



Position : Manager / Sr. Manager | Team : Strategy & Partnerships (S&P)

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

Experience Range : 5 – 10 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 Manager / Sr Manager, Strategy and Partnerships will independently shape, lead and deliver many of the above work-streams, and in the process, get a great vantage point from which to view the urban sector in India. This role provides an excellent orientation of how strategic system-reform non-profits operate to solve complex issues, and provides a bird's eye view of Janaagraha's work across thematic areas and priorities. This is an exciting institution building opportunity for an impact-minded mid-career professional looking for a steep learning curve. It 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.

Key Responsibilities in detail

1. Landscaping and Learning

- Gradually and methodically expand and codify Janaagraha's understanding of various topics that play out in, and impact, urban India through secondary research and stakeholder meetings.
- Undertake quick landscape studies on specific pre-identified topics to formulate our house view of the same.
- 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*)

- Act as the internal champion of partnerships and coalitions, and 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.
- Represent Jana at multi-organizational alliances, build relationships with a variety of impact sector actors and scope partnership opportunities.

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), 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.

5. Institutional governance

- Act as the convenor and custodian of institutional processes and platforms including the Advisory Board, Annual Planning process, Quarterly Review, Management Committee.
 - Set process, norms, templates in discussion with the CEO
 - Coordinate with various teams to curate relevant content
 - Ensure appropriate and timely follow-up

What would make you a good fit for the role

- Strong academic background from reputed institutes.
- Progressive prior experience (5-10 years) at stellar organizations across private (consulting, VC, startup, other) and/or impact 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.
- Excellent people management and project delivery skills, including ability to lead a small team, create project plans and dashboards, drive execution.
- Ability to independently work with senior stakeholders internally and externally jointly shaping key deliverables and representing Janaagraha's point of view.
- 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.
- A desire to build a career in a leading impact organization in the country.



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/Y6BhZGDve6>