pollinate group
Empowering Lives, Sustainably

**Job Title: Field Sales Enablement — Manager**
**Location: Bengaluru**
**Division/ Department: Field Enablement**
**Reporting Manager: CEO**
**Working days: Monday to Friday**

## About the Company:

Pollinate Group empowers women from underserved communities to become entrepreneurs and leaders through sustainable livelihood opportunities. Through our program, we support women to build income-generating businesses while creating a positive impact within their communities.

Find out more at **www.pollinategroup.org**

## About the Role:

Pollinate Group trains and equips marginalised women in India's hardest-to-reach communities, our Suryamukhis, to become micro-entrepreneurs. They sell clean energy and life-improving products within their community and this is the role that creates that transformation.

As a Field Sales Enablement Manager, you will build, coach, and sustain a high-performing field team whose primary purpose is to work with and grow the Suryamukhis. You and your team will equip them with the training, tools, confidence, and products they need to earn a dignified income and serve their communities.

You'll see your impact not in a dashboard but in the real lives of the women you help elevate and the communities they reach.

## Roles and Responsibilities:

This is a senior role with a broad scope and real responsibility.

**Field Team Leadership & Suryamukhi Development**

- Recruit, lead, coach, and manage a field team whose core mission is to grow a network of Suryamukhi women micro-entrepreneurs
- Enable and deliver comprehensive training for field staff covering on how to coach women entrepreneurs in sales, financial literacy, digital tools, and product knowledge
- Own training delivery and suggest the content and systems your field team uses

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**Entrepreneurship Enablement & Sales Performance**

- Drive Suryamukhi's performance across a network in India, with accountability for their collective revenue and entrepreneurial growth
- Identify and introduce new products that deepen income opportunities for Suryamukhis
- Drive adoption of mobile learning and business management platforms across field staff and Suryamukhis

**Community & Stakeholder Engagement**

- Run monthly peer support sessions and community awareness camps
- Manage relationships with community leaders, NGOs, and government entities to facilitate Suryamukhi recruitment and community trust
- Support onboarding pipelines for new Suryamukhis through community partnerships and referral networks.

You'll report directly to Senior Management, travel quarterly across territories, and spend significant time in the field alongside your team and the Suryamukhis they support.
You will have an opportunity to participate in expanded operations as Pollinate scales globally, managing new territories and team growth

## Key selection criteria

**Essential**

- Bachelor's degree in Business, Operations, Social Development, or related field; MBA is a plus
- 5-6 years of experience in field operations, sales team management, FMCG, microfinance, or a social enterprise / NGO setting and meeting targets consistently
- Demonstrated ability to build and lead teams that work at the grassroots level
- Strong coaching and facilitation skills- you develop people, not just processes
- A data-driven planning approach involving setting targets, tracking progress, and making decisions with numbers
- Comfortable working across cultures; knowledge of English, Hindi, and a regional language preferred

**Desirable**

- Experience in women's empowerment, livelihood programmes, or entrepreneurship development is highly valued

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- Experience in supply chain, logistics, or last-mile distribution in off-grid or rural markets
- Familiarity with digital learning platforms or field management tools
- Prior experience recruiting or developing micro-entrepreneurs or self-help group members

## What Makes This Role Different

**Corporate roles can sharpen you. This one can define you!**
**Scope** You lead a team of people who develop people across functions such as sales, training, ops, community, and technology

**Impact** Every Suryamukhi you help develop is a woman who gains income, confidence, and community standing

**Scale** 802,000+ people reached since 2012; growing fast across India and internationally

**Geography** India (5 states) with global expansion underway

**Culture** Mission-driven, collaborative, low-ego, high-impact

## What we provide

- A Great sense of purpose in working for a social organization.
- Seeing the transformation in the lives of those we work with can be very rewarding.
- Collaboration with teams in multiple countries, open to learning.
- Aspired to be a part of the team who aims to "Empowering lives sustainably.

## How to apply?

To apply for this role please send your CV to **people@pollinategroup.org**
and fill in the candidate information form.
Here is the link: **CIF**

## What follows next?

Someone from our recruitment team will get in touch with you in the next 3 to 5 days should your CV and Candidate information form meet our requirements.
There will be two rounds of interviews and as part of the interview process, you will be asked to visit one of the communities and share your experience.

WE ARE AN EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGE WOMEN TO APPLY FOR THIS ROLE.