

Lead/ Associate Sector Lead – Gender Inclusive Incubation

Location: Chennai

Villgro is a social impact first incubator of startups, and we are arguably the leaders in incubating or accelerating startups while applying a gender-inclusive lens. We invest in (through grants, low-cost debt, and equity) startups and SMEs, along with providing specific technical assistance. To achieve our mission of creating social impact at scale, we have expanded our incubation model to build partnerships with channel partners, networks of FPOs, SHGs and implementation NGOs. We are also building a suite of impact financing solutions that can reduce the barriers to adopting new technologies.

The Gender Inclusive Incubation sector is the newest at Villgro and is focused on accelerating women-led businesses in sectors of expertise and enabling women to become part of the formal economy in the Climate Action and Agriculture sectors.

Position summary

Villgro wants a dynamic professional passionate about social impact and with an entrepreneurial streak who will build the sector and establish a successful track record of incubating relevant startups. They will ensure that all work at Villgro incorporates an explicit focus on gender equality and the empowerment of women. This role involves developing and implementing strategies to mainstream gender equity within the portfolio and operations, fostering an inclusive and diverse ecosystem for social entrepreneurs, and contributing to the incubator's overall mission of creating positive social impact.

The role will include,

Strategy deployment & program implementation

- _ Lead the implementation of the sector strategy in the pipeline development, selection, diligence, incubation, and acceleration of selected startups.
- _ Support incubation managers & analysts to help them achieve incubation milestones,
- _ Collaborate with other sector teams to integrate gender-inclusive business strategies,
- _ Be accountable for the delivery of committed results and impact across programs.

Funder relations, partnerships & collaborations

- _ Support the fundraising team in creating inspirational program designs and proposals,
- _ Maintain strong relationships with existing program funders and ensure timely reporting as per donor formats,
- _ Collaborate with other sector teams to integrate gender-inclusive business strategies.

Outreach

- _ Be savvy about communication and visibility for the sector. Engage the marketing team to amplify through social media and other channels,

— Represent Villgro in the ecosystem and evangelize our point of view.

But remember, these are just the contours of the role as we have envisaged it. We would love to have you expand its boundaries and take on more.

The ideal candidate would have,

1. A master's degree – in business, social sciences, development studies, economics, public policy.
2. 10 – 15 years of experience in operational roles, that involved handling complex projects with a good track record of delivering results,
3. Experience in sectors related to impact investing, gender inclusion and/or social entrepreneurship,
4. Excellent people management skills and ability to handle diverse teams,
5. Reasonable numerical ability, data interpretation and analysis skills. Knowledge of financial management, investing and financial statements would be a bonus.
6. Fantastic communication and persuasion skills to influence stakeholders. The drive and high level of initiative + ownership.

Compensation,

We pay reasonably well and comparably higher within the nonprofit sector and there is a variable component. Employees get health insurance for themselves and their immediate family members. We have a mental health policy that provides access to subsidized support.

How to apply,

Apply to this role by filling out this [Form](#). We look forward to hearing from you!

Villgro alumni have gone on to found social businesses, study at Ivy League and Indian B Schools, work or found impact funds and public policy institutes. But most importantly, they have become voices of change. We are committed to providing the same exposure and experiences to help you achieve your personal or professional goals.

An ideal candidate will resonate strongly with one or more of the following values.

- Empathetic: We walk in the shoes of our entrepreneurs and partners
- Bold: We embrace uncertainty, and ambition, and believe in limitless possibilities
- Entrepreneurial: We take initiative and capitalize on opportunities
- Demonstrating Integrity: We are transparent, candid, and honest in our dealings

Write to us with your queries at careers@villgro.org

Read more about us at www.villgro.org

Check out the latest impact report at www.villgro.org/impact-reports/

See some of the portfolio companies in action <https://youtu.be/NSVuto3S9o8>