

Director – Programme Consultancy and Research - NGO (10+ years)

1. The Employer: Partners in Prosperity (www.pnpindia.in) and Intercooperation Social Development India (www.intercooperation.org.in) -both non-profit organisations – are joining hands to implement a go to market strategy to build robust agricultural value chains and service small and medium enterprises. This has created new opportunities for growth. The average annual turnover of the both organisations for the last three years put together is INR 85 million. New talent is required to steer PnP's future path.

2. Nature of Employment: On Two Year Contract

3. Location: South Delhi

4. Brief Job Description

The position of Director of Consultancy, Advocacy and Research (CAR) is a very critical role for the organization as this position will have the overall responsibility of winning contracts, program design, as well as conducting paid research, monitoring and evaluation assignments.

Roles and Responsibilities:

The Director CAR will drive growth in selected market segments (CSR, social enterprises, government contracts) in India and possibly in South Asia and Africa.

- S/He will provide oversight for the development and implementation of organization's across India, and engagement across development and humanitarian settings.
- As a key member of the Senior Management Team, s/he will contribute substantially to the development and execution of organization's strategy and cross-functional working.
- As a member of the Senior Management Team, s/he will represent the organisation in key global forums, and position India as a leading Southern Member on key issues such as organic farming, climate change, social enterprise/ impact etc.

Strategy:

- Develop a strong portfolio of programme, which incorporates Theory of Change, innovation, and align themselves to deliver the key results and impact in line with the programme strategy and future vision.
- Lead on development and execution of the thematic (health and nutrition, vocational education, value chain, climate change adaptation and mitigation, and humanitarian/DRR) strategies, aligned with research and advocacy strategies, including dynamic identification of geographic priorities and input on contextual and operational realities

Programme Development and Delivery:

- Create network of consultants and advisors in States to generate business and deliver assignments in a cost-effective manner.
- Develop businesses in line with Go to Market strategy such as agri goods trading
- Support the Thematic leads to ensure robust program and advocacy and campaign staff engagement in the new business development process led by domain heads, from opportunity identification through to proposal development.
- Ensure that the organisation meets their commitments to donors, delivering every project on time and on budget.
- Responsible for ensuring award management systems and processes are implemented across the life of an award (opportunity to close-out) and continuously improved.

- Ensure reporting to the Management Committee and other stakeholders on results.
- Ensure that technical advice is obtained at key stages of project implementation (as well as design, above) and that recommendations are followed up.
- To set up business performance measurement metrics, and implement them across the organisation.

National and State Advocacy and Campaigns

- Represent and lead engagement with key influencing agencies and allies at national and international levels, as appropriate/requested by the CEO.

Research and Monitoring, Evaluation, Accountability and Learning:

- Foster and champion a culture of evidence building and learning across the organisation, including building capacity at all levels.
- In collaboration with global and national partners, ensure a plan for operational and analytical research, evaluation and learning is in place - and that this learning informs our advocacy and flagship reports.
- Ensure monitoring data is used for programme decision making, and that beneficiary feedback/accountability mechanisms are in place for all programs

People:

- Lead a high-performing team of senior direct reports (Thematic Leads, Program Operations, Policy and Programme Impact) and extended programme team.
- Actively ensure that staff contributes to organizational policies in order to optimize high-quality programme, and that state offices understand and embrace policies originating from other functions (e.g., Finance).
- Actively promote regular communications to ensure a culture of openness that lives our values.
- Ensure professional development and succession plans are in place through to the state level to improve skills and motivate performance.

5. Must Haves Qualifications and Attributes:

- Post graduate degree in social sciences, economics, marketing, climate change, rural development planning and management
- Over 10 years of management experience of running large programs, in India and/or internationally with at least 3-5 years in a senior leadership position
- Demonstrated ability to influence, negotiate and yet work collaboratively with a multitude of stakeholders.
- Skills and experience in strategic planning, management, managing complex activities. - Ability to mentor, lead and manage a high calibre multi-disciplinary team.
- Excellent interpersonal and communication skills.
- Prior experience of representing the organization in various forums.

Note: The roles and responsibilities outlined above are not meant to be an exhaustive list of tasks. The need for flexibility is required and the job holder is expected to carry out any other related duties that are within the employee's skills and abilities whenever reasonably instructed. Interested candidates can send in their CVs along with three references, expected salary, and a cover note to info@pnpindia.org.in. PLEASE NOTE: Only shortlisted candidates will be contacted