

Program Director – Centre of Excellence	
BigBet	Inclusive Bharat Collaborative (IBC)
Department	Centre of Excellence (CoE)
Reporting Manager	Core Team Member (CTM)
Team	Collaborate with product, operations and functional teams for Education
Location	Remote (with frequent travel across India)

Background and Context

Piramal Foundation envisions solving India's most intractable problems through innovation, collaboration and 'Sewa Bhaav'. We aim to build Bharat by driving leadership development, digitization, decentralization, and inclusion—led by women and youth—through reimagining systems, co-creating solutions, and driving sustainable progress.

Inclusive Bharat Collaborative (IBC), erstwhile Tribal Health Collaborative, is an initiative under the broader umbrella of the Piramal Foundation.

IBC envisions building an inclusive Bharat with Tribal and Indigenous communities by transforming their health and education ecosystems for equity, dignity, and lasting change. We strive to strengthen Tribal/Indigenous representation and ownership in shaping health and education systems through active citizenship and integration of indigenous knowledge in policy and practice.

With extensive experience in improving health outcomes in tribal-populated regions of Assam, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha, IBC is now expanding its work in the education domain. It aims to realise its vision through the four Centres of Excellence (CoEs).

1. **Centre for Early Indigenous Education:** We envision a future where every tribal child grows up with joyful, identity-affirming early learning and proper nourishment. We work to integrate culturally rooted, multilingual, and community-led approaches into early education and nutrition systems.
2. **Centre for Adaptive Youth Leadership:** We aim to preserve and integrate tribal knowledge systems in the Public Education System (PES) towards creating culturally relevant and future-ready learning opportunities for tribal youth.
3. **Centre for Cultural Diversity:** We strive to build an education and health ecosystem that values cultural diversity. It works to make inclusion part of the public systems by bringing cultural understanding into teaching, training, and institutional practices.
4. **Centre for Traditional Knowledge and Practices:** We endeavor to institutionalize the knowledge, practices, and philosophies of tribal communities as legitimate, recognized, and valuable contributions to mainstream education and health.

Role Purpose

As the **Program Director (CoE Lead)**, you will own the strategic vision, operational execution, and ecosystem engagement for one CoE. You will translate high-level mandates into field-tested pilots, influence policy, and build stakeholder capabilities to mainstream inclusive, context-driven solutions at scale.

Key Responsibilities

1. Strategic Vision and Planning

- Develop a theory of change, craft and continuously refine a 3–5-year strategic plan, and success metrics for your CoE.
- Align CoE goals with IBC's overarching mission and state-level priorities.

2. Solution Design and Innovation

- Lead the design, roll out, and iteration of flagship models (curricula, leadership programs, research frameworks and more).
- Ensure solutions are co-created with local tribal communities and grounded in local knowledge systems.

3. Ecosystem and Government Engagement

- Build and nurture high-trust partnerships with relevant government departments, academic institutions, civil society, and tribal communities.
- Advocate for policy and operational reforms, influence government implementation through demonstration districts and scale up.

4. Team Leadership and Talent Development

- Recruit, mentor, and retain a multidisciplinary team (program managers, researchers, community facilitators, fellows and more).
- Foster a culture of inclusion, continuous learning, and adaptive problem-solving.

5. Research, Monitoring and Learning (MEL)

- Oversee rigorous data collection and analysis, drive evidence generation (develop white papers, case studies, publications and more).
- Use MEL insights to optimize program design and inform stakeholders.

6. Partnerships and Resource Mobilization

- Co-lead funding conversations, proposal development, and donor stewardship for the CoE's portfolio.
- Ensure timely, high-quality reporting and storytelling to sustain partnership and investment.
- **Thought Leadership and Knowledge Management**
- Represent the CoE in national/international forums, publish findings and best practices.
- Curate and disseminate toolkits, manuals, and learning briefs for cross-CoE and broader IBC use.

Candidate Profile

Educational Qualification

- Post-graduate Degree or higher in Education, Development Studies, Public Policy, Social Sciences, or related fields.

Experience

- 12+ years of professional experience, with at least 5 years in a leadership role driving complex, multi-stakeholder transformative programs.
- Proven track record in designing and scaling interventions with community and public systems (education, health, governance).
- Demonstrated success in policy advocacy and government collaboration.

Core Competencies

- **Systems Thinking:** Able to understand, build effective strategies and influence both community systems and public education system.
- **Adaptive Leadership:** Comfortable with ambiguity; skilled at iterative design and course-correction.
- **Cultural Intelligence:** Deep respect for and understanding of local knowledge systems and community dynamics.
- **Stakeholder Management:** Builds credibility with government, donors, and community stakeholders.
- **Communication and Storytelling:** Translates complex insights into compelling narratives for diverse audiences.

Key Collaborators

Internal

- PF and IBC Leadership
- Other CoE Leads
- Central support functions: MEL, Communications, Partnerships

External

- Tribal/community institutions, leaders and knowledge-producers
- Academic and research institutions
- Government Departments, state and central
- Donor agencies and funding partners

Essential Mindsets

- Aspiration to create deep social impact, both scalable and sustainable in the education domain.
- Readiness to learn and unlearn while adapting to a dynamic work environment, and its needs.
- Willing to take up new and complex problems, and solve collaboratively as a team.

Application Process

Scan the QR to submit your application

Reach out to us at: hr.ibc@piramalswasthya.org

Also refer to: <https://www.piramalfoundation.org/>

