



Call for applications for Associate Director

October 2021

About [Technology Informatics Design Endeavour \(TIDE\)](#)

TIDE is a 28-year-old Bangalore based NGO working with the vision ‘**A world where technology positively and equitably impacts societies and environment**’. TIDE’s work encompasses biomass-based cooking / industry solutions, energy efficiency / conservation, WASH and waste management, technology-based skilling & rural livelihood augmentation, and rural women leadership. We have a Women’s Technology Park in rural Karnataka for skilling and facilitating rural entrepreneurship. Our projects are located largely in south India and recently in Northeast, but we work Pan India as technical partner with various agencies. Our work aligns with Sustainable Development Goals (SDGs) of UN across goals 3,5,6,7,11,12 and 13.

TIDE has got various national and international recognitions for its work. TIDE won the Bengaluru Urban Innovation Challenge Award in November 2018, given by Tata Centre of Development at University of Chicago and Urban Development Department, Govt. of Karnataka. In recognition of its pioneering work on fuel efficient stoves for small businesses in South India, TIDE was conferred the ‘Ashden Award for Sustainable Energy’ in 2008. Apart from this, TIDE’s work has been recognized in many national and international forums, including the India NGO Awards 2014-15, DST Best Woman Scientist Award in 2012, Karnataka State Environment Award in 2012 to name a few.

TIDE has nurtured [strong partnerships](#) with many leading academic institutes, reputed civil society organizations, international funding agencies, Indian foundations, and corporates. TIDE is a long-term core partner with Department of Science & Technology, Government of India and has successfully worked with bilateral agencies and quasi government agencies.

TIDE complies with all legal and statutory requirements diligently. TIDE is a registered society and has valid FCRA, CSR certification, 12A, 80G, PAN. All audit and annual reports are available in the [website](#). TIDE constantly monitors and keeps strengthening processes within the organization to uphold its core values comprising of:

- Science & Technology Innovation
- Sustainable, environment centred development
- Climate mitigation and adaptation
- Cater to weaker and marginalized sections of society
- Gender balanced development
- Collaborative and cross learning culture
- Transparent, accountable and ethical

Team size is under 50 and there are 3 offices in India – viz, Bengaluru and Tipturu in Karnataka and Guwahati in Assam. TIDE has undergone successful leadership transitions in the past and has a strong organization culture. You can read more about TIDE at [our website](#).

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Job summary

We are seeking a full time Associate Director to join our senior management team. The incumbent will play a strong role in delivering TIDE's mission on augmenting livelihoods, promoting sustainable communities, and facilitating knowledge management. The position will have both internal and external facing responsibilities.

High level job responsibilities

Strategic Role

- Be part of the senior management team, working with the Executive Director and driving the business plan process
- Conceptualize programs leveraging organization expertise and matching community needs, and fundraise
- Nurture long-term funder and partner relationships
- Contribute to developing strong impact assessment framework
- Work with the team to strengthen leadership
- Leverage the combined expertise of the organization, board, general body, and advisory members and keep them actively engaged
- Ensure that at individual and team level, organization culture and values are respected
- Identify and drive capacity building for the organization and teams

Program Management Role

- Understand and provide high level inputs for efficient program management across the internal focus areas of Skilling & Livelihoods, Environment Conservation and climate action projects around energy, water and waste, knowledge dissemination on the above.
- Strategize program scaling and replication, particularly through partnerships
- Strengthen adaptability, flexibility, and quick response in project management

Administrative and Operational Role

- Streamline and strengthen functions within the organization
- Hunt for, and retain good people in the organization; put systems in place for staff welfare
- Serve as a leader and mentor for the team

Core Competencies

- Excellent networking skills with proven ability to fundraise
- Excellent verbal and written communication skills; knowledge of Kannada is highly desirable.



- Strong Science & Technology background with understanding of Sustainable Development Goals (SDGs)
- Thorough understanding of Indian NGO ecosystem including regulatory / statutory compliances
- Operational experience in NGO, managing multiple programs concurrently
- Advocacy skills, particularly in promoting science and technology solutions for societal development and TIDE's work in this area
- Gender sensitivity and ability to integrate gender in development programs
- Leadership skills with positive attitude, ethical and trustworthy

Qualifications, Expertise and Experience

- Technocrat with minimum postgraduate qualification in Science & Technology stream; management qualification is bonus.
- Total 15+ years of work experience with minimum 7 years in a middle to senior management role involving Indian NGOs.
- Exposure and sensitivity to grass root action
- Proven expertise in any domain that aligns with TIDE's areas of work

Location

Job location is TIDE's Head office in Bengaluru.

Salary and Benefits

Salary is commensurate with the compensation levels in the development sector and will depend on qualifications and experience. TIDE provides PF, gratuity, medical insurance, and staff welfare benefits like loan.

How to apply?

All applications should be made through the google form [here](#) before 31st December 2021. Updated resumes may be uploaded in the same form. Please write to info@tide-india.org for any enquiries.