

Position: Program Lead - CGG

Location: New Delhi

About The Udaiti Foundation

[The Udaiti Foundation](#) is a Delhi-based not-for-profit organisation working to accelerate Women's Workforce Participation in the formal economy in India. Udaiti Foundation is part of the ecosystem of organizations under The Convergence Foundation (TCF). Udaiti works on systems-level change combining data and evidence with institutional engagement to drive scalable and sustainable impact for unlocking the full economic potential of women, thereby advancing India's vision of Viksit Bharat 2047

Over the past decade, India has made significant strides towards increasing opportunities for education, with gross enrollment ratios in many streams having already reached parity. However, the educational gains have not translated into more women working in the formal economy, thus keeping the participation stagnant at 18% of the past five years. Udaiti is working with the government, industry and the ecosystem to shift this reality through the following core pillars

- Shaping access to quality jobs in the private sector
- Strengthening the ecosystem for women entrepreneurs to become job creators
- Strengthening critical infrastructure enablers such as housing, mobility, and childcare

Project Overview

[Close the Gender Gap](#) is Udaiti Foundation's flagship private sector program, designed to accelerate women's participation and advancement in India's formal economy. The program aims to catalyse sector-wide change in high-growth sectors such as Pharmaceuticals, Logistics and BFSI by partnering with companies and collaborating with industry bodies and ecosystem stakeholders to address systemic barriers that limit women's entry, retention, and progression

The approach integrates the following core streams of work.

- **Research and Evidence Generation:** Building a strong evidence base that draws on data from the [CGG Data Hub](#) alongside broader qualitative research and pilots. This work identifies the structural and behavioural barriers shaping women's workforce experiences and distils what drives measurable outcomes.
- **Leadership Commitment:** Convening Senior leaders across partner organisations to build institutional ownership and accountability for gender inclusion, ensuring that commitment is visible, measurable, and embedded in leadership priorities.
- **Advisory:** Providing strategic support to help organisations translate insights into action. This includes shaping roadmaps, prioritising interventions, and enabling implementation through partnerships and ecosystem alliances
- **Knowledge Dissemination and Field Building:** Translating insights into accessible knowledge products including blueprints, toolkits, case studies, and research reports, to enable wider adoption of effective practices and strengthen the broader ecosystem

Position Summary

We are seeking an exceptional **Program Lead (PL)** to join the private sector team during an exciting time of organizational growth, and to contribute to the growing momentum on the prioritisation of women's workforce participation agenda at the National level. The PL will play a central role in shaping **strategy and leading programmatic delivery to scale Udaiti Foundation's flagship Close the Gender Gap program.**

This is a high-energy entrepreneurial role, offering the opportunity to work closely with with senior stakeholders including CXOs and business teams of private sector partners, alongside the broader enabling ecosystem of talent acquisition organizations, skilling platforms, and women's networks, to design and scale system-level interventions that unlock women's participation in India's formal workforce.

Key Responsibilities

- **Research:** Conduct rigorous research, analyse data, sector trends, and organisational contexts to generate insights that inform program strategy and design
- **Program Design and Execution:** Scope, conceptualize, and lead execution of workstreams demonstrating high-quality project management across design, implementation, monitoring, and reporting.
- **Stakeholder Engagement:** Engage and build relationships with stakeholders across the private sector, government, and the broader ecosystem through one one ones, workshops, roundtables, and diverse convenings.
- **Knowledge Development:** Lead the preparation of research reports, toolkits, and presentations for internal and external stakeholders.
- **Strategic Communications:** Strengthen the organisation's visibility and influence through strategic communications on issues relevant to the mission.
- **Collaboration and Learning:** Foster cross-learning and collaboration with internal and external partners to advance shared goals and build the broader field of practice.
- Take on diverse operational tasks to support organisational and program effectiveness.

Required Qualification, Skills & Abilities

- Master's degree from Tier-1 institutes in relevant fields such as public policy, business administration, economics, development management, or gender studies.
- 6-10 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, and critical thinking 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 settings, 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.
- Opportunity to work with senior stakeholders such as C-suite executives, CHROs, DEI experts, ecosystem actors and multilateral organizations
- 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.

To apply for the role, please share your CV (cover letter preferred) at hr@udaiti.org