



## Job Opening for Manager – Diversity & Inclusion

### About the Organization:

Villgro is India's oldest and one of the world's largest social enterprise incubators. We support innovative enterprises that solve critical issues faced by the poor. We provide funds (grant/equity), mentors, networks and resources to innovative social enterprises in sectors such as education, health, agribusiness and renewable energy.

Since our inception in 2001, we have incubated over 300 social enterprises with seed funding of INR 573 million. These social enterprises have generated 4000+ jobs and secured INR 1796 million in follow-on funding to impact over 19 million lives. Villgro fosters an open culture where each member can express his/her views and opinions based on merits and objectivity. We are a small, but highly committed team of 27 and we thrive on collaboration.

We are an equal opportunity employer and extremely committed to fostering workplace equity and are proud to have won the prestigious DivHersity Awards as a recognition for this!

At Villgro, we keep the following values at the heart of our work:

- Empathy- we are customer-centric and collaborative, yet assertive.
- Entrepreneurial- we seek progress and want to get things done!
- Boldness- we voice our views and respect others'. We fail fast, learn fast.
- Integrity- we demonstrate transparency and honesty in every transaction.

### About the Role:

**Designation:** Manager – Diversity & inclusion

**Location:** Bangalore/Chennai – Full Time

The Manager - Diversity & Inclusion will be required to work on the three core areas defined at villgro for fostering the Gender-Inclusion goals, that are:

- Increasing access to capital for women entrepreneurs
- Increasing impact on women and girls
- Fostering workplace equity

The roles and responsibilities for this position would include:

- **Gender Lens Strategy Implementation**  
Lead the implementation of gender lens strategies across the programmes, sectors and enterprises to increase the penetration of benefits to the women and girls at the base of the pyramid. The Manager-

Diversity & Inclusion will be required to manage the resources, budgets, timelines and deliverables for the gender-inclusion programmes and work with sector teams to ensure support to incubates in adopting gender-inclusive business strategies, with a particular focus on enhancing women end-users and the level of impact on women end-users

- **Partnerships & Collaborations**

Ensure proactive communications, transparency and manage expectations with the donors, in addition following the regular reporting protocols. It would be the responsibility of Manager – Diversity and Inclusion to build and maintain relationships and engagements with partners and key stakeholders to further the goal of gender inclusion through the programmes and the incubation support to the enterprises

- **Pipeline Building & Due Diligence**

For projects that involve sourcing of women-led or women-benefitting enterprises, exploring creative deal sourcing strategies to generate a more robust pipeline, screening applicants against internal impact investment criteria and including commitment to address gender equity issues/opportunities

- **Development of knowledge products and gender impact evidence**

Lead the generation of knowledge products and dissemination of gender impact evidence through the the best practices to effectively integrate gender-inclusion among impact enterprises, increase visibility of gender-smart incubation process and generate buy-in for gender inclusion in business at the ecosystem level

### **Selection Criteria:**

- Master's degree – in business, social sciences, development studies, economics, public policy, etc. Specialisation in gender studies is preferred
- 8-10 years of experience in project management, monitoring and evaluation, impact work on livelihoods with a gender lens
- Experience in large programmes with significant stakeholder management, understanding of the rural economy, livelihoods and value chains, and MSMEs
- Experience with social impact enterprises or gender-lens investing is desired.
- Strong track record of team and project management including timely delivery of outputs
- Strong interpersonal and communication skills; ability to engage with senior officials and business leaders
- Ability to work in an interdisciplinary and multicultural environment with willingness to support and guide the work of others in the team

### **Compensation**

Competitive compensation commensurate to the experience and matching the best of standards adopted by industry or other similar organizations for similar roles.

For further information, please visit our website at <http://www.villgro.org>