Job Title: Community Associate

Location: Hybrid (On-site + Remote)

Experience Level: 3-6 years

Employment Type: Full-time

Reports To: Managing Partner - Products, Platforms and Partnerships

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About the Role

We are looking for a highly proactive and solutions-driven Community, Solutions & Outreach Associate who can bridge the gap between on-ground needs and scalable, sustainable solutions provided by specific solution providers. This person will play a pivotal role in setting up and managing field initiatives, surfacing and defining community needs, and matching them with vetted partners, experts, and implementers.

The role is part researcher, part matchmaker, and part project executor — someone who understands systemic development challenges and thrives in a dynamic, mission-driven environment.

Key Responsibilities

1. Field Operations & Implementation

- Work with the field teams as well as the fellow in Raichur to set up interventions such as clinics.
- Gather detailed community requirements and operational needs from the ground.
- Maintain a central repository and "single source of truth" for all active community needs and interventions.

2. Outreach & Partnership Management

- Conduct extensive outreach to identify individuals, organizations, or institutions who can deliver solutions.
- Perform due diligence, compare capabilities, evaluate cost-effectiveness, and validate the track record of potential partners.
- Manage ongoing engagement and trust-building with both community stakeholders and solution providers.

3. Solution Curation & Facilitation

- Act as the interface between community needs (emerging from Orissa Sandbox and Raichur Hub) and viable solutions.

- Facilitate matchmaking — coordinate discovery conversations, align incentives, and push solutions forward to execution.
- Work closely with internal team members to refine or redesign solutions based on evolving context and constraints.

4. Strategic Thinking & Systems Orientation

- Think through second- and third-order impacts of proposed interventions (e.g. environmental, governance, community readiness).
- Consider scale, sustainability, and long-term viability of solutions before committing to execution.
- Build reusable models or playbooks that others in the ecosystem can adopt or replicate.

5. Funding & Outcome-Based Programming

- Assist in developing mini-proposals and programmatic models based on the experiences with community based needs and solution providers.

- Identify CSR and philanthropic sources based on SROI and help leadership pursue it through comms and outreach.

Required Skills and Experience

- 3–6 years of relevant experience in development work, grassroots organizing, CSR, or social enterprise.
- Demonstrated ability to manage both field operations and multi-stakeholder partnerships.
- Strong research and communication skills — ability to surface actionable insights and translate them across contexts.
- Comfort with ambiguity, improvisation, and systemic thinking.
- Prior experience with community engagement, program design, or matchmaking across supply and demand of solutions is a plus.

Preferred Attributes

- Mission-aligned, deeply empathetic, and intrinsically motivated.
- Energetic self-starter with strong follow-through and attention to detail.
- A proactive relationship builder with excellent listening and facilitation skills.
- Capable of managing multiple threads and working across distributed teams.

- Willingness to move to Bengaluru