ANALYST/SENIOR ANALYST

Gender Inclusion

About us:
Villgro is one of India’s foremost impact-first incubators. We believe market-based models are a scalable route to solve critical social and environmental problems in India. We help enterprises scale by providing financial (grants/equity/low-cost debt), technical and market-access support. We support enterprises whose solutions work in one or more of seven areas –
1) enabling green livelihoods, 2) generating value from waste, 3) reducing pressure on land and water systems, 4) improving livelihoods for small-holder farmers, 5) increasing the participation of women in the workforce, 6) improving health outcomes for women, and 7) improving access to affordable screening and diagnostics for low-income populations in India.
Since 2001, we have worked with over 350 enterprises which have impacted over 20 million lives.

About the Role:
Designation: Analyst/Senior Analyst – Gender Inclusion
Reporting to: Manager - Gender Inclusion
Location: Chennai – Full Time (Hybrid, thrice a week in the office)

Villgro seeks a young professional interested in developing expertise in gender inclusion. The Analyst/Senior Analyst for Gender Inclusion will be involved in enabling the participation of women in the workforce, through two primary approaches:

1. Making women entrepreneurs successful, by enabling access to markets and financing.
2. Leveraging Decentralised Renewable Energy (DRE) solutions to enable livelihood opportunities in rural areas.

The roles and responsibilities for this position would include:
A) Pipeline Building, Due Diligence, and On-Boarding of Women-led Enterprises
For sourcing of women-led or women-benefitting enterprises:
  o Explore creative deal sourcing strategies to generate a more robust pipeline
  o Screen applicants against internal impact investment criteria and including commitment to address gender equity issues/opportunities
  o Support in identifying milestones, finalizing incubation agreements

B) Partnerships & Collaborations
  o Support the manager to identify market access and financing gaps across the value chains of enterprises we work with (both scalable as well as micro enterprises)
  o Build a pipeline of potential partners, identify value addition, and support the team in seeing through partnerships
  o Support the manager in partnering with financiers who can support and invest in women-led startups
  o Generate reports and related documents for our partners and donors

C) Program Support
  o Identify business and impact metrics, and provide support in monitoring and evaluation of incubatees and programs
  o Ensure thorough documentation and report preparation across all programs being implemented by the team.
  o Support in acceleration, incubation and capacity building programs for women entrepreneurs to help them sustain and scale their businesses
  o Develop the business case for gender inclusion through case studies, success stories and impact data

D) Advocacy & Communications
  o Collaborate with the marketing & communications team to develop case studies, success stories, videos, and impact reports across programs
  o Support in organizing events, disseminating success stories, and advocating for the enterprises we work with

You will be a great fit, if you:

● Want to build a career in social impact, with a special interest in developing gender-smart businesses
● Possess a Bachelor’s / Master’s degree in business, development studies, or allied areas.
● Have 1-3 years of work experience
● Have the ability / experience of working on multiple projects with competing priorities
Exposure to working with for-profit impact enterprises at any scale would be an asset.

**Compensation & Benefits:**
1. We pay comparably higher within the nonprofit sector and provide a performance-linked variable component.
2. All our permanent employees are provided with health insurance for themselves and their immediate family members.
3. Our mental health policy provides employees with access to subsidized professional support.
4. We actively invest in the professional development of our employees through paid training programs and workshops.

**How to apply:**
Apply to this role by filling this Form. We look forward to hearing from you!

**Values we hold close:**
Villgro alumni have gone on to found social businesses, study at Ivy League and Indian B Schools, work or found impact funds and public policy institutes. But most importantly, they have become voices of change. We are committed to providing the same exposure and experiences to help you achieve your personal and professional goals.

An ideal candidate will resonate strongly with one or more of the following values.
- **Empathetic:** We walk in the shoes of our entrepreneurs and partners
- **Bold:** We embrace uncertainty, ambition, and believe in limitless possibilities
- **Entrepreneurial:** We take initiative and capitalize on opportunities
- **Demonstrating Integrity:** We are transparent, candid, and honest in our dealings

In case of any queries, please write to us at careers@villgro.org
Read more about us at www.villgro.org
Check out our latest impact report at www.villgro.org/impact-reports/
Have a look at our portfolio companies in action https://youtu.be/NSVuto3S9o8