



Team Lead- Social Compact

Aajeevika Bureau

Location: Pune

Social Compact

Social Compact is a multi-stakeholder platform that seeks to ensure greater dignity and equity for 1 million informal workers and their families in India. It is a partnership of leading industries with civil society organisations. Social Compact seeks to secure six major outcomes for workers - wages, health, safety, social security, entitlements and skilling. It enables companies to undertake a reflection-to-remedial-action journey empowered by best practices, individual and collective solutions and a peer group of like-minded companies.

Aajeevika Bureau and Dasra along with a few leading industry leaders have initiated a pilot with companies across Pune that are engaging to analyse labour practices in their ecosystem and co-create a gap improvement plan for the workforce dependent on it. Social Compact seeks to cover all categories of workers including contract workers and workers in supply chains of large industries.

The **Worker Facilitation Centre (WFC)** is a significant intervention being set up under the Social Compact in the industrial area of Chakan in Pune. The function of the centre is to act as a space for workers to walk-in for information, counselling and access to government schemes and benefits. The WFC seeks to provide targeted services to workers in the realms of financial inclusion, social security, health and legal aid. The WFC team will also operate a mobile help desk that will be rolled out in adjacent industrial clusters based on a pre-determined schedule. We are now looking to recruit a Team Lead who can take the strategic lead in operationalizing the functions of the WFC and work in close coordination with all stakeholders in the area including the major companies who are extending support to us in this initiative.

Aajeevika Bureau, headquartered in Udaipur, is a non-profit trust registered in 2005 with a vision to secure, dignified lives of communities dependent on labour and migration (www.aajeevika.org). Aajeevika Bureau operates through a network of Worker Facilitation Centres and offers services and solutions to seasonal migrant workers and their families. These centres are based at the 'rural' source (in Rajasthan) and 'urban' destinations (in Gujarat and Maharashtra).

Roles & Responsibilities

The Team Lead (Social Compact) will manage our upcoming collaborative efforts in Pune. The role will require ensuring cross-functional stakeholder management and overall operations of the collaborative efforts to help drive dignity and equity for the vulnerable workers in India. Specifically the Team Lead will undertake the following:

1. Build and manage relationships with strategic partners including corporates, non-profits and sector experts.

2. Lead the strategy and end-to-end implementation of Social Compact in Pune.
3. Manage and grow partnerships with diverse stakeholders to scale impact.
4. Build credibility and visibility for the Compact and be a spokesperson for the initiative.
5. Liason extensively with local governments and important stakeholders in the government to help advance the defined outcomes of the Compact.
6. Lead the design and implementation of operational work plans in alignment with the objectives of the initiative.
7. Track progress against defined outcomes of the Compact
8. Design systems to regularly document and showcase the impact of the initiative.
9. Drive regular stakeholder alignment between various teams through effective project management, and highlight progress on overall objectives.

Desired Skills & Experience

We are looking for an experienced and mature candidate who is dedicated to meeting the expectations and requirements of a diverse set of stakeholders, with high energy levels, and who is adept at building relationships. Social Compact sits at the nexus of corporate philanthropy and responsible capitalism and we need the candidate to walk between both worlds with equal agility. Specifically, we are looking for:

- Post Graduate with at least 5-7 years of work experience in corporate HR, labour welfare, non-profit management, advisory/ research.
- Passion and understanding of workers' rights and welfare
- Strong experience of working with senior leaders and the ability to generate and communicate unique value propositions. A solid understanding of stakeholder needs & expectations, and how to meet those needs.
- Ability to bridge the gap between the non-profit and for-profit worlds.
- Strong and effective communication / presentation skills in English, Hindi and Marathi preferred.
- Strong professional familiarity with Pune and its industrial clusters is a definite advantage.

We are expecting to receiving applications from a wide spectrum of professional backgrounds and experience. Our salary offer will be in the range of salaries in mid-sized, professionally run non-profit development organisations. **We aim to be a gender just, equal opportunity employer with respect to building diversity in our teams.**

Applications for this position can be sent to divya.varma@aajeevika.org with your latest CV and a covering email letter. Please mention the position clearly in email subject line.