



PROFILE OF THE ORGANIZATION

Hasiru Dala is a social impact organisation; We work on sustainable waste management initiatives, including working with the local government and citizens to achieve waste models and uphold SHG and workers' rights. We focus on securing Livelihood for waste pickers through interventions co-created with waste pickers, we are also engaged in, skill development, and access to education, healthcare, housing for waste pickers families & other social security/entitlements.

Website: <https://hasirudala.in/>

Job Description: Executive Director, Hasiru Dala

Position Title: Executive Director

Location: Bangalore, Karnataka (with travel across operational areas in Karnataka and other states in India)

Reporting To: Board of Trustees

Position Overview:

The Executive Director of Hasiru Dala will be the key management leader responsible for the overall strategic and operational aspects of the organization. This role includes ensuring the integration of waste pickers into society free of discrimination. Advocating for social protection, collaborating with various stakeholders to promote sustainable waste management practices and creating sustainable livelihood avenues for them and their families. The Executive Director will work closely with the Board of Trustees, staff, and partners to fulfill Hasiru Dala's mission of achieving social justice for waste pickers and their families.

The Executive Director is expected to be a visionary leader who can drive the organization's strategic planning, expansion, and institutional design. This role requires a forward-thinking mindset, exceptional strategic insight, and the ability to lead transformative initiatives that align with the organization's mission and ensure its long-term success.

Key Responsibilities:

1. Leadership and Management:

- Provide visionary leadership to the organization, ensuring alignment with Hasiru Dala mission and objectives.
- Develop and implement strategic plans that meet the goals and objectives of Hasiru Dala.
- Oversee the daily operations of the organization, ensuring efficiency and effectiveness.
- Foster a culture of collaboration, innovation, and professional growth within the organization.

2. Program Development and Implementation:

- Lead the design, implementation, and evaluation of programs aimed at integrating waste pickers into society free of discrimination.
- Ensure that programs are responsive to the needs of waste pickers and their families, promoting social protection and creating sustainable livelihood opportunities for waste pickers and other informal waste workers in the urban economy.
- Collaborate with local government bodies to develop decentralized, sustainable waste management systems.
- Bring agility to program design to meet the changing ecosystems that promotes agency of waste pickers

3. Advocacy and Public Relations:

- Advocate for the rights and recognition of waste pickers at local, state, national levels and international level.
- Build and maintain relationships with key stakeholders, including government agencies, corporate partners, community organizations, and donors.
- Serve as the primary spokesperson for Hasiru Dala, representing the organization in public forums, media, and stakeholder meetings.
- build agency of waste pickers to articulate their need themselves

4. Financial Management:

- Develop and manage the organization's budget, ensuring financial health and sustainability.
- Oversee fundraising planning and implementation, including identifying resource requirements, researching funding sources, establishing strategies, and submitting proposals.
- Ensure proper fiscal management and accountability, including compliance with all financial regulations.
- Build robust financial system that is transparent and adopt to all compliances establish by government time to time

5. Board Administration and Support:

- Report to and work closely with the Board of Trustees to set the strategic direction of the organization.

- Communicate effectively with the Board, providing timely and accurate information for decision-making.
- Assist in the selection and evaluation of members of the board of trustees, and support Board involvement in strategic planning and fundraising.

6. Human Resources Management:

- Oversee the recruitment, retention, and development of a diverse and high-performing team.
- Implement effective performance management systems, including goal setting, evaluation, and professional development.
- Foster a positive and inclusive work environment that aligns with Hasiru Dala's and mission.

7. Government Relations:

- Establish and maintain strong relationships with local, state, and national government officials and agencies to ensure alignment and support for Hasiru Dala's initiatives.
- Work collaboratively with government bodies to work on policies and practices that integrate waste pickers into formal waste management systems and access to social protection
- Regularly attend government meetings, participate in policy discussions, and provide expert testimony to advocate for waste pickers' rights and sustainable waste management practices.

