

Role: Principal, Consulting Services

Location: Bangalore/Delhi/Mumbai

Who we are

Sattva (www.sattva.co.in) is a mission-driven organisation focused on solutions for social impact. We help our clients - corporations, philanthropists, foundations and social organisations - achieve their social impact goals effectively and maximise the return on their social investment. We offer end-to-end support covering research, strategy consulting, implementation, programme management, impact assessment, social audit, talent solutions and more. Our focus is on solving critical socio-economic problems and creating sustainable and scalable social impact.

At the heart of our work is our ability to collaborate with multiple stakeholders and co- create inclusive working models that help each organisation achieve its own place to maximise its economic value as well as social impact.

Who we are looking for

A leader who has an empathetic approach and are driven by social impact and realizing outcomes on the ground. A leader who is committed to action and is constantly implementing future-ready approaches which have a larger impact. An individual who has a proven track record of managing mid to large size P&L.

Roles and Responsibilities

As a Principal & one of Sattva's leaders, you will be required to take a big-picture approach to solving some of the toughest social impact problems and engage with our clients who are addressing these problems on a day to day basis. You will need to bring in innovative thinking and insights to strengthen the organisation, the Consulting Services business unit, inspiring and guiding the team on a day to day basis and cultivating Sattva Way in delivering services to clients and communities. The sphere of your play arena will comprise the following:

P&L Management

- You will manage the P&L of the region, co-lead sales with the regional business development team and take strong ownership of Mumbai business operations.
- Take end-to-end accountability to achieve targets and drive Sattva's business outcomes across all engagements in the region
- Ensure a strong pipeline of business and contribute towards program design which leads to revenue generation and realised social impact on-the-ground

Delivery Excellence

- You will be responsible for ensuring delivery excellence to customers, ultimately leading to social impact on the ground.
- Support and enable a team of Engagement Managers and Sr. Consultants in delivering projects end-to-end
- Strengthen the systems & processes for delivery excellence to ensure profitability across engagements
- Leverage past experiences and domain expertise to support in problem solving and creating practical and effective solutions for clients
- Provide sound governance of all projects to ensure consistent predictability and quality

Strategic Client Engagement

As a key leader in the organisation the Principal will take on a greater role in client development by leading client engagement to success and helping them achieve their impact goals. Your responsibilities will include:

- Building strategic and long-term relationships with our clients and key partners
- Establish Sattva as a Strategic advisor at the leadership level
- Nurture relationships by co-creating opportunities for engagement & collaboration

Attracting and developing talent

- i. You will be required to take a people first approach by continuously investing in the development of team members and providing them with challenging growth opportunities. You will be responsible for:
- ii. Attracting quality talent to Sattva from outside by actively engaging with the ecosystem
- iii. Be an ambassador of the Sattva's culture by consistently demonstrating actions in line with the Sattva Way both within and outside the organisation
- iv. Setting an example to your team and organisation by embodying values of Sattva Way and allowing for leadership by example

Thought leadership

- i. You will be responsible for building and strengthening the Sattva brand inside as well outside the organisation. Engaging with the social impact ecosystem including donors, thought leaders and influencing actions to enable deep impact.
- ii. Build specialization in specific vertical and horizontal focus areas that strengthen Sattva's capabilities to deliver value to our clients
- iii. Identify breakthrough market opportunities and drive orbit shifting initiatives that propel the impact on the ground
- iv. Strengthen Sattva's brand in the broader ecosystem by representing the organisation in online and offline public forums and evangelizing our points of view

Key Accountabilities

At Sattva we believe in outcome orientation in everything we do. In addition to the role expectations & responsibilities outlined above, the key metrics of performance for this role will be the following:

- ✓ Delivering high impact programs on the ground
- ✓ Hiring and developing an A+ team
- ✓ Customer success and satisfaction
- ✓ Revenue and Impact on bottom-line of the organisation (Efficiency with which business is delivered)

What we are looking for

At Sattva, our goal is realizing impact on the ground and to drive a collective win by engaging with multiple stakeholders. We are looking for passionate individuals who align with our vision and have the following profile:

- A minimum of 15 years of experience in Corporate sector and Social impact ecosystem
- Strong academic background (MBA will be preferred)
- Extremely strong problem-solving skills: Structuring problems, dealing with ambiguity, structuring problems for leadership
- Strong client engagement skills: Experience of having worked with top leadership, led engagements
- Humility, willingness to listen and learn
- Entrepreneurial skills with ability to forecast and take desired actions
- Highly adaptable to changing scenarios
- Excellent written, oral communication and presentation skills

How to Apply

If interested, please email a Statement of Purpose and CV to niharika.bora@sattva.co.in with the subject line "Application for Principal, Consulting Services"