



Role Description

Uttarakhand Operations Senior Associate

Overview

Vertical	Operations
Number of openings	1
Role Level	Senior Associate Level 5+ years of prior relevant work experience (preferably prior experience in development/NGO sector)
Type	Full-Time
Location	Could be based in U S Nagar.. Exact base location will be confirmed towards the end of the selection process. The role will entail significant intrastate & interstate travel across India depending on programs.
Compensation	<i>Pay will match Indian non-profit norms and similar organizations, discussed in our last selection round.</i>
Desired Joining Date	ASAP; <i>Serious candidates are encouraged to apply right away.</i>
Process to apply	Please fill out the Google Form mentioned below https://forms.gle/XfsFfwPkuW3pBvu29

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

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

- Oversee and ensure effective implementation of Labhya's Anandam program across multiple districts.
- Drive operational alignment by translating state-level program goals into actionable plans for the district teams.
- Ensure rigorous data collection, tracking, and reporting across districts. Monitor progress and quality of implementation through data review, field observations and feedback from stakeholders.
- Analyse field data, identify patterns or implementation bottlenecks, and provide actionable insights to the State Lead.
- Directly supervise, coach and mentor Operations Associates and Field Officers across districts.
- Identify capacity gaps in the team and design learning opportunities or recommend interventions.
- Strengthen and maintain relationships with senior district-level government officials and key stakeholders.
- Troubleshoot escalated issues from field teams, ensuring proactive resolution and consistent engagement with state/district/block officials.
- Lead or co-lead training sessions for teachers, officials, and internal team members.
- Provide strategic input into the design and delivery of training modules, toolkits, and workshops based on ground insights and feedback.
- Liaise with Labhya's curriculum, training, communications, and founders' office teams to ensure the field perspective is well integrated.
- Support documentation of impact stories, case studies, and reports for internal and external audiences.
- Represent Labhya in high-level district/state meetings when delegated by the State Lead.
- Coordinate and lead planning for partner visits, reviews, and presentations involving external stakeholders.
- Drive continuous improvement by identifying and piloting innovations in operational systems or field processes.
- Provide input to the State Lead on strategy formulation, risk mitigation, and long-term sustainability planning.

Qualifications & Skills / Experience / Characteristics

- Fluent in both Hindi & English (Written and spoken) (*non-negotiable*)
- Willingness to relocate to the said districts in Uttarakhand. (*non-negotiable*)



- On-ground experience with children and youth. **(non-negotiable)**
- Prior experience of working with school officials or government officials **(non-negotiable)**
- Readiness and preparedness to commute in the hilly terrain of Uttarakhand.
- Bachelors/Masters in education, social science, or equivalent.
- At least 5 years of experience in working with government stakeholders, teacher training programs facilitation and liaisoning.
- Previous experience of managing teams
- An understanding of Social Emotional Learning, mental health, psycho-social development, and psychology will be preferred.
- Comfortable with event planning.
- Possesses strong relationship-building, communication, and organisational skills.
- Prior experience in managing multiple stakeholders, including senior stakeholders for projects.
- Ability to handle multiple projects/ tasks and experience end to end
- Ability to solve problems using particular lenses, best practices, and frameworks.
- Working proficiency in Google Docs, Google Sheets, Google Slide, etc
- Willingness to learn and grow together with the team.

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!

Labhya's values are:

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