

**Company Profile
&
Position Description**

Chief Executive Officer (CEO)

For

Arghyam



February 2023

THE COMPANY

<http://www.arghyam.org>

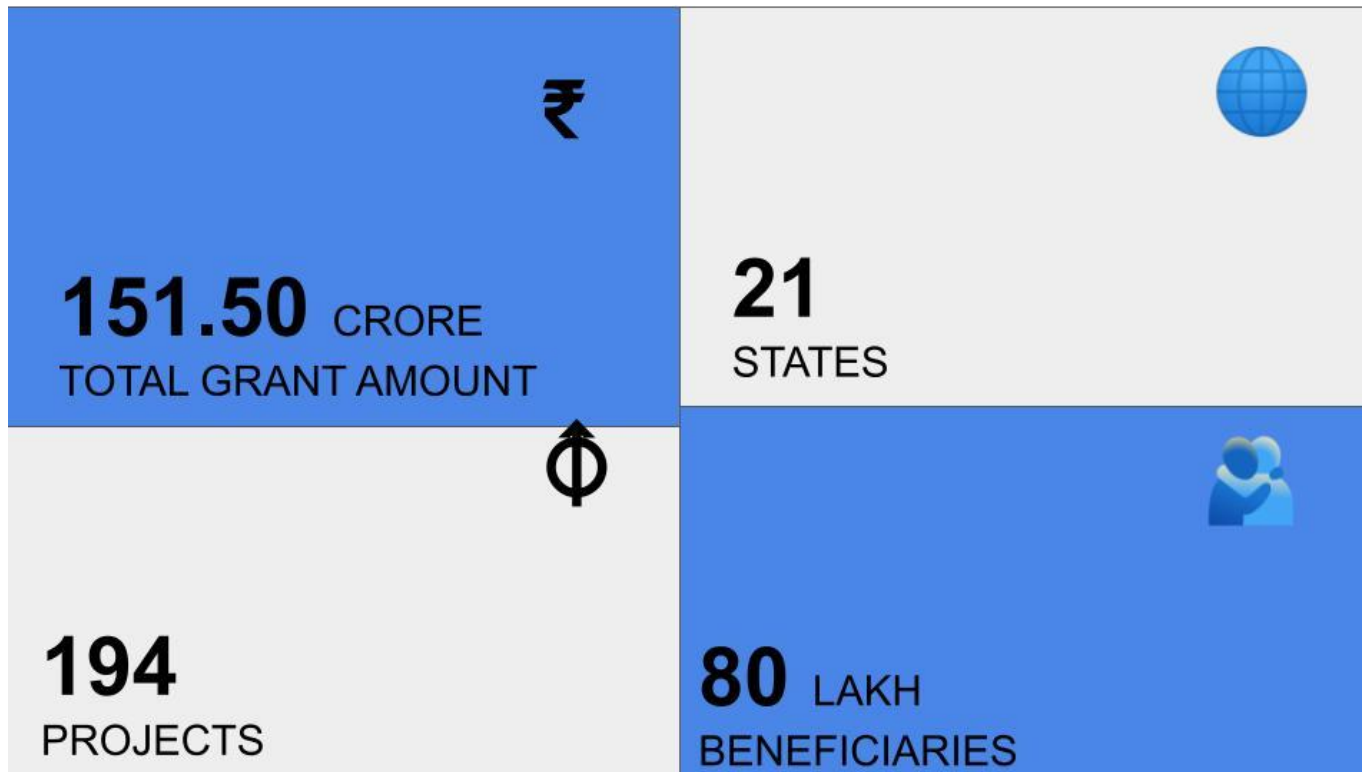
Arghyam is a public charitable foundation headquartered in Bengaluru, Karnataka, with an endowment from Rohini Nilekani. Established in 2005 with a vision of "Safe, sustainable water for all", Arghyam aims to enable water security at scale by strengthening the ecosystem through science and community participation. Arghyam's strategic direction involves co-creating and deploying digital tools to accelerate progress towards water security for communities across the country in partnership with Government and civil society organizations.

Over the last 18 years, Arghyam worked with various civil society organizations to understand the landscape of community-based water management solutions across India. Participatory groundwater management (PGWM) emerged as a focus area of intervention, along with the birth of springshed management as an important agenda in the water sector. Another focus area is water quality, where Arghyam has supported the creation of Water Quality Networks for fluoride and arsenic. The knowledge and insights generated from this body of work by Arghyam and its partners has led to their adoption in Government programs and brought a policy focus on groundwater management and water quality with participatory approaches. Through its partnerships, Arghyam has gained an understanding of the diversity of problems and solutions in the sector, as well as the urgency of acting at scale. The pivot taken by Arghyam in 2018 was in the context of the technology-led transformation that the country is going through.

Today, India is leading the global charge on technology adoption by the government for reform of social services across sectors, accelerating positive societal change at scale in a sustainable manner. Strategic adoption of digital public goods and digital public infrastructure are showing how financial inclusion, education and healthcare services can effectively reach our vulnerable populations. In these exciting times, Arghyam is actively engaged with Government and civil society to understand how digital technologies can be employed in efforts to bring water security to communities across the country.

Arghyam is currently collaborating on several programs which are adopting a "first-mile centric" unified approach using digital tools. These are showing promise in their early adoption. With their focus on science, community participation, and the use of technology, Arghyam is poised to make a significant impact in ensuring safe, sustainable water for all in India.

