

# Partnerships Manager

Full-time

Base Location: Remote work-from-home (India based)

Reporting Line: CTO

Earliest Start Date: 1 February 2023



Access • Inclusion • Impact

## About Oorja

Oorja ([www.oorjasolutions.org](http://www.oorjasolutions.org)) is an award-winning social enterprise based in New Delhi. We are on a mission to empower 10 million farmers globally by 2030 with the agricultural solutions they need to sustainably increase their income and quality of life.

Oorja is a Farming-as-a-Service company working at the intersection of sustainable agriculture and renewable energy. Our focus is on powering beneficial appliances that help users to generate stable incomes, create jobs, and mitigate carbon emissions. Despite urgent need, around 90% of marginal farmers cannot afford to invest in solar technology for their farms. Oorja wants to close this gap. We finance decentralised solar energy systems for community use. Oorja sells irrigation, milling and cooling as affordable *services* on a pay-per-use basis to smallholder farmers, without any upfront cost to them. We operate in rural areas of northern India where farmers are currently reliant on polluting and expensive diesel motors for their energy needs.

Our core strengths are our inclusive, farmer-centric business model and a diverse and driven team with shared passion for sustainable development. Some of our funders and partners in this mission are:



## Role Background

Are you a dynamic and entrepreneurial development sector professional with excellent stakeholder management and negotiation skills and an established network relevant to Oorja's work in the agriculture, clean energy, livelihoods and climate space? In this role you will be engaging with stakeholders ranging from corporate partners, farmer-led organisations (cooperatives, FPOs, FPCs,, etc.), international and regional NGOs and institutional partners. You will craft the partnership strategy, negotiate terms and enter into financial and non-financial agreements with them to scale up Oorja's agri-energy services and other offerings in India and regionally. You will also conduct market assessments, help to develop the geographical expansion strategy and oversee strategy development for new initiatives. You must have immaculate written and spoken skills in English and Hindi, outstanding organizational and documentation skills. You should also be comfortable working in a mission-driven start-up environment and be able to communicate effectively at all levels of the organisation.

## Key Duties

- Establish, maintain and develop financial and non-financial partnerships with corporate entities, development agencies, NGOs and farmer collectives
- Negotiate and document partnerships viz. proposals, memoranda of understanding, confidentiality agreements, service contracts, etc.; prepare and submit budgets
- Perform market research to generate conclusions, insights and recommendations; complete registration and compliance in new markets; supervise implementation of regional/international pilot projects from scratch to start-up phase
- Oversee research for development of new initiatives; evaluate and analyse case-specific business and financial models
- Strategy development and implementation of new services and products

## Roles and Responsibilities

The Partnerships Manager's responsibilities include, but are not limited to:

### ***Desk Research & Partnerships***

- Outreach, research and assessment of new partner organisations; coordinate due diligence efforts
- Establish, maintain and develop partnerships with corporate entities, development agencies and NGOs for co-investment in new projects and purchase agreements for agri-energy services
- Establish, maintain and develop partnerships with local/grassroots partnerships for market entry and expansion in new geographies (incl. Uttar Pradesh, Bihar, Odisha, Jharkhand, etc.)
- Lead introductory calls, discussions and negotiations; prepare and execute contracts and documentation (proposals, memoranda of understanding, service contracts, confidentiality agreements, etc.)
- Manage and implement partnerships; track completion of deliverables
- Act as the primary point of contact with existing or potential on ground, value chain, implementation partners via phone, email, or in person meetings
- Document learnings, successes and failures in past partnerships; revise the partnership strategy; maintain selection criteria and due diligence processes

### ***Geographical Expansion***

- Identify, analyse and research new districts/states in India and new countries in South/Southeast Asia for expansion of Oorja's agri-energy services
- Build and maintain knowledge of local policy and regulatory environment, competitive landscape, customer needs and behaviour, etc., in new markets

