



Position : Associate / Sr Associate | **Team :** Strategy & Partnerships (S&P)

Reporting to : Manager (S & P) | **Location:** Bengaluru (in office)

Experience Range : 1-4 years

Past experience in : Consulting, Strategy, General Management roles in Private /

Impact Sectors

About Janaagraha

At Janaagraha (and our group organization Jana Urban Space), we believe that **India's future will play out in our cities** – who have the critical task of propelling our country's economic growth while mitigating pervasive inequities and grappling with complex challenges of climate change all while looking to reinvigorate a spirit of citizenship. We are a **23 year-old non-profit** working towards this urban future by ensuring that the **right systems** are in place for urban India. Systems that enable us to **plan, design, build, govern, fund and manage** our cities, and thereby **transform the quality of life in India's cities and towns**. With an ambition that far outstrips our budget, we believe that there is no option for us but to be **catalysts and change-makers rather than doers** – we hence **partner extensively with union and state governments, and the broader civil society ecosystem** to translate our ideas into action. We have a **track-record of large-scale change using the "city systems" approach** across all our focus areas and our current partners include key union government agencies (**Ministry of Housing and Urban Affairs, NITI Aayog, Finance Commission**) and the state governments of **Odisha, Assam and Uttar Pradesh**. We also firmly believe that our journey is as important as our destination, and have crystallised our organizational values into our [Culture Codes](#), which guide our approach and our behaviours.

About the Strategy and Partnerships (S&P) Team

The Strategy and Partnerships (S&P) team ensures that Janaagraha progresses towards its mission **effectively and efficiently**, and has the right **capabilities, networks and resources** to achieve it. We do this by "Looking Outside-In" and "Working Inside-out", ensuring that actions from both link to each other coherently.

- **Looking Outside-in**

- We seek to understand **emerging trends and opportunities**, and calibrate our strategy in response to them over the medium and long term.
- We act as an **in-house champion and incubator** for new and potentially catalytic initiatives and focus areas.
- We are constantly on the lookout for mission-aligned organizations who can help accelerate our impact, and we scope and anchor **institutional partnerships**.
- We constantly build and iterate our **organizational narrative**, customizing content and communication for different audiences.

- **Working Inside-out**

- We work closely with the CEO on **strategic and cross-cutting priorities**, and put in place project management structures to boost organizational efficiency.

- We ensure that our strategic priorities translate into **clear annual plans**, supported by appropriate operating models, and governance structures.
- We create enabling conditions and platforms for our program leaders to reflect, reorient, and innovate, constantly **thought-partnering** with them as they navigate change.

Position Summary

The Associate / Sr Associate, Strategy and Partnerships will contribute to shaping and delivering many of the above initiatives, and in the process get a **great vantage point** from which to view the urban sector in India. This is an exciting opportunity for an impact-minded young professional looking for a **cross-functional role in a leading non-profit creating change at scale**. The role also affords a great opportunity to **work closely with (and learn directly from) the CEO** and other senior members in the leadership team and in our advisory board. **We also welcome applications from pre-MBA candidates with stellar credentials, who can commit a minimum of 2 years to the organization.**

Key Responsibilities in detail

1. Landscaping and Learning

- Help develop a house view on various topics relevant to urban India through quick landscape studies, secondary research, data analysis and stakeholder meetings.
- Continuously track key trends in the philanthropy, policy and civil society ecosystem and strategise our response to the same across time horizons.

2. Partnerships (*refers to broader impact sector, beyond just donors and governments*)

- Proactively work with various program and state teams to identify and close potential partnership opportunities.
- Anchor and further incoming partnership conversations in collaboration with relevant program and state teams, assess potential and take them to their logical conclusion.

3. Strategic Priorities and Project Management

- Work closely with the CEO to identify specific strategic and cross-cutting institutional priorities and take them to closure, working with various teams as required.
- Build and test contextual, relevant and easy-to-use project management structures and processes for Janaagraha, and eventually embed them organization-wide to boost efficiency and effectiveness.

4. Narrative and Communications

- Constantly iterate and sharpen organizational narrative, customizing the same for different audiences.
- Assist Head (S&P) and Head (Development) in crafting compelling and high quality concept notes and presentations for new donors, especially in emerging and intersectional areas of work.



- Support Head (Communications) to structure, curate and refine our content and narrative for key institutional properties including annual report, newsletter, website etc.
- Build and implement a 'findability' track for Janaagraha, identifying high-impact spaces and targeted approaches to boosting our branding and discoverability among key stakeholders.

What would make you a good fit for the role

- Strong academic background from reputed institutes.
- Progressive prior experience (1-4 years) at stellar organizations across private (consulting / VC / startup / other) and/or development sector (foundations, system reform nonprofits, enablers).
- Extremely high analytical, synthesis and problem-solving abilities, being able to understand and synthesize complex ideas and develop an informed perspective.
- Good research, writing and communication skills, able to create high quality outputs with short turnaround times. Examples of work products include concept notes, project updates, presentations, advocacy decks, and fundraising proposals.
- Ability to adapt quickly to a dynamic work environment, plan around ambiguity and manage multiple priorities.
- Curiosity, humility, high level of conscientiousness and a sense of humour!
- High intrinsic motivation to contribute to solving problems at scale for India.

Remuneration

Janaagraha is an equal opportunity employer and offers a highly dynamic and enabling work environment. We provide competitive remuneration commensurate with relevant experience, skill-sets and background.

How to apply

If interested, please apply using the form here - <https://forms.office.com/r/PhQJ2NVGMS>