



Role: City Director

Location: Bangalore

About Reap Benefit

Reap Benefit is an award-winning, not-for-profit organisation with a mission to activate '**Solve Ninjas**' (**Youth 12-23 years**) in every locality and neighbourhood of India. These '**Solve Ninjas**' are action based citizen champions who take small measurable actions which have a big impact in their local communities.

To know more about our work: [Reap Benefit work](#)

Our Impact so far:

- 24,000 Solve Ninjas who have invested 500,000 hours in Public Problem Solving
- Crowdsourced more than 300,000 local data points and co-developed 250 solutions with Solve Ninjas
- Diverted 440 tonnes of waste from landfills, saved 42 million litres of water, improved sanitation systems in 100+ local income schools
- Reap Benefit's work has been recognised by President Barack Obama, Ashoka Fellowship, Forbes India 30 under 30, Unilever Young Entrepreneur Awards among others

About the role:

The City Director will play a pivotal role in increasing Reap Benefit's footprint in educational institutions (Private Schools, Government Schools, Colleges, Universities and other education not-for-profits). The role will entail managing a large team of 15-30 people, liasioning with stakeholders (students, principals, teachers, and partners).

Role Requirements

Previous Experience:

- Have at least 6-8 years of overall work experience in partnerships and alliances

Team/People Management

- Manage a team of 15-30 people
- Building capacities of team members to reach their complete potential and help in accelerating the mission
- Performance management of team members
- Liaison with multiple stakeholders (students, principals, teachers, students and partners)
- Sustain local partnerships
- Communicate and engage with stakeholders on a regular basis

Program Impact and Execution:

- Co-develop and execute all the programs of Reap Benefit
- Monitor the impact and acceleration of the mission
- Develop new programs and other forms of engagement
- Overlook the short-term impact and the long-term systemic impact

Mission Alignment

- Have a deep commitment to Reap Benefit's vision and values
- Build a culture of solving small and denting big

Skills Needed:

1. Data Orientation:

- Ability to use and analyse data effectively
- Ability to represent data in different forms relevant to various stakeholders
- Ability to use the data for further development and strategy

2. Critical Thinking:

- Ability to think critically in a multi- dimensional manner and the agility to think-do-share-think.
- Ability to contribute strategically to the development of the mission
- Is able to predict, evaluate and articulate a board range of implications, conclusions and consequences of the actions, solution and decisions
- Ability to develop and deploy processes to improve efficiency

3. Problem Solving:

- Problem Solving Mindset
- Ability to quickly prototype quick solution/campaign
- Can work with diverse stakeholders and have the ability to prioritise in the short term and long term

4. Communication Skills:

- Facilitation Skills: Program Manager is expected to spend 30-40% of his/her time executing the programs of Reap Benefit and should have the ability to engage the youth
- Story Telling and Public Speaking
- Proficient in Microsoft Office Suite
- Ability to represent Reap Benefit
- Ability to train team members
- Preference to candidates who are proficient in English and Kannada.

Compensation

Based on previous work experience.