

**Position: Program Manager, Private Sector**

**Location:** New Delhi

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### **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.

### **Udaiti operates through three core pillars:**

1. Shaping demand for quality jobs by partnering with large employers, MSMEs, and flexi-staffing agencies, and by piloting sector-specific workforce models;
2. Accelerating WEE enablers such as safe accommodation, mobility solutions, and institutional frameworks with government partners; and
3. Scaling women-led enterprises through public procurement access, credit facilitation, and entrepreneurship ecosystem-building.

Our private sector engagement strategy is built around one core belief: addressing demand-side barriers is key to unlocking women's workforce participation at scale. Udaiti works across four strategic pathways to influence, enable, and support private sector actors from large corporates and MSMEs to startups and sector associations:

- **Data & Disclosure:** We anchor change in evidence, leveraging our CGG Data Hub (built on disclosures from 1,200+ listed companies) to spotlight gender gaps across 25 industries. We create company scorecards, industry factsheets, and deep-dive research reports.

- **Leadership Commitment:** We convene senior leaders through the CGG Consortium and our Circle of Champions to drive top-down accountability and visibility on gender inclusion.
  - **Sector Deep Dives:** We engage directly with priority industries to identify barriers, design gender-inclusive pilots and conduct organisational diagnostics.
  - **Knowledge Building:** We translate learnings into actionable resources such as toolkits, films, case studies, and research reports to scale what works and build the field of practice.
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## Position Summary

We are seeking an exceptional **Program Manager (PM)** to join the team. The PM will support the team in providing strategic, analytical, and programmatic support for scaling up of Udaiti's flagship 'Close the Gender Gap 30 by 30' program

This role is highly entrepreneurial and provides a unique opportunity to work closely with the Private sector and the WEE ecosystem on shaping transformative policies and programs for women's participation in India's formal workforce.

## Key Responsibilities

The PM will be responsible for (*but not limited to*):

- **Research & Analysis:** Conduct research and analysis to identify evidence-backed, high-potential interventions
- **Project Management:** Lead end-to-end project management, including design, strategic planning, implementation, collaboration with internal teams, stakeholder management, monitoring, and reporting
- **Stakeholder Engagement:** Drive engagement with private sector organizations, ecosystem partners, and policymakers through workshops, roundtables, and conferences
- **Knowledge Development:** Conceptualize and develop knowledge products such as reports, policy briefs, and presentations for internal and external stakeholders.
- **Strategic Communications:** Strengthen visibility and influence through strategic communications, storytelling, and thought leadership
- **Collaboration & Learning:** Foster collaboration and cross-learning opportunities with partners, experts, and stakeholders to advance the mission's objectives

## Required Qualification, Skills & Abilities

- Master's degree in relevant fields including public policy, business administration, economics, development management, or gender studies.
- 5-8 years of work experience in high-growth or challenging environments, with strong project management; experience working with senior leaders and diverse stakeholders is preferred

- Strong analytical, critical thinking, planning, and organizational skills with high attention to detail and ability to meet deadlines
- Proven ability to develop structured documents and high-quality reports, briefs, and presentations
- Excellent written and spoken communication, and interpersonal skills for effective stakeholder engagement
- Ability to work independently in ambiguous contexts, with strong problem-solving and execution focus
- Entrepreneurial, self-starter mindset with a strong sense of ownership

### **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 commensurate with experience.

**For any queries, please contact: [hr@udaiti.org](mailto:hr@udaiti.org)**