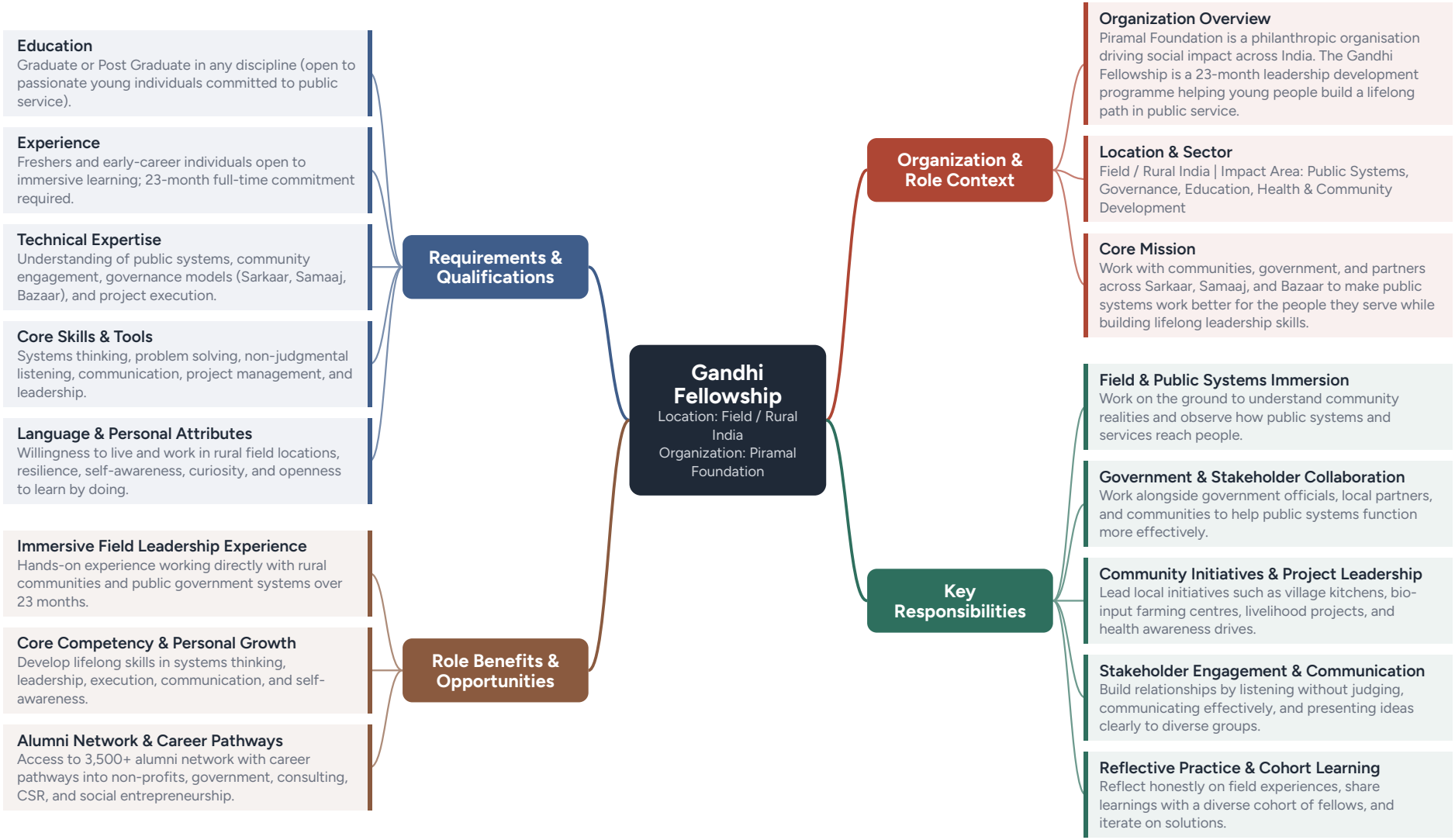
Piramal Foundation

Gandhi Fellowship Across 13 States | Piramal Foundation

Across 13 states & 1 Union Territory · fellowship · entry level · Competitive

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Skills this role needs

Problem Solving	Systems Thinking	Stakeholder Communication	Community Engagement	Leadership

Job description

Piramal Foundation

The Gandhi Fellowship is a 23-month programme that helps young people find their purpose and build a lifelong path in public service. Fellows step out of the classroom and into the field, where they work with communities, government and partners to make public systems work better for the people they are meant to serve. Through Sarkaar, Samaaj and Bazaar (government, society and markets), fellows learn how the systems shaping everyday life really work. The fellowship has more than 3,500 alumni who now work in nonprofits, government, consulting, media, CSR (corporate social responsibility) and their own social enterprises. Youtube Video >

Role

As a Gandhi Fellow, you will spend 23 months learning by doing. You will start in the field, spend time with communities, and work alongside government officials and partners to solve real problems. Along the way you will act, reflect, share what you learn and try again, building skills in problem solving, systems thinking, communication, leadership and self-awareness that stay with you long after the fellowship ends.