Past Footprint and Impact





Company Profile & Position Specifications
Chief Executive Officer

ABOUT THE SEARCH PARTNER

The Taplow Group

www.taplowgroup.com

The Taplow Group S.A. is an international Executive Search, Interim Management and Human Capital Services Company. **With 30 offices in 20 countries covering 90% of the global economy, 200+ consultants** bring local expertise and international resources to projects across numerous industry sectors.

The Taplow Group S.A. was established in 2002 and is **headquartered in London**. It is a corporation owned and managed by its executive search and human capital consulting partners with established offices in the leading financial, manufacturing, service, and technology centers worldwide.

- Asia Pacific;
- Europe, Middle East and Africa;
- Latin & South America;
- North America

The Taplow Group's Indian Head Office is based out of Gurgaon and is led by Ms. Sangeeta Sabharwal, Managing Partner, The Taplow Group India.



THE POSITION

Job Title	Chief Executive Officer (CEO)
Location	Bengaluru
Role Summary	The CEO is responsible for leading the organization to realize its mission and vision through partnerships with a deep sense of commitment to communities. He/she will define its strategic direction, identify and develop opportunities for collaboration, ensure that programs are designed and equipped to deliver on important mission goals, build and motivate the team, and foster the culture which supports the organization’s mission.
Key Responsibilities	<ul style="list-style-type: none"> • Leadership & Organizational Management <ul style="list-style-type: none"> ○ Develop the vision along with the Board and evolve strategic long- and short-term plans for the organization. ○ Continually foster a culture that encourages collaboration within the organization and teams contributing to positive outcomes. • Board Affairs and Engagement <ul style="list-style-type: none"> ○ Work with Chair & Trustees, ensuring approval of strategy, plan & budget, participate in meetings, sub-committees, deliver on Governance, accountability frameworks set by Board of Trustees. ○ Work closely and openly with the Board and its committees, ensuring ongoing communication of risks, issues, as well as successes. • Partnership Building <ul style="list-style-type: none"> ○ Nurture ecosystem collaboration & stakeholder relationships. ○ Build relationships with Government, NGOs, Government, academic, policy, donor, and technology organizations towards the mission.

	<ul style="list-style-type: none"> • Building and Harnessing Innovations and Technology <ul style="list-style-type: none"> ○ Lead technology innovation strategy and implementation in the org. ○ Drive the co-creation or adoption of digital public goods and technologies to improve and enhance water security at scale. • Programme Implementation <ul style="list-style-type: none"> ○ Focus on results, quality, excellence of programmes in collaboration with partners. • Finance and Legal <ul style="list-style-type: none"> ○ Oversee development and monitoring of budgets and their adherence; statutory obligations, transparency. ○ Ensure overall financial and operational performance of the organization. • Human Resources <ul style="list-style-type: none"> ○ HR policies, administration, organizational development, and team management. ○ Work with senior management team to foster Arghyam’s values across the organization. • Fundraising <ul style="list-style-type: none"> ○ Collaborate with other donors, manage key donor relationships. ○ Work closely with the Board on developing and implementing fund-raising strategy. • Communication, and Representation <ul style="list-style-type: none"> ○ Represent the organization and serve as chief spokesperson publicly at events, conferences, and partnership meetings. ○ Ensure stakeholders (partners, board and community) are updated with latest news with regards to the organization.
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THE PERSON

Key Skills & Capabilities

- Strong development sector understanding, experience and mindset is a MUST. Subject matter expertise in Water, OR Govt engagement OR Technology.
- A leader with close to 15+ years of experience with at least few years in leading institutions/teams, building effective partnerships and executing programs at scale and delivering results. A track record of dealing with Government in influencing policies and programs is highly valuable.
- Appreciation and recognition of the need for technology to scale and speed for solving development challenges. Understanding of ongoing societal transformations in the country enabled by Digital Public Goods in Government programs.
- Is a first principles thinker, strategic & analytical, with a mindset of openness, learning and innovation. Proven leadership skills and ability to complement & collaborate smoothly with existing senior team. Result-oriented execution rigor.
- Alignment with Arghyam's values – integrity, humility, transparency, collaboration, and empathy. Strong listening skills and ability to synthesize diverse viewpoints. Support strengthening of ecosystem capabilities.
- Good understanding of the community's aspirations. A fair understanding of the diversity of our country (in terms of geography, resources, people, culture and aspirations) would be valuable.

Qualification and Experience

- Advanced degree in business, technology, social sciences, and/ or related fields.
- Prior experience in ecosystem building, working on complex problems and systems is necessary.
- Demonstrated experience of having built and led senior teams, large scale operations, managed diverse stakeholders.
- Demonstrated experience in Program Delivery - successful implementation / execution of projects, preferably in technology, within/in conjunction with government.
- Excellent interpersonal flexibility and the ability to work with internal and external stakeholders.
- Commitment to results; 'can-do' mindset with emphasis on accountability.

Aptitude of the Candidate	<ul style="list-style-type: none">• Open to new ideas, technology and different approaches to development, based on an understanding of social and political change, processes, and systems in governance.• Is a good listener and open to new thinking, ideas.• Passionate about working in the social sector driven by the need to give back to the society in a tangible manner.
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