

SayPeace Solutions: Strategic Intern Hiring Plan (Operations Focus)

Date: January 18, 2026

1. Executive Summary

Based on your clarification, the primary goal is **commercialization and operations**, not just development. Your product portfolio contains two distinct business models:

1. **B2B Enterprise SaaS:** (AI-CMS, Journal System, Amina AI) -> Requires direct sales, tender bidding, and high-touch onboarding.
2. **B2C EdTech:** (PyLearn) -> Requires high-volume user acquisition, community building, and digital marketing.

To strictly "run the company" with only a skeleton technical crew (2 devs), you need a team structure that mirrors a mature software company, not a dev shop.

2. Recommended Org Chart (The "SayPeace 8")

We will divide the 8 interns into **Revenue**, **Operations**, and **Product** teams.

Team A: The Revenue Engines (3 Interns)

Focus: Bringing money in.

1. **Business Development Lead (B2B Focus)**
2. **Growth Marketing Lead (B2C Focus)**
3. **Grant & Finance Analyst**

Team B: Customer Experience & Product (3 Interns)

Focus: Keeping customers happy and defining what to build.

4. **Product Manager (Intern)**
5. **Customer Success & Onboarding Specialist**
6. **Brand & Creative Designer**

Team C: Technical Operations (2 Interns)

Focus: Keeping the lights on and shipping critical fixes.

7. **Technical Operations Lead**
8. **Full-Stack Maintainer**

3. Detailed Role Specifications

1. Business Development Executive (B2B Focus)

Crucial for: AI-CMS, Multi-Tenant Journal System, Amina AI **Why this role?** Your enterprise products are not "self-serve". Universities and conferences need to be pitched to. You need a dedicated person cold-calling, emailing Deans/HODs, and setting up demos.

- **Key Responsibilities:**
 - Identify and reach out to Universities and Academic bodies for the **Journal Management System**.
 - Set up and perform product demos for **Amina AI** to local businesses (SME penetration).
 - Draft proposals and follow up on leads.
- **Ideal Candidate:** Business Admin/Marketing student with strong communication skills and no fear of rejection.

2. Growth Marketing Lead (B2C Focus)

Crucial for: PyLearn **Why this role?** PyLearn needs student users. This is a volume game. This person is NOT doing "corporate branding"; they are doing "hype".

- **Key Responsibilities:**
 - Run campus ambassador programs to get students signing up for **PyLearn**.
 - Manage the PyLearn WhatsApp/Telegram community (Community Management).
 - Create "viral" short-form content (YouTube/Reels) about learning to code.
 - Execute email marketing campaigns to convert free users to Premium.
- **Ideal Candidate:** Digital Native, active on social media, understands "Gen Z" marketing.

3. Grant & Finance Analyst

Crucial for: Cashflow & Runway **Why this role?** You have a track record (FbStart, etc.). This role capitalizes on that to bring in non-revenue funding while managing day-to-day cash.

- **Key Responsibilities:**
 - **Grant Writing:** Actively research and apply for tech grants (NITDA, Tony Elumelu, Global Tech Funds).
 - **Bookkeeping:** Manage invoices for B2B clients and track expenses.
 - **Pricing Strategy:** Analyze competitor pricing for the SaaS tools and recommend updates.
- **Ideal Candidate:** Accounting/Economics student with excellent writing skills (crucial for grants).

4. Product Manager (Intern)

Crucial for: Roadmapping & Interpretation **Why this role?** With only 2 developers, you cannot afford to waste time building the wrong thing. The PM stands between the CEO and the Devs.

- **Key Responsibilities:**
 - Translate CEO's vision into detailed "User Stories" for the developers.
 - Prioritize the backlog: "Should we fix the Journal bug or add a PyLearn feature today?"
 - Conduct user research/surveys to validate new features before coding starts.
- **Ideal Candidate:** Computer Science background but prefers management over coding.

5. Customer Success & Onboarding Specialist

Crucial for: Retention (Churn Prevention) **Why this role?** Selling a Journal System to a university is only step 1. If they don't know how to use it, they will cancel.

- **Key Responsibilities:**
 - **Onboarding:** Conduct training sessions for new University clients on how to use the CMS.
 - **Support:** Respond to helpdesk tickets (using your own *Support Ticket System!*).
 - **Documentation:** Update the User Guides and FAQs so users stop asking basic questions.
- **Ideal Candidate:** Extremely patient, good teacher/tutor personality.

6. Brand & Creative Designer

Crucial for: Perceived Value **Why this role?** You demanded "Premium Design". Developers are bad at this. You need a dedicated artist.

- **Key Responsibilities:**
 - Design marketing assets (social media posts, ad banners, physical flyers for campuses).
 - Design UI mockups for new features before developers touch them.
 - Ensure the "SayPeace" brand is consistent across all 6 platforms.
- **Ideal Candidate:** Portfolio with strong graphic design and UI/UX examples.

7. Technical Operations Lead

Crucial for: Stability **Why this role?** You have complex deployments (Python, PHP, Cloud Run, VPS). You need a specialized custodian.

- **Key Responsibilities:**
 - **DevOps:** Manage the deployments, server uptime, and database backups.
 - **Code Review:** Review the code of the Full-Stack Maintainer.
 - **Technical Strategy:** Research new API integrations (e.g., "Can we switch to Gemini 1.5 Pro?").
- **Ideal Candidate:** Strong CS student, experience with Linux/servers/Git.

8. Full-Stack Maintainer

Crucial for: Execution **Why this role?** Someone needs to actually write the code to fix the bugs and add the small features the PM requests.

- **Key Responsibilities:**
 - Bug fixing across PHP (Legacy) and Python (Modern) stacks.
 - Implementing frontend changes designed by the Brand Designer.
 - Writing scripts to automate internal operations.
- **Ideal Candidate:** Versatile coder, willing to touch both PHP and Python.

4. Why This Mix?

- **Sales Separation:** Separating B2B (Suits/Universities) from B2C (Students/Socials) is critical. One person cannot do both well.
- **Success Role:** Adding a Customer Success role is the "secret sauce" for B2B SaaS. It prevents churn.
- **PM Role:** The Product Manager saves *your* time. Instead of you explaining tasks to devs every day, you explain vision to the PM once a week.