

# Fellow - Gender Lens Focus

## Diversity & Inclusion Initiative

### 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 provide funds (grant/equity), mentors, networks and resources to innovative social enterprises in sectors such as education & employability, health, agriculture and energy.

Since our inception in 2001, we have incubated over 125 social enterprises with seed funding of INR 8 Crore. These social enterprises have generated 4,000+ jobs and secured INR 1270+ Crore in follow-on funding to impact over 15 million lives.

Villgro fosters an open culture where each member can express his/her views and opinions based on merits and objectivity. At Villgro, we work together as a team with a shared vision of social impact which is essential for our continued success. For further information, please visit our website at <http://www.villgro.org/>

### Position Summary

Villgro is proud to be an equal opportunity workplace. As a fellow, you will be focusing on strategy development & execution of a gender lens focus under Villgro's diversity & inclusion initiative. The strategy will be built across 3 key areas of gender lens investing:

1. Increasing access to capital for women entrepreneurs
2. Fostering workplace equity
3. Developing products and services that benefit women and girls

This role will require cross-functional interaction with teams across the organisation to shape an effective strategy. It will also involve speaking with entrepreneurs from Villgro's portfolio companies to collect data & design an action plan.



## Project Description

**Gender lens in our incubation program:** Understand the incubation program from selection of an enterprise to graduation and identify interventions for making each part of the process gender sensitive.

**Gender lens in our workplace:** Study Villgro's recruitment process (for employees & mentors) and highlight any biases in the process through evidence. Identify interventions for making each part of the process gender sensitive from marketing for an open position to screening and selection.

**Gender lens in the impact of our work:** Understand Villgro's impact measurement framework, assess gaps in the existing data and build simple interventions for evaluating impact disaggregated by gender.

## Who Should Apply?

**Education** - You hold a degree (undergraduate or masters) in economics, international development, public and/or international affairs, finance, business administration, engineering or other relevant field

**Experience** - Between **one to three years** of relevant work experience. Preference for candidates who have prior experience in the field of diversity and inclusion in private sector companies, consultancies or development institutions (although it is not a requirement)

**Skills** - Strategy development, influencing skills, emotional intelligence, communication, and change management

## Attitude

- Entrepreneurial: open to learning, takes initiatives, cultivates ownership
- Bold: embraces uncertainty, has ambitions, believe in possibilities
- Impeccable Integrity: maintains openness, transparency, honesty
- Empathetic: remains customer centric, humble and helpful



## Core Responsibilities

### Data Collection

- Research on industry reports & gender lens interventions by social enterprise incubators in India
- Analyse demographics of the workforce, investees & beneficiaries
- Interview entrepreneurs, mentors & the internal team to identify & surface any existing bias in our processes

### Strategy-design to match business objectives

- Surface industry experts who can be empanelled for Villgro's gender steering committee
- Identify quantifiable, measurable diversity KPIs to set on the 3 key areas mentioned above
- Map donors with a gender lens investing mandate and surface leads
- Convene & discuss key findings with the gender steering committee
- Compile and present the diversity initiative report to the steering committee

### Implementation

- Design an action plan consisting of short-term & long-term measures to be undertaken
- Pilot 2-3 interventions based on recommendations of the steering committee
- Evaluate the effectiveness of the interventions through impact measurement before & after the intervention

### Output at the end of the engagement:

The fellow is expected to develop a report identifying interventions to promote diversity in the 3 areas above. Pilot 2-3 interventions and measure the effectiveness & ease of each intervention using evidence based methods.

**Location & Duration:** Chennai, July - Dec 2019

**To Apply:** Please apply by sending your CV and a covering letter to [ragini@villgro.org](mailto:ragini@villgro.org). Please use the subject line "Fellow - Gender, Diversity & Inclusion"

