

CENTRE FOR SOCIAL AND BEHAVIOUR CHANGE, ASHOKA UNIVERSITY

Job title: Senior Manager, Design and Advisory

Reports to: Director

Location: Delhi

Experience: 10+ yrs of relevant work experience

Nature of work: Full time

About Ashoka University

Ten years ago, we embarked on a journey to establish a world-class, multi-disciplinary, liberal arts and sciences university in India. Built on the finest global best practices of institution and university governance, Ashoka has truly transformed Indian higher education in India with its unique pedagogy, governance and best practices.

Ashoka is today India's #1 liberal arts and sciences university that is home to the most diverse student body, a hub for impactful research and a magnet for best-in-class faculty and staff. Ashoka has been ranked in the top five among private Universities in India by QS Asia and has also secured top rank among all Indian Universities in the 'International Faculty' indicator. For further information, visit www.ashoka.edu.in.

We aim to co-create a nurturing space for our students, faculty, staff, donors and community positively through universal values:

- Be Mission-Driven
- Think Strategically
- Act Authentically
- Take Accountability
- Build Collaboration
- Deliver Excellence

The Centre for Social and Behaviour Change (CSBC)

CSBC is building a globally reputed Indian institution to advance the science and practice of behaviour change. Since our inception in 2017 at Ashoka University, we have been dedicated to generating and scaling knowledge to directly impact society.

We harness cross-disciplinary expertise to improve outcomes in nutrition, sanitation, maternal health, family planning, financial services, and climate change through a mix of scaling behavioural change programmes, foundational research and capacity building.

CSBC is expanding our Behavioural Design team to respond to the growing demand for our advice from the government and non-profit sectors in India.

Overview of the role

CSBC's expanded Design and Advisory team's main responsibilities are:

- **Diagnostics:** Using creative research methods, we uncover behavioural barriers, motivators and social norms around specific challenges related to marginalization and/or poverty. Sometimes we study individuals within households, other times we study individuals within government structures that provide services to citizens.
- **Designs:** We use our knowledge of behavioural insights, behaviour change, and design thinking to create solutions for challenges across multiple policy areas. Sometimes our design process follows a full diagnostic study and other times we jump right into the design phase. Much of the team's design work focuses on behaviour change communication.
- **Behavioural Audits:** We deep dive into government schemes, government systems, behaviour change campaigns and social collaterals to uncover and remove sludge and introduce behavioural insights.

The Senior Manager would lead a team of behavioural architects and researchers undertaking projects across health, nutrition, education, sanitation, financial inclusion, etc.

We are seeking a highly entrepreneurial person, who has a strong track record in relationship management and project management. S/he must be able to function independently and flexibly, solving problems as they arise and should be comfortable juggling multiple competing objectives.

Responsibilities

Project Management

- Ensure timely delivery of high-quality BeSci advice, choice architecture, comms and other outputs.
- Promote high-quality design processes.
- Thrive being directly accountable for the quality of team outputs.

Relationship management

- Build and maintain positive relationships with stakeholders, including major donors.
- Help stakeholders clarify needs and develop project goals and set deliverables.
- Actively engage with the CSBC leadership team.

General Management

- Infuse the team with your expertise in behaviour change and problem-solving.
- Support and mentor direct reports for their capacity-building and professional growth.
- Work with the operations team to oversee financial management and contracting requirements related to projects.

Skills and qualifications required

- Master's degree in communications, advertising, behaviour science, or related fields.
- Previous experience in overseeing or leading end-to-end project delivery and managing a team.
- Experience delivering behaviour change communications or behavioural insights.
- Exceptional relationship-building and communication skills.
- Ability to thrive in a changing and growing environment.
- Self-directed/self-motivating personality, with proven ability to manage multiple work demands.
- Appreciation for scientific and academic environments.
- Fluency in English and Hindi (required)

Duration: 1.5 years with the possibility of extension, commencing September 2023.

Location and work days: This full-time role is based in Delhi. Office attendance is required at least three days a week (Monday-Friday).

Compensation: Remuneration is competitive with the sector and will vary depending on the candidate's qualifications and work experience. Applicants should already be authorised to work in India.

How to apply:

Send your application to careersatcsbc@ashoka.edu.in.

Your application **must include**

- Position title (Sr. Manager - Design & Advisory) in the subject line of the email
- Your CV
- A one-page cover letter highlighting relevant experience and:
 - The names of two references and their contact info. They will be contacted during the final stage of the recruitment process, after informing the candidate,
 - The last compensation received, expected salary, and notice period,
 - A mention of where you came across this job opening,
 - If you were referred by or have already spoken to someone at CSBC/Ashoka, kindly mention their name.

Please combine your letter and CV into one PDF attachment.

Only shortlisted candidates will be contacted.

Last Date for Application: 18th August 2023

We recommend that you apply early as applications will be processed as they are received and the position may be filled before the closing date.

We are an equal opportunity organisation and promote diversity. SC/ST/OBC candidates, differently-abled persons, and women are especially encouraged to apply.
