

IDinsight

Improving lives with data and evidence

Director

Location: New Delhi, India

Indian Nationals & OCI's are encouraged to apply.



IDinsight India team celebrates the holidays. ©IDinsight

IDinsight India is at an important juncture in its evolution. We have built a substantial and impactful body of work across sectors and states in India. We have an experienced and well-qualified team of 100+ individuals and are poised for double-digit growth well into the future. We are a values-based organization and each one of us is passionate about using data to foster a more just, prosperous, and sustainable world. We believe in staying at the cutting edge, and continuously adding and innovating new evidence tools to amplify our partners' impact.

Building on this strong foundation, we are poised to mobilize our unique approach and expertise towards social impact with greater depth and scale. To convert the range of exciting opportunities before us into actual impact, we are searching for exceptional and entrepreneurial leaders. We stand ready to welcome the development sector's best leaders, and invest them with autonomy and resources to ambitiously pursue impactful campaigns, projects, and thought leadership initiatives.

If this sounds like you, we invite you to apply for the Director position at IDinsight India. Directors enjoy significant autonomy to pursue objectives that are central to IDinsight's mission, and tailored to their experiences and strengths. These include the following:

- Leveraging experience, expertise, and networks towards conceptualizing, developing, and running high-impact initiatives;
- Leading and mentoring teams to deliver high-quality and impactful data and evidence projects;
- Being a thought leader and advocate for data-driven policy ideas and reform agendas;
- Helping set and execute IDinsight India's growth targets and strategy, along with the other Directors;
- Supporting IDinsight's organizational systems and processes to ensure we remain impactful, values-based, and nimble even as we grow; and
- Acting as an ambassador internally and externally for IDinsight's mission and values.

We are aware that the best leaders develop unique careers that hone their strengths in one or a few of the areas listed above, so we welcome applicants who demonstrate significant ability in their chosen domains but also meet an adequate threshold in the other listed areas.



Fatoumata Traore, a member of IDinsight's field team (right) interviews a respondent about changes in social norms in her village after the end of Tostan's Community Empowerment Program in the Koulikoro region, Mali. ©IDinsight/Mallika Sobti

VISION: Improve millions of lives by transforming how the social sector innovates, learns, and improves.

MISSION: Help leaders use data and evidence to combat poverty.

ABOUT IDINSIGHT

IDinsight helps development leaders use data and evidence to improve their social impact. We use a wide range of data and evidence tools, including randomized evaluations, monitoring services, and machine learning to help decision-makers design effective programs and rigorously test what works to support communities. IDinsight works with governments, multilateral agencies, foundations, and non-profit organizations in Asia and Africa. We work across a wide range of sectors, including agriculture, education, health, governance, sanitation, social protection, and financial inclusion.

We've worked in 15 Indian states on 35 projects, and we're continuing to grow. IDinsight India is a critical contributor to national and state level policy decisions, and pivotal to IDinsight's Asia presence.

To learn more about us, please visit our website: www.IDinsight.org.

OUR VALUES

IMPACT

We measure success by the extent to which our work increases the social impact of our clients. We continually refine our work and strategy to maximize social impact.

SERVICE

We each put the interests of communities, our partners, and teammates before our own. We understand it is a privilege to serve a cause bigger than ourselves.

HUMILITY

We often operate in someone else's home, community, office, or country and recognize the limits of our personal knowledge compared to local experience.

PROFESSIONALISM

We bring to bear the skill and effort needed to produce work of the absolute highest quality. Our work is judged by our outputs, not our effort.

HONESTY

We always share our objective findings and honest opinions with the client and each other – even if they are unpopular. We are a flat organization: the best idea and evidence wins.

OWNERSHIP

We each are responsible for helping IDinsight continually innovate, learn, and improve. If something is broken or flawed in our organization, we proactively fix it.

COMMUNITY OF LEADERS

We are committed to enabling our colleagues to reach their full long-term professional potential. We look out for each other professionally and personally.

SYSTEMS PERSPECTIVE

We understand that effective change requires a holistic understanding of why the status quo persists and work with others to create greater, sustained impact.

JOB DESCRIPTION

The Director role will be supported by the CEO and IDinsight India's Directors, and will assume critical responsibility for driving large pieces of IDinsight's work and strategy in India. Further, Directors will be supported by high quality research teams, an excellent operations team that ensures a well-functioning organization, and a communications team to help amplify the Director's voice in policy circles. A significant portion of the Director's time, along with a small budget, will be safeguarded for research, thought leadership, professional development, and leadership coaching (optional). Directors will be also provided with bi-annual performance reviews (including feedback from peers and direct reports) to help them continuously grow and learn as professionals.

Directors will be provided significant autonomy to leverage IDinsight as a platform to drive social impact (in consonance with our mission and strategy), while also being held accountable to clear goals that they will set for themselves in consultation with the CEO and other leaders at IDinsight India. Please note that while the role is Delhi-based, directors may also be based in cities where we have embedded units (e.g. Jaipur, Chandigarh). We are also open to new locations with existing projects and clients which can be confirmed during the final offer stage.

