



Call for applications for Executive Director

March 2022

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

We are a 28-year-old Bangalore based NGO working with the vision '**A world where technology positively and equitably impacts societies and environment**'. Our 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 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. We are proud of our collaborative culture and history of nurturing [strong partnerships](#) with many leading academic institutes, reputed civil society organizations, international funding agencies, Indian foundations, and corporates. We are privileged to be a long-term core partner with Department of Science & Technology, Government of India and honoured to have had successful partnerships with bilateral agencies and quasi government agencies.

As an organization and team, TIDE stands for

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

We now welcome a suitable candidate who can uphold our values and legacy and take over as head of the organization.

Profile of Executive Director

The Executive Director will report to the Board of TIDE and lead the operational team in delivering TIDE's vision and mission. The candidate is expected to acquire deep knowledge of TIDE programs, teams, partners, operations, and culture and embody them in the role.

Key roles & responsibilities

Executive role - Own and deliver on TIDE's mission, formulating strategy, raising funds, and providing leadership. Nurture alliances and strengthen TIDE's role as sectoral leader in our areas of work.

People management – Handle employee recruitment, management, capacity building and mentorship, ensuring high quality, inclusive and equal opportunity workplace

Operations – Conceptualize and implement organogram for efficient operations. Leverage technology and people skills for high performance.

Finance – Create organization budgets and validate all financial documents. Uphold the culture on transparency, accountability, and ethics.

Statutory & Regulatory – Ensure compliance with law of the land and function as authorised representative of the organization

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Communications - Effectively represent the organization and its point of view to partners, funders, various agencies, and the public. Maintain excellent internal communications.

What the role requires:

- Thorough understanding of Indian NGO ecosystem including regulatory / statutory compliances
- Analytical and scientific approach to problem solving
- Knowledge and commitment to Sustainable Development Goals (SDGs)
- Excellent networking skills and ability to work with diverse stakeholders from Government, Corporates, Subject matter experts, international agencies, and Local communities
- Excellent verbal and written communication skills; knowledge of Kannada is highly desirable.
- Inspiring and empowering leadership skills
- Ability to multitask; adaptable
- Strong leadership skills with positive attitude; ethical and trustworthy

Qualifications, expertise, and experience

- An advanced degree in science / technology / management with high sensitivity and exposure to science & technology projects
- Demonstrated leadership experience
- Minimum ten years of experience in middle to senior management position, preferably at NGO or social enterprise
- Proven subject matter expertise in any area aligning with TIDE's focus areas
- Fund raising experience, particularly from Institutional grant making agencies / International agencies, Foundations, Bilateral agencies, Government departments and Corporates.

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 performance-based rewards and annual raises, along with other benefits including PF, gratuity, medical insurance, and staff loan.

How to apply?

Interested candidates may please mail their resume along with a short write up on why they should be considered for the position and how they can steer the organization forward. We would like it if you can also highlight how this can be a mutually rewarding association for TIDE and you. Please mail hr@tide-india.org before 30th April 2022.