8. Fundraising and Donor Relations:

- Develop and execute a comprehensive fundraising strategy to secure financial support from diverse sources, including individual donors, foundations, CSR and government grants.
- Build and nurture long-term relationships with donors, ensuring consistent communication and engagement.
- Provide timely and detailed reports to donors on the progress and impact of funded projects, ensuring transparency and accountability.
- Organize and host donor events, site visits, and other activities to showcase Hasiru Dala's work and impact.

9. Strategic Planning and Visioning:

- Develop and Communicate Vision: Articulate a compelling and clear long-term vision for the organization, aligning with its mission, values, and strategic objectives.
- Strategic Planning: Lead the development and implementation of comprehensive strategic plans, ensuring alignment with organizational goals and responsiveness to market and industry trends.
- Future-Oriented Thinking: Anticipate future challenges and opportunities, guiding the organization in adapting to changing environments and ensuring sustainable growth.
- Stakeholder Engagement: Engage with key stakeholders, including board members, staff, partners, and the community, to gather insights and build consensus around strategic initiatives.

10. Expansion and Growth:

- Market Analysis and Opportunities: Conduct thorough market analysis to identify potential areas for growth and expansion, both geographically and in terms of services offered.
- Partnership Development: Forge strategic partnerships with external organizations,

government bodies, and other relevant entities to facilitate expansion and enhance the organization's reach and impact.

- Resource Allocation: Secure and allocate resources effectively to support expansion initiatives, ensuring financial sustainability and organizational capacity.
- Implementation Oversight: Oversee the implementation of expansion projects, setting clear milestones, monitoring progress, and making adjustments as necessary to achieve desired outcomes.

11. Institutional Design and Priority Setting:

Institutional Design:

- Organizational Structure: continuously refine the organizational structure to enhance efficiency, communication, and collaboration across all departments and teams.
- Process Optimization: Implement and improve processes and systems to increase operational efficiency and support the achievement of strategic goals.
- Governance and Policies: Establish and uphold robust governance practices and organizational policies, ensuring compliance with legal and regulatory requirements.
- Culture and Values: Foster a strong organizational culture that promotes innovation, accountability, and excellence, aligning with the institution's core values.

Priority Setting:

- Strategic Priorities: Identify and prioritize strategic initiatives that align with the organization's long-term vision and mission, ensuring that resources are focused on the most impactful activities.
- Performance Metrics: Develop and utilize performance metrics and key performance indicators (KPIs) to evaluate progress and guide decision-making.
- Risk Management: Assess and manage risks associated with strategic initiatives and institutional changes, implementing mitigation strategies as necessary.
- Adaptive Leadership: Lead with agility, adapting priorities and strategies in response to internal and external changes, ensuring the organization remains resilient and forward-looking.

Qualifications:

Education:

A Master's degree in Social Work, Public Administration, Nonprofit Management, Environmental Studies, or a related field is preferred.

Experience:

A minimum of 10 years of senior management experience in a nonprofit organization, preferably in areas related to social justice, environmental sustainability, or community development with a minimum staff strength of about 250 - 300.

Skills:

- Demonstrated success in leadership, strategic planning, and organizational management.
- Strong financial acumen, including budgeting and financial management.
- Ability to work with waste pickers community comfortably

- Excellent communication, interpersonal, and public speaking skills.
- Experience in advocacy, public relations, and working with diverse stakeholders.
- Proven ability to foster collaboration and build effective teams.
- Commitment to social justice, equity, and sustainable development principles.
- Fluency in both English and Kannada is required for interacting with donors and government officials, writing proposals, and understanding locally issued documents.

Personal Attributes:

- Passion for Hasiru Dala's mission and vision.
- Strong ethical standards and integrity.
- Ability to inspire and motivate others.
- Strategic thinker with a results-oriented approach.
- Cultural sensitivity and respect for diversity.

Application Process:

Interested **female** candidates should submit their resume with a cover letter detailing their qualifications and interest in the position, and contact information of three professional references with Name, Contact details and Email ID to ***deepika@hasirudala.in***

Deadline for Application: 31 July 2024