	Design die-lines, manage print, ensure pack time L20 %, specify dies, library, <1% print defects.	Design complexity, print quality, pack time L20 %, specification adherence	Autonomy	First Month
WMS / 3PL Ops Pod	Imagination	Manages warehouse integration.	Shipping Integration Manager, Pick/Pack Lead, Returns Lead, OIIF Lead	Integrate WMS, manage OIIF, returns, test materials.	Integration complexity, OIIF %, mail integration, test materials	Autonomy	First Month
Channel Integrations Pod	Innovation	Maintains social API connectors.	Channel Integration Lead, Social API Connectors Lead	Maintain social API connectors, ensure 100% connector uptime, publish success stories.	Deployment, GUTM coverage	Autonomy	First Month
Author Platform Studio	Imagination	Builds author funnels, newsletter.	Author Platform Pipeline Lead, Copy/Design Lead	Build author funnels, capture leads, create author kit, launch campaigns.	Author kit complexity, campaign success rate	Autonomy	First Month
Music Rights & Distribution Pod	Imagination	Handles ISRC/UPC, PRO registrations.	ISRC Lead, PRO Lead, Direct Sync Lead	Handle registrations, catalog releases, sync to platforms.	Registration rate, catalog coverage, sync accuracy	Autonomy	First Month
Agent Governance Pod	Innovation	Defines autonomy ladders, Mirrored Books and Designers.	Governance Lead, Policy Lead, Autonomy Ladders Lead	Define autonomy ladders, mirror books, design policies, validate processes, policy coverage, approvals, audits.	Autonomy ladder complexity, policy coverage, audit results	Autonomy	First Month
Tenant & Billing Pod	Innovation	Manages cross-app SSO, licensing.	Billing and Billing Lead, Billing Engine Lead, SSO Lead	Manage SSO, billing engines, adoption rate, 90%+ accurate SSO, tenant growth.	SSO adoption rate, tenant growth, billing engine complexity	Autonomy	First Month
GlobalCollabs Partnerships Pod	Impact	Handles partner onboarding, KYC.	MOU Lead, ISV Lead, Contract Lead, Invitation Lead	Onboard partners, handle invites, activation rate, 20+ new partners.	Partnership activation rate, new partners	Autonomy	First Month
Data Stewardship & Metrics Pod	Innovation	Maintains metrics catalog, dashboard standards.	Data Standard Lead, Data Journal Lead, Single Source of Truth Lead	Maintain metrics catalog, dashboard standards, single source of truth, KPI delivery timelines, data freshness, monthly KPI pack.	Metrics catalog complexity, dashboard standards, KPI delivery, data freshness	Autonomy	First Month

## Impact Eligibility Rubric (ALL must apply)

- 1) Intent: Societal/cultural benefit (not revenue-first).
- 2) Direct Service: Serves people/communities directly.
- 3) Measurement: Tracks tangible outcomes (books/jobs/adoptions).
- 4) Access & Equity: Removes barriers via pricing, access, inclusion.
- 5) Governance: Named lead, budget, public summary.