**Job Title:** Gender Specialist  
**Location:** Bangalore

**About Villgro**

Villgro is India’s oldest and one of the world’s largest social enterprise incubators. We support innovative enterprises that solve critical issues faced by the poor. We do this by providing funding (grant/equity), mentorship, technical assistance, networks and knowledge to early-stage social enterprises in four core sectors - health, agriculture, education & employability, and energy.

Villgro fosters an open culture where every member can express his/her/their views and opinions. We are a small but driven team of 25 and we thrive on collaboration. We are an equal opportunity employer and extremely committed to fostering workplace equity. (Brag alert) Villgro has won the prestigious DivHersity Awards in recognition of this!

If our 4 core values resonate with you, you will thrive with us!

1. **Empathy**- We strive to be customer-centric and walk shoulder-to-shoulder with our entrepreneurs  
2. **Entrepreneurial**- We encourage taking initiative, quick decision making, and pushing boundaries.  
3. **Boldness**- We voice our views and respect others’. We fail fast, learn fast.  
4. **Integrity**- We demonstrate transparency and honesty in every transaction.

For further information, please visit our website at [http://www.villgro.org/](http://www.villgro.org/)

**Position Summary**

As ‘Gender Specialist’ at Villgro, you will have two broad areas of focus:

1. To support early-stage social entrepreneurs in building gender-inclusive business strategies across their value chains. You will do this partly by applying your own knowledge and expertise, but also by leveraging experts to conduct specific activities such as market assessments of women end-users/value chain partners, building senior management capacity of enterprises in gender-sensitive policies/processes, etc.

2. To deliver on Villgro’s internal gender-inclusion goals on three parameters:  
   a. Increasing access to capital for women  
   b. Increasing impact on women and girls  
   c. Fostering workplace equity
Who Should Apply?

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<tr>
<th>Required</th>
<th>Preferred</th>
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<tr>
<td><strong>Education</strong></td>
<td>Undergraduate / Masters in Business, Economics, Development Studies or related fields.</td>
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<td><strong>Experience</strong></td>
<td>4+ years of work experience in gender inclusion. Should have held a key role in a large program, with a significant external-facing component</td>
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<td><strong>Skills</strong></td>
<td><strong>Strong interpersonal skills</strong> - You will be required to build and nurture relationships with entrepreneurs, project partners, consultants, and stakeholders of multiple businesses. You will need to use your interpersonal skills to drive collaboration. <strong>Rapid application of learning</strong> - As part of a pioneering team, you will be required to become a student and a practitioner of the growing field of gender lens investment - all at once! <strong>Analytical thinking</strong> – You will need to be adept at gathering relevant market data, astute in your analysis, and use your analysis to influence decision making. <strong>Communication</strong>: Very good oral and written communication skills.</td>
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Core Responsibilities

**Gender Lens Investment (GLI) strategy implementation**

- Needs assessment - Identify gender inclusion opportunities for each enterprise across the value chain
- Co-develop a gender-inclusive business model with portfolio companies
- Work with portfolio teams in testing gender focused interventions and measuring changes on business performance & impact
- As part of a larger program, work cohesively with external partners to deliver the overall goals committed to funders.
Partnerships

- Coordinate and partner with technical assistance providers who can carry out gender focused interventions for portfolio companies
- Surface gender experts who can be empanelled for Villgro's diagnostic panels and added to our pool of mentors
- Generate reports and related documents for our partners and donors

Pipeline Building & Due Diligence

For projects that involve sourcing of women-led or women-benefitting enterprises, the candidate will be involved in:

- Exploring creative deal sourcing strategies to generate a more robust pipeline
- Screen applicants against internal impact investment criteria, including commitment to address gender equity issues/opportunities

Location: Bangalore

Compensation: Commensurate with experience

To Apply: If you are keen to work alongside a team that values social impact, please apply here.

Villgro is committed to creating a diverse work environment and is proud to be an equal opportunity employer. It provides equal employment opportunities to all qualified persons and recruits, hires, trains, promotes and compensates without any discrimination. We encourage individuals of all backgrounds to apply.