Responsibilities

- Work on the ground to see how public systems and services actually reach people.
- Spend time with communities to understand their needs and everyday realities.
- Work with government, communities and partners to help public systems work better.
- Lead small community initiatives, such as village kitchens, bio-input centres for farming, livelihood projects and health awareness drives.
- Build relationships with stakeholders by listening without judging and speaking so they listen.
- Present your work and ideas clearly to different groups of people.
- Reflect on your experiences and share your learning with a diverse cohort of fellows.

Requirements

- Commitment to a full-time fellowship lasting 23 months.
- Willingness to live and work in the field with communities, including in rural areas.
- Openness to working closely with government officials, local partners and community members.
- Interest in understanding how public systems work and how change happens.
- Readiness to learn by doing, reflect honestly and try again when things do not work.

Benefits

- Hands-on experience working with communities and public systems over 23 months.
- Skills in problem solving, systems thinking, communication, leadership, execution and self-awareness.
- Learning alongside a diverse cohort of fellows, community members and stakeholders.
- Lifelong access to a network of more than 3,500 Gandhi Fellowship alumni.
- A strong starting point for careers in nonprofits, government, consulting, CSR and social entrepreneurship.

Apply

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About the organisation

Piramal Foundation

Philanthropy and Public Systems Transformation

piramalfoundation.org ↗
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About Piramal Foundation

Piramal Foundation is the philanthropic arm of the Piramal Group, working on what it calls "ushering transformation at scale" across India's public health, education, livelihood and governance systems. Its stated vision is building Bharat through leadership, decentralisation, digitisation and inclusion, led by women and youth. The Foundation organises its work into a small number of large, long-horizon commitments it calls Big Bets, each aimed at a problem it considers intractable at national scale. Its operating position is that the main development challenge in India is no longer discovering solutions but deploying them, so it invests in what it terms "midstream" capability: strengthening institutions, improving governance and developing leadership inside existing public systems. Rather than run parallel delivery, it works by supporting government implementation, building community participation and shaping the wider ecosystem. Internally the organisation frames this through the idea of Sewa Bhav, service driven by humility and purpose rather than giving, and through "compassionate capitalism", a model in which business profit is balanced against social purpose.

> *Headquarters: Mumbai, Maharashtra*

Major Areas of Work

- Tribal health: Improving health outcomes and mainstreaming the tribal agenda within mainstream health policy and practice.
- Aspirational districts and last-mile delivery: Improving quality of life for the country's bottom-quartile population through hyper-local collaboration and convergence of existing government schemes.
- Digital public systems: Promoting equitable access to quality public services through digital transformation and digital inclusion.
- Leadership and institutional capacity: Developing the leadership capability of middle managers inside public systems, on the view that implementation gaps are capability gaps.
- Youth and women-led development: Channelling the service orientation of young people and the influence of rural women towards inclusive nation building and grassroots governance.

Major Initiatives and Programmes

- Anamaya, the Tribal Health Collaborative: A collaborative aiming to improve health outcomes for 104 million tribal people by 2030 and to mainstream the tribal agenda in health practice.
- Aspirational Bharat Collaborative: Works to improve the quality of life of the bottom 100 million-plus of the population through last-mile convergence and hyper-local collaboration.
- Digital Bharat Collaborative: Drives digital transformation of public systems so that quality services reach people equitably.
- Piramal School of Leadership: A leadership development effort focused on transforming public systems by building the capability of middle managers.
- The Piramal Academy of SEWA: Develops future leaders focused on socio-economic transformation, harnessing the service orientation of youth and the power of rural women, and runs the Piramal Fellowship.

The collaboratives are the Foundation's defining structure. Each is a multi-party platform rather than a single programme: government agencies, philanthropies, corporate foundations and local communities co-create solutions within it. The Foundation deliberately concentrates on underserved geographies it refers to as the "New BIMARU" states, naming Chhattisgarh, Jharkhand, Odisha, Assam and Bihar as regions where long-running systemic neglect has stalled human development.

Impact

The Foundation states that its work spans 27 states and two union territories. Its own site cites 143 million lives transformed, while a statement from the Chairman on the same site puts the figure at over 113 million; it is advancing towards a stated goal of reaching 200 million people in the bottom quartile by 2030 and 400 million by 2047. Anamaya's own stated target is improving health outcomes for 104 million tribal people by 2030.

Leadership

- Ajay Piramal, Chairman, Piramal Group
- Aditya Natraj, CEO, Piramal Foundation

Working here means operating inside government systems rather than alongside them, which gives exposure to public health, education, digital governance and district administration at a scale most non-profits do not reach. The work is collaborative and long-horizon: roles tend to involve coordinating across state departments, philanthropies and community organisations rather than delivering a self-contained project. It suits people who are comfortable with slow structural change, willing to be posted in or work closely with underserved districts, and drawn to an organisational culture that explicitly frames the job as service and learning rather than delivery alone.

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