pollinate group
Empowering Lives, Sustainably

**Job Title:** **General Manager**
**Location:** **India (Preferable Bengaluru)**
**Reporting Manager**: **Chief Executive Officer**
**Working days**: **Monday to Friday**

## ABOUT THE COMPANY:

Pollinate Group is a purpose-driven social enterprise that empowers women from underserved communities to become entrepreneurs and leaders through sustainable livelihood opportunities. We enable women to build income-generating businesses while creating positive change within their communities.

Through our programs, we provide access to affordable and sustainable products across areas such as **clean energy, safe water, improved cookstoves, sanitation, and livelihood enhancement**. Our work is grounded in the belief that access to essential, sustainable products is a fundamental right, not a privilege.

With operations across multiple states in India and a growing global philanthropic network, Pollinate Group is at an exciting stage of growth, scaling **impact, strengthening partnerships, and building the systems needed to reach millions more families.**

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

## THE OPPORTUNITY:

The General Manager is a pivotal cross-functional leadership role, driving the organisational pillars that enable Pollinate Group to scale its mission. This leader will oversee Human Resources, Programme Impact and Strategic Partnerships working closely with the CEO to build a high-performing, mission-aligned organisation.

This is an exceptional opportunity for a seasoned leader who thrives at the intersection of social impact, operational excellence, and stakeholder engagement, and who brings the vision, empathy, and rigour needed to help Pollinate Group grow responsibly and sustainably.

## KEY RESPONSIBILITIES:

**1. Human Resources & People Leadership**

- Lead and continuously evolve Pollinate Group's people strategy covering talent acquisition, onboarding, performance management, learning & development, and staff well-being.
- Build and sustain a values-driven, inclusive, and equitable workplace culture across field and office teams.
- Develop HR policies, systems, and processes that are fit-for-purpose for a growing social enterprise operating across diverse geographies.
- Champion staff engagement, retention, and succession planning at all levels.
- Manage and mentor HR and People function teams, setting clear goals and accountability frameworks.

**2. Programme Impact & Monitoring, Evaluation, and Learning (MEL)**

- Provide strategic oversight of Pollinate Group's field programme portfolio, ensuring alignment with mission outcomes and donor commitments.
- Strengthen MEL systems to generate credible, timely impact data that informs programme design and external reporting.
- Champion a culture of learning ensuring insights from the field feed back into strategy and operations.
- Lead the development of compelling impact narratives and annual impact reports for internal and external audiences.
- Collaborate with programme teams to ensure quality, scale, and efficiency across delivery channels.

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**3. Strategic Partnerships**

- Identify, develop, and manage high-value partnerships with government bodies, NGOs, corporates, and multilateral organisations to amplify Pollinate Group's reach and credibility.
- Represent Pollinate Group at national and international forums, conferences, and sector events.
- Build alliances that open new geographies, distribution channels, or product categories aligned to the mission.
- Develop partnership frameworks, MoUs, and agreements that protect organisational interests while enabling co-creation.
- Drive collaboration with FMCG, fintech, and social enterprise partners to accelerate last-mile product distribution.

## WHAT WE'RE LOOKING FOR

**Experience & Qualifications**

- 15+ years of progressive leadership experience across social sector, development, or purpose-driven organisations — with at least 5 years in a senior leadership or director-level role.
- Demonstrated expertise spanning at least two of the three functional areas: HR, programme/impact management & partnerships
- Proven track record of growing and managing teams across multiple locations, including field-based staff.
- Strong background in programme design and execution.
- Postgraduate qualification in development studies, social policy, management, or a related field preferred.

**Skills & Competencies**

- Exceptional leadership presence with the ability to inspire, influence, and hold accountability across teams.
- Strategic thinker with the ability to translate vision into operational plans and measurable outcomes.
- Outstanding written and verbal communication skills in English; fluency in Hindi or a regional Indian language an advantage.
- High emotional intelligence and a deeply empathetic leadership style comfortable working alongside community-level staff as much as board members.
- Strong financial acumen and experience managing multi-million dollar budgets across complex programmes.
- Agile, solutions-oriented mindset able to navigate ambiguity and lead change in a dynamic, resource-constrained environment.
- Commitment to Pollinate Group's mission and values of dignity, equity, and community empowerment.

## WHAT WE OFFER

- A pivotal leadership role at one of India's most respected social enterprises.
- The chance to shape organisational strategy and culture at a moment of significant growth.
- A collaborative, mission-driven team that values innovation, accountability, and heart.
- Competitive compensation benchmarked against the social sector, commensurate with experience.
- Meaningful work that directly improves the lives of urban poor communities across India.
- Opportunities for national and international travel and professional development.

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