

Title:

Chief Operating Officer

Location:

Hyderabad

About Centre for Research in Schemes and Policies (CRISP)

Centre for Research in Schemes and Policies (CRISP) is an organisation formed by 10 senior civil servants, who have served at the level of Secretary to Government of India, for working with the State and Central Governments for designing/redesigning schemes and policies in the Social Sector. It desires to make large-scale impact by conducting ‘concurrent evaluation’ of schemes, setting up monitoring systems, and drafting policies covering rural, urban development, poverty alleviation, education, health and institution building. The objective of CRISP is to bring systematic reforms, thus shifting focus from input-oriented implementation to outcome-focused roll-out.

CRISP proposes to set up a highly accomplished and professional team with expertise in social sector, data analytics and report writing for accomplishing its objectives.

Leadership

Mr R Subrahmanyam (ex Secretary, Higher Education, Govt. of India) is leading CRISP as the Chief Executive Officer.

Our Engagements / Work

Rajasthan- Pro-Poor Initiatives.

Karnataka- Rural Development and Panchayat Raj

Andhra Pradesh- Education in govt. Schools

Meghalaya- Improve learning outcomes in primary schools

Uttar Pradesh- Higher Education policy reform

Summary

We are looking to hire an exceptional Chief operating officer (COO) to work directly with the leaders to help build and scale the organisation. CRISP is a fast growing organisation, and we are looking for a 2IC to our CEO. We're searching for a COO who has strong leadership skills to lead and manage state teams and be responsible for overseeing the overall organisation strategy. The COO will lead our team of high-performing professionals based in various states to be efficient, productive, and effective. The ideal candidate has extensive experience in detailing activity / intervention design and action plan, program execution, tracking progress of the programs and monitoring and evaluating the progress of the programs across all the states, preferably having worked their way up to an executive role. We believe this trajectory helps a person develop a unique mix of business and management expertise, plus proficiency with the programs, policies, and building and managing relationships with key stakeholders in the government.

Key responsibilities:

- Lead & manage State Teams. We currently have 25 people based in the states we work in
- Project definition. Take direction from CEO, work with state teams to define interventions
- Ensure high-quality execution. Oversee, guide, monitor state teams.
- Organisation development. Training & growth, performance evaluation & feedback, ensuring teamwork
- Institutionalising knowledge. Creating intervention IP, codifying best practices and scaling for impact
- Collaboration with TCF and other sector organizations (both think tanks and implementation orgs.)
- Opportunity identification based learning and understanding of ground level work

Required Qualifications, Skills and Abilities

- Master's degree from a top-tier institution is required
- Hands-on leader with implementation focus (doer vs thinker)
- Strong relationship building skills for stake-holder management, especially the government, and managing diverse state teams
- Ability to think strategically & hold conversations with central CRISP group
- 15+ years of experience in implementing organizations
- Early indication of ability to be groomed for the CEO role

Desired Qualities

- Deep intellectual curiosity, entrepreneurial spirit and 'can-do' attitude.
- Operating style suited to working in a small-organisation setting, where teamwork and resourcefulness are highly valued.
- Hard working and interested in building an exceptional, high-performing organisation.
- Maturity to be part of and to handle tough organisational decisions.
- Ability to take ownership of their professional development needs.
- Have a growth mindset - eager to learn and constantly develop. Use feedback as a tool for self-improvement.

Compensation

Remuneration will be competitive with Indian philanthropy pay scales and will depend upon the candidate's experience levels.

APPLY NOW!