

## Analyst /Sr. Analyst

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### Climate Action

Location: Bangalore

Villgro is a social impact first incubator of startups, and we are arguably the leaders in fostering ground-up social innovations in the Climate Action, Agriculture and Healthcare sectors. We invest (through grants, low-cost debt, and equity) in technology startups and SMEs, along with specific technical assistance. We are also building a suite of impact financing solutions that can reduce the barriers to adopting new technologies.

Our interest areas are in disruptive solutions that help to reduce the environmental impact of the construction industry and promote sustainable building practices.

The Green Building Material Market Research project by Villgro and Habitat for Humanity aims to map the landscape of India's green building materials sector. It will analyze market trends, capital flows, and barriers to scaling up startups in this space. Primary research through surveys and discussions with stakeholders like customers, startups, investors and enablers will inform a knowledge product with actionable recommendations. Pilots will also be designed and implemented with select startups to build evidence for effective interventions to mainstream sustainable building materials in India.

### Position Summary

Villgro wants a young professional, passionate about social impact in the Waste & Circularity space, to join us as Analyst/Sr. Analyst–Climate Action. The role will involve working in the dynamic and exciting environment of social enterprises across the country. You will work closely with their founding teams and beneficiaries, along with other ecosystem partners like funders, market enablers and subject matter specialists, to enable startups to achieve their impact and business goals. Travel is an integral part of the work. .

### About the Role:

**Designation:** Analyst / Sr. Analyst – Climate Action

**Reporting to:** Manager / Senior Manager - Climate Action

**Location: Bangalore – Full Time (Hybrid, thrice a week in the office)**

**The role will include:**

**A) Pipeline Building, Due Diligence, and On-Boarding of Social Enterprises**

- Explore creative deal-sourcing strategies to generate a more robust pipeline.
- Screen applicants against internal impact investment criteria and include a commitment to address climate related issues/opportunities
- Support in identifying milestones, and finalizing incubation agreements.

**B) 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 social entrepreneurs to help them sustain and scale their businesses.
- Develop the business case for Waste & Circularity related enterprises through case studies, success stories and impact data.
- Managing the portfolio of startups as part of the programs by providing the startups with requisite guidance, ensuring appropriate usage of funds to achieve scale and meet aligned objectives.
- Take ownership of activities designed to help startups succeed - Mentoring, Technical Assistance, Networking events etc.
- Conduct site visits while evaluating startups on goals vs performance.

**C) Partnerships & Collaborations**

- Support the team to identify market access and financing gaps across the value chains of enterprises we work with.
- Build a pipeline of potential partners, identify value addition, and support the team in seeing through partnerships.
- Enabling partnerships with key Corporate, Government and other relevant stakeholders in the Climate Action space with a focus on Waste & Circularity.

## **D) Advocacy & Communications**

- Contribute to market research projects within Waste & Circularity with Ensuring systematic data collection and reporting.
- 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.

But remember, these are just the contours of the role as we have envisaged it. We would love to have you expand its boundaries and take on more.

### **You will be a great fit, if you:**

- Want to build a career in social impact, with a special interest in developing Waste & Circularity related businesses.
  - Possess a Bachelor's / Master's degree in business, development studies, or allied areas. A degree or certification in finance or environmental studies would be preferable.
  - Have 2–4 years of work experience, particularly in roles involving diverse teams.
- Collaboration is a key aspect of this role. Experience working with for-profit impact enterprises of any scale and/or familiarity with the waste and circularity sector would be an asset.
- Have the ability/experience of working on multiple projects with competing priorities, willing to take on responsibilities and deliver independently.

### **Compensation:**

We pay reasonably well and comparably higher within the nonprofit sector and there is a variable component. Employees get health insurance for themselves and their immediate family members. We also 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>