

STEP UP TO TRANSFORM

Position: **Executive**
(Fellowships & Learning)
Practice: **Central Support Unit (CSU)**
Location: **New Delhi**

Join our *young high impact community*

Working at TRI

TRI (www.trif.in) is India's leading organisation focused on multifaceted development in rural India encompassing health, education, economic development and governance, providing tangible improvements in the quality of life. TRI works closely developing and implementing solutions with rural communities, government at different levels and businesses.

TRI deeply values diversity, drawing professionals from various backgrounds and disciplines fostering inclusive and enriching workplace culture. Work at TRI offers opportunities for professional development providing each colleague support to enhance their skills and career trajectories. TRI provides a platform to contribute meaningfully to societal change while aligning with one's career goals.

Aspirant to Staff Position in TRI

An aspirant to the TRI-family, is a person passionate to change the status-quo with relevant skill sets to impact at scale. She understands and respects the diverse cultural context of India and displays sensitivity towards the socio-economic and culture realities of the communities TRI works with. She possesses required technical proficiency, skills and influencing abilities that are central to the role. Agility and adaptability in challenging conditions and a strong aptitude to work collaboratively in teams and with diverse stakeholders is required.





Job Overview

TRI's vision is an ambitious one deeply focused on critical challenges/issues of the bottom 100,000 villages of India (which we call 'stranded India') and the marginalised communities living there, with a strong gender focused lens. TRI is focussed on becoming an organisation that is known for having working solutions to this context of stranded India.

In order to realise this vision, it is imperative to equip TRI staff with the required knowledge and competencies to develop and implement solutions for complex issues in the context of rural India, especially considering the resource-constraints that exist in our geographies. In this context, learning and development efforts become critical to support, motivate, and engage staff across the organisation in furthering TRI's goals and strategic intent through a culture based on continuous learning and anchored by TRI values.

The coverage of learning engagements spans across developing TRI's three main practices – Community Action Labs (CAL), Public Policy in Action (PPIA) and Bending Markets for Flourishing Localities (BMFL). Additionally, we also anchor the Public Policy in Action Fellowships, which provides motivated young professionals an opportunity to directly work with the district administrations across our geographies. The objective of the learning & development department, as a part of the Central Support Unit (CSU), is to provide an exciting array of opportunities for staff to

learn, reflect, and derive purpose in translating action to impact, focussing on transforming the lives of the most marginalised communities in rural India.

As an Executive, you are a key team member of the Central Support Unit (CSU). Your responsibilities, while indicative and not exhaustive, include:

- Provide a deeper understanding of fundamental knowledge concepts of TRI, shape and strengthen thematic expertise and better anchor implementation in the community and its institutions
- Reinforce professional competencies for planning, implementation and solutioning
- Enhance skills at all levels for more effective performance and inclusive people management
- Orient staff in knowledge, attitudes, and skills relevant and necessary for their work and roles in workgroups and as individuals
- Help internalise commitment to the TRI vision, mission, values and build an inclusive consultative culture with colleagues
- Work closely with the Senior Leadership Team to develop staffing strategies through forecasting current and future learning needs and provide strategic input on strengthening existing learning programmes and building new ones.

Qualification & Experience

- Graduates with 3-4 years of relevant work experience in working with learning and development and/or related HR functions for a value-driven non-profit organisation.
- Experience of working in development/social sectors including government agencies with multiple offices will be preferred.
- Strong communication skills, both verbal and writing skills is required
- Excellent organization skills with extensive experience in project and program management, ability to develop, monitor and evaluate an operational plan with multiple projects, multiple deliverables and deadlines; ability to plan, organise and lead the implementation of plans and processes.
- Demonstrated capacity to think strategically and analytically, with expertise in complex problem-solving, decision-making and critical-thinking skills, displaying good judgement
- Strong time management, detail orientation and thoroughness of work
- Strong expertise in use of online & offline office suits, project management tools, and learning management systems
- Familiarity with the challenges of working with rural communities is preferred, not necessary
- Ability to travel across rural India

How to Apply?

We welcome you to join TRI's growing network of practitioners and experts. The Central Support Unit (CSU) plays a crucial role in supporting operations across multiple locations by providing essential services in Human Resources, Finance and Accounts. CSU enables the organisation to efficiently manage its resources, talent and financial operations, thereby facilitating the organization's mission to deliver sustainable and effective programmes.

If you are a passionate Learning & Development / HR professional meeting our eligibility criteria and looking to make a meaningful impact, we would love to hear from you. TRI matches compensation competitively in the sector to draw best talent.

To apply, kindly click on the link www.trif.in/careers

The deadline for submission of application is 22 Nov 2024. Since selection decisions will be made on a rolling basis, interested candidates are encouraged to apply at the earliest.

As an organization committed to equity and inclusivity, we prioritize creating opportunities for individuals from marginalized communities, including those who identify based on caste, gender identity, sexual orientation, race, ethnicity, disability, socioeconomic status, and religious affiliation. We also proactively encourage women who have taken career breaks for lifecycle needs to apply.

