



## **Role Description**

### **Senior Product Associate**

#### **Overview**

<b>Vertical</b>	Research, Monitoring, Evaluation & Learning
<b>Number of openings</b>	1
<b>Role Level</b>	Associate Level 2+ years of experience in <ul style="list-style-type: none"><li>• Product development and management</li><li>• User research and design</li><li>• Data analysis and experimentation</li></ul>
<b>Type</b>	Full-time
<b>Location</b>	Based in New Delhi ( <i>Non-Negotiable</i> ). The role will entail significant Intra & interstate travel across India depending on programs.
<b>Compensation</b>	<i>Pay will be competitive with Indian non-profit/ research centre norms and similar organizations, discussed in our last selection round.</i>
<b>Desired start date</b>	ASAP; <i>Serious candidates are encouraged to apply right away</i>
<b>Process to apply</b>	Please fill out the google form mentioned below <a href="https://forms.gle/GiXC42yBAPb5EtQQ7">https://forms.gle/GiXC42yBAPb5EtQQ7</a>

#### **About Labhya**

Labhya is an India-based nonprofit that enables children in India's government schools with the necessary skills to become effective learners through **Social-Emotional Learning (SEL)**. Labhya is a globally recognised non-profit supported by organizations like Harvard University, Nudge, DRK Foundation, The Commonwealth, UNICEF, and UNDP among other organizations.

Labhya is a dynamic and agile organization that partners with Indian State Governments to co-create and ensure the implementation of SEL programs at scale. We are one of India's fastest-growing nonprofits dedicated to co-create programs that will impact **30 million vulnerable children by 2030**.

Currently, Labhya has partnered with various state governments to co-create and implement well-being programs that impact **2.4 Million children** across **22,000+ government schools** in India.



## **Role Expectations and Qualifications & Skills / Experience / Characteristics**

We are looking for a Senior Product Associate who will play a key role in refining Labhya's program model across all core components - teacher training, curriculum design, technical integration, and implementation support.

This role is perfect for someone who brings systems thinking, user empathy, and a bias for iteration, and is excited to work across teams to improve how our program is designed and delivered at scale!

*\*All the below-mentioned tasks would be key to your role. The following requirements are not mentioned in order of priority.*

### **Landscape Analysis & Program Innovation**

- Study leading SEL, education, and systems change programs from around the world to draw relevant insights.
- Analyse successful program models, training methods, and implementation strategies that could inform Labhya's work.
- Identify best practices and innovations (tech or non-tech) that can be adapted to the Indian public education context.
- Stay updated on trends in education, government-led implementation, and social impact to inform ongoing program refinement.

### **Program Strategy & Refinement**

- Develop and maintain a product roadmap and workflows that align with Labhya's mission, user needs, and growth strategy.
- Collaborate with curriculum, training, and implementation teams to identify opportunities for improving the design and delivery of the program.
- Map and analyse the entire program model as a product - identifying friction points, dependencies, and user journeys.
- Work closely with the field team to understand user (teacher/student) experience, identify areas for improvement, and iterate on program design over time.
- Collaborate with program, RMEL, operations, and field teams to define or refine user needs and shape product direction.

### **Iteration, Experimentation & Decision-Making**

- Design structured feedback loops with internal teams and field users (teachers, trainers, govt partners) to gather real-time insights.
- Support pilots, A/B tests, and rapid experiments to test new program elements, delivery methods, or engagement strategies.



- Analyse feedback and data (quantitative + qualitative) to identify patterns, pain points, and areas for improvement.
- Translate findings into actionable changes, working across teams to integrate learnings into the program model.
- Document and share insights from tests and iterations to inform cross-team alignment and strategic decision-making.
- Partner with RMEL and data teams to ensure iteration cycles are grounded in evidence and user outcomes.

### **Innovation & Technology Integration**

- Explore and support context-appropriate tech solutions (e.g., chatbots, WhatsApp, dashboards) to enhance delivery and scale.
- Identify opportunities where technology and AI can be leveraged to enhance program delivery, monitoring, and evaluation.
- Track and study key user behaviors and learning results to improve the product.
- Use data insights to make engagement strategies and product features more effective.
- Stress-test solutions through pilots to assess product–market fit and refine as needed.
- Create user funnels and dashboards to capture insights at all levels from user onboarding to engagement to retention.
- Collaborate with UX/UI designers to ensure the product is accessible, engaging, and optimized for different types of users (e.g., teachers, students etc).

### **Qualifications & Skills / Experience / Non-Negotiables**

- 2+ years of experience in product management, preferably in ed-tech, social impact, or SaaS-based solutions.
- Strong ability to define product requirements, develop roadmaps, and execute cross-functional initiatives.
- Experience working with technology teams, UI/UX designers, and program stakeholders.
- Passion for leveraging technology for social good, especially in education and well-being.
- Analytical mindset with experience in data-driven decision-making and impact measurement.
- Meticulous attention to detail, ensuring high-quality execution and product excellence.
- Strong communication skills to align stakeholders and drive product adoption.
- Agility and readiness to work on ground
- Improvement-oriented mindset guided by feedback, evidence, and iteration



## **Current Team**

Our team consists of a diverse group of professionals, educators, SEL experts, and entrepreneurs from renowned institutions such as Harvard University, Massachusetts Institute of Technology (MIT), Azim Premji University, Delhi University, Ernst & Young, and KPMG.

At Labhya, we cultivate an environment for learning, growth and excellence, and teamwork and collaboration are non-negotiable. If you're passionate about building a movement that will enable millions of children to become healthy, lifelong learners through systems-level change, this is the place for you. Change the world by working alongside inspiring leaders.

We are looking for proximate leaders to build with us! Join the global movement!

Further, Labhya's values are:

- An agile and supportive team that is driven by a problem-solving attitude
- Focusing on the well-being of children and trusting their potential
- Working processes that enable efficiency, constant growth and innovation
- SEL Programs that are driven by proximity and expertise
- Creating systemic and sustainable change in public education systems through partnership