

## Analyst/ Senior Analyst

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### **Inclusive Livelihoods & Entrepreneurship**

Bengaluru/Chennai

Villgro is a social impact first incubator of startups, and we are arguably the leaders in incubating or accelerating startups, while applying a gender inclusive lens. We invest in (through grants, low-cost debt, and equity) startups and SMEs, along with providing specific technical assistance.

The Inclusive Livelihoods & Entrepreneurship vertical is the newest at Villgro and is focused on accelerating social enterprises in the sectors of Climate Action & Agriculture that are intentional about making women become part of the formal economy, have a greater share of assets and generate further employment.

#### **Position summary**

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 Decentralized Renewable Energy (DRE) solutions to enable livelihood opportunities in rural areas.

#### **Roles and responsibilities:**

##### **A) Pipeline Building, Due Diligence, and On-Boarding of Women-led Enterprises**

- For sourcing of women-led or women-benefitting enterprises.
- Explore creative deal-sourcing strategies to generate a more robust pipeline.
- Screen applicants against internal impact investment criteria including a commitment to address gender equity issues/opportunities.
- Support in identifying milestones, finalizing incubation agreements.

##### **B) Partnerships & Collaborations**

- 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).
- Build a pipeline of potential partners, identify value addition, and support the team in

seeing through partnerships.

- Support the manager in partnering with financiers who can support and invest in women-led startups.
- Generate reports and related documents for our partners and donors.

### **C) Program Support**

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

### **D) Advocacy & Communications**

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

### **The ideal candidate would have:**

1. Possess a Bachelor's / Master's degree in business, development studies, or allied areas.
2. 1-3 years of work experience.
3. The ability/experience to work on multiple projects with competing priorities.
4. Exposure to working with for-profit impact enterprises at any scale would be an asset.
5. The desire to build a career in social impact, with a special interest in developing gender-smart businesses

### **Compensation:**

We pay reasonably well and comparably higher within the non-profit sector and there is a variable component. Employees get health insurance for themselves and their immediate family members. We have a mental health policy that provides access to subsidized support.

### **How to apply:**

Apply to this role by filling this [form](#). We look forward to hearing from you!

**About Villgro:**

We are India's foremost impact-first incubator. Established in 2001, Villgro's mission is to make innovative, impactful businesses succeed in Health, Agribusiness, Climate Action and Gender Inclusion.

We believe that innovation and for-profit business models are the sustainable route to solving critical social and environmental problems in India. We help enterprises scale by financial (grants/equity/low-cost debt), subject matter expertise and help in accessing hard-to-reach markets. Since 2001, we have worked with over 387 enterprises which have impacted over 20 million lives.

Villgro was recognised as the "Top Incubator" in India by Invest India (DPIIT, GoI) in 2020. Villgro fosters an open culture where each member is encouraged to express his/her/their views and opinions. We are a small, but highly committed team and we thrive on collaboration. We are an equal-opportunity employer and extremely committed to fostering workplace equity. Villgro has won the prestigious DivHersity Awards 2020, 2022 & 2023 as recognition for this!

**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, and 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](mailto:careers@villgro.org)

Read more about us at [www.villgro.org](http://www.villgro.org)

Check out our latest impact report at <https://www.villgro.org/reports/>

Have a look at our portfolio companies in action <https://www.youtube.com/@Villgro2001>