- Establish partnerships for expansion in new geographies
- Perform market research to generate conclusions, insights and recommendations in line with the company's objectives; develop market entry strategy, expansion plan
- Complete legal registration and compliance in new markets; design pilot projects; foster partnerships
- Support with seamless execution and monitoring of pilot projects in new states and countries
- Continually develop the geographical expansion and plans

### ***New Initiatives***

- Lead desk research to inform the development of new agricultural services and products for smallholder farmers, including energy-based services, EV charging, sale of energy appliances, farming advisory, food packaging and processing, farm equipment rental, input procurement, etc.
- Perform research to generate conclusions, insights and recommendations in line with the company's objectives
- Develop concept notes and proposals (including feasibility study, budget, financial analysis, technology overview, pricing, market entry strategy, etc.) for new initiatives in the business
- Evaluate and analyse case-specific business and financial models
- Strategy development and oversee pilot projects for new services and products

### ***Line Management***

- Recruit, hire, train and supervise junior employees in the Project Management team
- Coach, motivate and provide regular feedback to line reports; conduct performance reviews
- Perform any other task assigned from time to time by management.

## **Qualifications, Skills & Experience**

- Mature professional with a track record building partnerships with key stakeholders; experience working in agriculture, energy, livelihoods, climate or water sector in rural India
- Graduate degree in a relevant discipline
- An established network in and understanding of the functioning and mindset of corporate entities, farmer-led organisations, NGOs, and other relevant stakeholders
- Persuasion skills and proven ability to maintain relationships
- Understanding of typical terms in legal agreements; basic knowledge of budgeting and financial modelling will be an advantage
- High degree of computer literacy with command of MS Office, especially Excel
- Articulate and eloquent in written and spoken English and Hindi
- An extroverted personality that enables high-impact networking skills and instincts
- Superb organisational skills, attention to detail and documentation skills
- Ability to work within a multidisciplinary, international team with sensitivity and respect for diversity
- Ability and willingness to travel to rural areas of India for fieldwork regularly.

## **What We Offer**

- A highly enthusiastic, self-driven international team
- A melting pot of diverse talents – development professionals, researchers, engineers, farmers, scientists and community mobilisers
- Competitive remuneration package
- Comprehensive health and accident insurance
- Interesting field of work where you will build your understanding of solar technology and the

development sector

- Close mentorship for career development
- A flat and open work culture and friendly work environment
- Experience and responsibility at an award-winning company in the renewable energy and agri-tech industries, among the fastest-growing segments of the global economy
- The change to make a difference and to help improve people's lives.

## How to Apply

If this exciting opportunity appeals to you, please send your application by filling the online application form by **December 30<sup>th</sup>, 2022** – [www.oorjasolutions.org/apply-now](http://www.oorjasolutions.org/apply-now). Note: Even if you do not meet all of the qualifications, skills or experience requirements set out above, we encourage you to apply for this role anyway if you meet most of the criteria, are strongly motivated and feel that you are a good fit.

## Application Process

For this role, Oorja will conduct a three-stage evaluation process. First, a short preliminary interview (45 min) about your background, experience and motivation. Second, a longer interview (2-3 hours) is arranged including assignments to further assess your skills and adequacy for the role, interactions with the team and fit within the organisational culture, and learn more about your long-term aspirations and alignment with the company's growth plan. Third, a phone interview with external members of our board (30-45 min) will be facilitated. All assessments will be conducted remotely over video call at this time. We regret that due to high applicant volume, we will be able to reach out only to successful applicants. Successful candidates in each stage will be notified by email.

## Equal Opportunities and Non-Discrimination Statement

Oorja Development Solutions India Private Limited is an equal opportunity employer that values and respects the importance of a diverse and inclusive workforce. It is the policy of the company to recruit, hire, train and promote persons in all job titles without regard to religion, race, caste, gender, place of birth, sexual orientation, marital status or disability status. Oorja endeavours to provide a safe, diverse and comfortable workplace. Oorja will not adversely discriminate, and prohibits other adverse discrimination at the workplace, against any person on its premises, whether that person is in its employment or otherwise. If you can contribute to our organisation, you are welcome, regardless of your roots, religion, age or gender.