

Brief background on Kinship for Humanitarian Social Holistic Intervention in India (KHUSHII)

Kinship for Humanitarian Social and Holistic Intervention in India (KHUSHII) is an independent not-for-profit organization registered under the Societies Registration Act. **Founded in 2003 by Cricket legend Mr. Kapil Dev**, KHUSHII is a self-implementing organization. KHUSHII's distinctive goal is to empower women and children from poor and marginalized communities leading to improved life of dignity through Education, Economic Empowerment and better health facilities. Till now, KHUSHII has **impacted more than 1.5 million lives** in their fight against poverty and social neglect. KHUSHII is currently delivering well planned and comprehensive projects in **education, skill development & livelihood, health & nutrition and sanitation** in 10 states of India.

KHUSHII has designed and implemented various programmes over the years across its areas of thematic interests. It's flagship programme Swatantrata Shikshantara is a Whole School Development programme working to improve learning outcomes through remedial instruction and teacher training, as well as provide mental health counselling to students, and create an ecosystem of co-curricular opportunities to contribute to their overall development, while also building strong and updated infrastructure for partner schools.

The incoming Director of Programmes Design will have the opportunity to create new directions for KHUSHII through the development of new programmes, streamlining of existing programmes and boosting the Impact of our activities. They would be one of the most important contributors to KHUSHII's future over the coming years and must embody and take ownership of organization's larger goals and objectives, while working alongside other Functions to create a strong environment for collaboration and creativity.

The position will report to the CEO.

Roles and Responsibilities:

1. Director, Programmes will steer and manage the Programmes Team, overseeing both design and operations and be responsible for programme management, outreach and impact
2. He/she will be accountable for the conceptualization and implementation success of new and ongoing programmes for the organization
3. He/She will also be responsible for expanding organisation reach and impact through the development of new programmes, as per defined targets
4. He/she should also be able to create and validate a results-based management framework for our programmes, and take ownership of the theory of change and logframe for each of them
5. He/she will be accountable for appropriate programme budgeting and fund utilization, and ensuring that spend is in line with plans
6. He/she will oversee and be responsible for programme relevance, implementation efficiency and effectiveness, as well as Impact achieved, as against defined targets
7. He/she will work alongside the Head of M&E to analyse and use monitoring and impact findings to refine programmes and course correct, as needed
8. He/she will oversee the coordination between the Fundraising and Programme Design teams to create new programmes, concept notes and pitches and be accountable for any new programmes or research undertakings brought in by the Head of Institutional Fundraising
9. He/she will also be expected to make executive decisions on strategic partnerships with implementation agencies, vendors etc and evaluate these partnerships against organisation and project goals, and overall effectiveness

10. He/she will be responsible for the retention of institutional, corporate and government donors through strong programme implementation and documentation
11. He/she will be responsible, along with Head of Institutional Fundraising and M&E to create and maintain a strong body of documentation and research based on current programmes and creating a portfolio of works to be published across relevant platforms in print/digital media, industry facing publications, blogs, LinkedIn and academic platforms

Skills, Qualifications and Expectations:

1. 15+ years in programme design, strategy and management; strategy/impact consulting experience would be a plus
2. Candidate must have experience working in the Education space and be able and willing to understand related thematic areas such as Skills, Livelihoods, Women and Children and Community Development and Health
3. Analytical bent of mind and creative problem solver
4. Highly motivated and a strong leader
5. Excellent people's skills and ability to build rapport with stakeholders, and maintain internal channels of collaboration and coordination with the Fundraising and M&E functions
6. The candidate should also have a strong understanding of research and statistic methodologies
7. Demonstrated history of exceeding targets
8. Excellent communication skills-written and spoken English, spoken Hindi