

Position: Senior Program Manager, Technical Support Unit (TSU)

Location: Bhubaneswar

About The Udaiti Foundation

The Udaiti Foundation (TUF) is a not-for-profit organisation working on advancing Women's Economic Empowerment (WEE) in India. TUF envisions a future where women are central to India's ambition of becoming a \$30 trillion economy by 2047, and is working to unlock their full economic potential as a catalyst for national progress.

TUF focuses on two core levers: **increasing India's Female Labour Force Participation Rate to 50%**, and **doubling the number of women-owned enterprises** while enabling their sustained growth. Our focus is on improving the availability and accessibility of quality work for women, engaging the private sector to address demand side barriers to women's work and entrepreneurship, and creating enablers that can allow for the WEE ecosystem to engage in proven models for creating impact.

The Udaiti Foundation is a portfolio organisation under The Convergence Foundation (TCF) and is backed by Ashish Dhawan, a private equity investor turned philanthropist and founder of TCF. Udaiti is supported by an eminent panel of advisors that comprises Sri Ranjan (Former Chairperson - Bain & Co.), Dr. Sekhar Bono (Former Director, NITI Aayog & ADB), Manisha Dhawan (Trustee, The Convergence Foundation), Prof. Ashwini Deshpande (Founding Director, CEDA, Ashoka University), Shaveta Sharma-Kukreja (MD, Central Square Foundation) and Megha Chawla (Partner, Bain & Co).

As we scale our presence and deepen our impact, we are also reimagining our narrative across platforms to better engage with government stakeholders, the private sector, funders, and the broader ecosystem.

About the Project and Technical Support Unit

Odisha, one of India's fastest-growing states, is ambitiously striving to achieve a \$500 billion economy by 2036, leveraging its rich mineral resources, strategic geographic location, and dynamic policy initiatives. The state has been focusing on industrialization, with substantial investments in steel, aluminum, and downstream manufacturing sectors. It is also advancing in renewable energy, IT, and tourism to diversify its economic base. The government's proactive measures, such as single-window clearances for businesses, infrastructure development, and skill training programs, are designed to attract global investors and enhance local employment. Additionally, Odisha's focus on inclusive growth through welfare

schemes and self-help group empowerment ensures that economic benefits percolate to all sections of society, setting a benchmark for sustainable and equitable growth.

With such enabling circumstances being in place, it is pertinent to unlock the State's women's economic potential to contribute optimally to the State's \$500 billion economy goal.

To realise this potential, *The Udaiti Foundation is setting up a WEE Technical Support Unit under the Department of Women & Child, Odisha.* This unit shall provide strategic support to advance the WEE agenda in the State and accelerate meaningful participation of women in the workforce, and also ensure alignment with the \$500 billion economy vision.

The work of this unit encompasses:

- a. Articulation of the State's WEE strategy and goals based on a mapping of WEE landscape using data analytics and expert consultations
- b. Alignment of WEE's interventions with the State's ambitious economic agenda
- c. Enabling policy and regulatory frameworks for women's empowerment
- d. Developing and deploying monitoring systems for tracking progress at the State and district level
- e. Creating a district model in a few lighthouse districts to deliver accelerated WEE outcomes and encourage adoption of interventions

Position Summary

The SPM will lead the Technical Support Unit (TSU) in Odisha, working closely with the internal team and government stakeholders to drive Udaiti's initiatives on the ground. The ideal candidate is motivated, self-driven, and thrives in an ambiguous, fast-paced environment, with the ability to effectively engage and manage relationships with government counterparts.

Key Responsibilities

- Lead program design and implementation to advance women's economic empowerment in Odisha
- Build and maintain strong relationships with senior government officials and departments
- Identify systemic challenges and co-create scalable interventions with the government

- Conduct landscape studies, diagnostics, and research to inform program priorities
- Design and manage pilots to test solutions and support scale-up
- Represent Udaiti in high-level meetings, workshops, and government forums
- Collaborate with internal and external partners, including policy researchers, implementation agencies, and donors
- Track project milestones, risks, and outcomes and ensure high-quality delivery on time

Who You Are

- 8+ years of experience in public policy, government advisory, large-scale program implementation, or management consulting
- Strong problem-solving skills with the ability to work in complex, ambiguous environments
- Demonstrated experience in managing government relationships at senior levels
- Passionate about gender equity and systems change
- Proven track record in cross-functional team leadership and stakeholder management
- Comfortable with data analysis, policy research, and translating insights into action
- Strong communication skills; familiarity with Odia (reading and speaking) will be an added advantage.

Why Join Us?

You'll be part of a dynamic and mission-driven team working on one of India's most pressing challenges. At Udaiti, we aim to shift the trajectory of women's economic participation and drive systems-level change by leveraging data, partnerships, and public policy.

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