Each Director's role will be unique and tailored to their strengths and interests. However, at a high level, the role will include the following:

- **Develop and lead high-impact opportunities:** Building on their experience, expertise, and networks, Directors will help conceptualize, secure, fundraise, and execute impactful initiatives that use data and evidence to drive change. All initiatives should be in line with IDinsight's mission and strategy but can take various forms, ranging from direct client-service engagements to amplify our partners' impact, to contributing to public knowledge products aimed at infusing data and evidence into important social sector debates. Note that Directors will also be provided opportunities (and sometimes expected) to lead initiatives that are developed by other leaders at IDinsight, especially if the opportunity matches their interests.
- **Lead, mentor and guide project teams:** Project leadership involves liaising with senior clients regularly, ensuring the highest standards of research quality and ethics, overseeing and mentoring teams (usually 3-5 Managers, with 10-15 members in total), ensuring a safe and enabling atmosphere for colleagues, and keeping within project budgets. Most importantly, Directors are expected set and drive their projects toward achieving social impact.
- **Be a thought leader, a trusted advisor, and an advocate for sector-specific reforms:** In addition to leading projects, Directors will be expected to apply their considerable experience, expertise, and skills to shape evidence-informed action within one or multiple sectors, regions, or specializations. This includes writing in leading newspapers and journals, speaking at important conferences, harnessing relationships and networks within the impact community to develop trusted advisory positions with senior leaders, and participating in consultative councils within governments, foundations, and/or non-profits.
- **Contribute to IDinsight strategy:** The Director will be responsible for working closely with India and global leadership teams to craft, refine and execute on realizing IDinsight's strategy in India.
- **Support organizational development:** The Director will also be involved in contributing to global and regional operations such as recruitment, onboarding and performance reviews. They will be expected to support IDinsight to remain an impact-first, values-based, and nimble organization even as we grow.
- **Exemplify IDinsight's mission and values:** Ensuring a strong alignment between incoming Directors and IDinsight's values will be an important priority for us. Directors are the face of IDinsight both externally and internally and will be expected to always and unambiguously exemplify our mission and values.



Debendra interviews an out-of-school girl about the Government of India's Weekly Iron and Folic Acid Supplementation programme. ©IDinsight

QUALIFICATIONS

We are looking for leaders who demonstrate:

- Deep passion for development and social impact, and strong alignment with IDinsight's vision and mission;
- Record of building strong stakeholder and client relationships, especially with governments in India;
- Record of impactful thought leadership and advocacy around important social and/or technical issues;
- Fluency in the role of data and evidence tools – such as impact evaluations, representative surveys, monitoring systems, and/or machine learning – to create insights and impact;
- Ability to be an inspiring leader in a dynamic, multicultural, and values-based environment;
- Attitude to thrive in an entrepreneurial setting, and able to adapt to dynamic growth and change;
- Eagerness to be a lifelong learner with keen intellectual curiosity and sense of humor;
- Willingness to travel as needed and to work with remote colleagues;
- Experience of 10+ years using data and evidence to improve social impact, ideally in India;
- An advanced degree (Master's or Doctoral), preferably in public policy, economics, public administration, business, or public health.

We understand that no one candidate will be able to excel in all these attributes. Instead, we are looking for leaders who significantly peak in certain attributes, while meeting a minimum threshold in all attributes.

IDinsight is growing and evolving quickly. We may suggest other suitable roles to candidates who apply, based on the overlap between IDinsight's needs and candidates' experience and qualifications.

COMPENSATION & BENEFITS

Dependent on relevant experience and background. Highly competitive with similar roles. Benefits include two round-trip flights to home city per year, provident fund and retirement plan, generous leave, relocation allowance, comprehensive health insurance, technology and professional development stipends. We expect a minimum commitment of two years, but are hopeful that suitable candidates will seek to build a longer career at IDinsight. Start date is flexible, with a preference for joining early.



IDinsight India team participates at 2022 annual retreat at Damdama Lake. ©IDinsight

TO APPLY

Please apply online through our website: www.idinsight.org/careers. You will be asked to submit a cover letter and resume. Cover letter should include a compelling explanation of your interest and fit for this role. Please also include your preferred start date or range. Applications will be considered on a rolling basis until position is filled. Only shortlisted candidates will be contacted. Please direct any questions to careers@IDinsight.org.

We encourage Indian citizens and Overseas Citizens of India to apply, and will accept and equally consider applications from citizens of all nationalities (and will support successful candidates to secure work authorization in India). IDinsight recognizes the negative impact of inequity and exclusion, not only in the countries and communities where we work, but within organizations. We believe diversity, equity, and inclusion is critical to organizational success, and therefore are committed to building a diverse team and creating an equitable and inclusive professional experience for each of our team members. IDinsight is an equal opportunity employer. We encourage qualified candidates to apply regardless of (but not limited to) race, ethnicity, religion/creed, caste, gender, sexual orientation, age, national origin, HIV status, disability, ancestry, genetic information, military or veteran status or any other legally protected status.