

Position: Senior Program Manager – Government Engagement

Location: Delhi with frequent travel to States

About The Udaiti Foundation

The Udaiti Foundation is a Delhi-based not-for-profit organisation committed to accelerating Women's Economic Empowerment (WEE) in India. Guided by the belief that unlocking the full economic potential of women is essential to realizing India's growth ambitions, Udaiti has been incubated by The Convergence Foundation (TCF) by Ashish Dhawan. Udaiti counts Ashoka University, CSF, ILSS, FED, AIP, CSF, CEGIS, CRISP, and CEDA as its cohort of foundations aiming at collective impact - each building lasting institutions to drive systemic change.

The Udaiti Foundation is a mission-driven organisation working to accelerate India's journey towards a \$30 trillion Viksit Bharat by 2047 by unlocking the full economic potential of women. Despite educational gains, women's participation in India's formal workforce remains stalled at ~18%. Udaiti is working to shift this reality by shaping demand for quality jobs, strengthening women's enterprise ecosystems, and enabling the public-private architecture needed to drive systemic change in Women's Economic Empowerment (WEE). We work at the intersection of data and system-level change, combining evidence with institutional engagement to drive scalable, lasting impact.

Our bold national goals include increasing India's female labour force participation rate to over 70%, and doubling the number of women-owned enterprises by 2047, in line with India's vision for a \$30 trillion Viksit Bharat.

About the Role

Udaiti works closely with State Governments to promote female labour force participation by supporting initiatives such as mainstreaming the WEE agenda in governance through tools like the WEE Index, implementing pilot projects in entrepreneurship and formal employment, and strengthening enabling infrastructure like housing and mobility for working women.

We are seeking an exceptional **Senior Program Manager – Government Engagement** to provide coordination support from the central team and work closely with state-based teams to ensure effective knowledge transfer, cross-functional coordination, and smooth implementation of all workstreams. The role will support Program Teams working with State

Governments in accelerating female workforce participation by aligning programs, policies, and partnerships at both state and national levels.

The position will provide initial support in setting up Technical Support Units (TSUs), coordinate with State leads to ensure functional coordination across teams, and ensure that all interventions are implemented smoothly. The role will also facilitate coordination with the teams working at the Ministry level for thematic issues and facilitate knowledge sharing across stakeholders.

Key Responsibilities

- Provide coordination and operational support from the central team to state-based teams to ensure smooth implementation of programs and interventions. Support the setup and operationalisation of Technical Support Units (TSUs) in States.
- Work closely with State leads to ensure cross-functional coordination across departments, stakeholders, and implementation partners.
- Facilitate knowledge transfer, documentation, and adoption of best practices across states.
- Support monitoring and reporting mechanisms for tracking the progress of interventions.
- Help socialise WEE-related strategies and interventions with government officials and partners at state and national levels.
- Assist in identifying partnership opportunities with private and social sector organisations for program support.
- Support research, policy advisory, and evaluation efforts to strengthen WEE initiatives.

Qualifications & Experience

- Master's degree in business management, economics, public administration, public policy, gender studies, or related fields.
- 9-13 years of experience in project management, stakeholder engagement, and team coordination.
- Prior experience working with State Governments, central ministries, or large development programs, preferably in gender, livelihoods, or entrepreneurship.
- Experience working in or leading PMUs or similar government engagement roles is highly desirable.
- Entrepreneurial mindset with strong intellectual curiosity and willingness to learn.

- Excellent analytical, planning, and organisational skills with attention to detail and deadlines.
- Strong communication and interpersonal skills with proven ability to engage with senior stakeholders and government officials.
- Fluency in English and Hindi; proficiency in written Hindi is a plus.

What We Offer

- Opportunity to work on a bold national agenda to advance women's economic empowerment.
- Exposure to high-impact policy research, programmatic interventions, and systems change strategies.
- A dynamic and collaborative team environment with mentorship from sector leaders.
- Professional growth and learning opportunities across Udaiti's partner and foundation network.

Remuneration

Remuneration will be competitive with Indian philanthropy pay scales and with organisations working with a similar mandate.

For any queries, please contact: hr@udaiti.org