



Team Lead (Social Compact)

Aajeevika Bureau / Centre for Social Justice

Location: Ahmedabad

Social Compact

85% of India's non-agrarian workforce comprises of informal workers. Yet they have remained invisible because of systemic barriers and our collective apathy. The degree of vulnerability this subjects informal workers and their families to, has been indelibly marked in our collective consciousness by the human crisis that unfolded within days of India implementing a lockdown to tackle the COVID-19 pandemic. The lockdown, however, brought unprecedented momentum and convergence across stakeholders towards the cause of informal and migrant workers, leveraging which the Social Compact was brought together.

Social Compact is a multi-stakeholder platform that seeks to ensure greater dignity and equity for 1 million informal workers and their families in India. It is a partnership of leading industries with civil society organisations. Social Compact seeks to secure six major outcomes for workers - wages, health, safety, social security, entitlements and skilling. It enables companies to undertake a reflection-to-remedial-action journey empowered by best practices, individual and collective solutions and a peer group of like-minded companies.

Aajeevika Bureau, Centre for Social Justice and Dasra along with a few leading industry leaders have initiated a pilot with companies across Gujarat that are engaging to analyse labour practices in their ecosystem and co-create a gap improvement plan for the workforce dependent on it. Social Compact seeks to cover all categories of workers including contract workers and workers in supply chains of large industries. The Social Compact movement is moving rapidly forward and now looking to recruit a Team Lead to take charge of its growing work.

Roles & Responsibilities

The Team Lead (Social Compact) will manage our upcoming collaborative efforts in Gujarat. The role will require ensuring cross-functional stakeholder management and overall operations of the collaborative efforts to help drive dignity and equity for the vulnerable workers in India. Specifically the Team Lead will undertake the following:

1. Build and manage relationships with strategic partners including corporates, non-profits and sector experts.
2. Lead the strategy and end-to-end implementation of Social Compact in Gujarat.
3. Manage and grow partnerships with diverse stakeholders to scale impact.
4. Build credibility and visibility for the Compact and be a spokesperson for the initiative.
5. Track progress against defined outcomes of the Compact.
6. Drive regular stakeholder alignment between various teams through effective project management, and highlight progress on overall objectives.

Desired Skills & Experience

We are looking for an experienced and mature candidate who is dedicated to meeting the expectations and requirements of a diverse set of stakeholders, with high energy levels, and who naturally builds relationships. Social Compact sits at the nexus of corporate philanthropy and responsible capitalism and we need the candidate to walk between both worlds with equal agility. Specifically, we are looking for:

- Post Graduate with at least 5-7 years of work experience in corporate HR, labour welfare or advisory and research
- Passion and understanding of workers' rights and welfare

- Strong experience of working with senior leaders and the ability to generate and communicate unique value propositions. A solid understanding of stakeholder needs & expectations, and how to meet those needs
- Ability to bridge the gap between the non-profit and for-profit worlds
- Strong and effective communication / presentation skills in English, Hindi and Gujarati preferred
- Strong professional familiarity with Gujarat is a definite advantage

We are expecting to receiving applications from a wide spectrum of professional backgrounds and experience. Our salary offer will be at par with salaries in mid-sized, professionally run non-profit development organisations.

Applications for this position can be sent to jobs@aaajeevika.org with your latest CV and a covering email letter. Please mention the position clearly in email subject line. The last date for receiving applications is **April 10, 2021**.