DIRECTOR (Client-facing), IDINSIGHT INDIA*
Location: New Delhi
Indian Nationals and OCIs are encouraged to apply.

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 60+ 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 (Client-facing)* 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.

* Exact title is dependent on experience and role of the selected candidate.
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.

IDinsight uses rigorous evidence to help leaders improve lives. We tailor a wide range of data and evidence tools, including randomized evaluations and machine learning, to help decision-makers design effective programs and rigorously test what works to support communities. IDinsight works with governments, multilaterals, foundations, and innovative non-profit organizations in Asia and Africa. We work across a wide range of sectors, including agriculture, education, health, governance, sanitation, and financial inclusion. Our team is made up of exceptional economists, data scientists, policy experts, and development professionals.

IDinsight’s India office is located in New Delhi. We’ve worked in 15 Indian states on around 30 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 India Regional Director and other Directors of IDinsight India, 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 portion of a Director’s time 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.

The 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.

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, the 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.

- **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 to 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 may 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**: Directors will have the opportunity to work closely with India and global leadership teams to craft, refine and execute on realizing IDinsight’s strategy in India.

- **Support organizational development**: Directors 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.

This position is based in New Delhi and will likely include a good amount of domestic and international travel (around 30%, but dependent on exact role and subject to adjustments due to the COVID-19 crisis) in order to fulfill the responsibilities mentioned above.

Additionally, due to the COVID-19 crisis, we are currently working remotely until it is possible to safely and responsibly resume work from office.
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.
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.

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IDinsight:
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