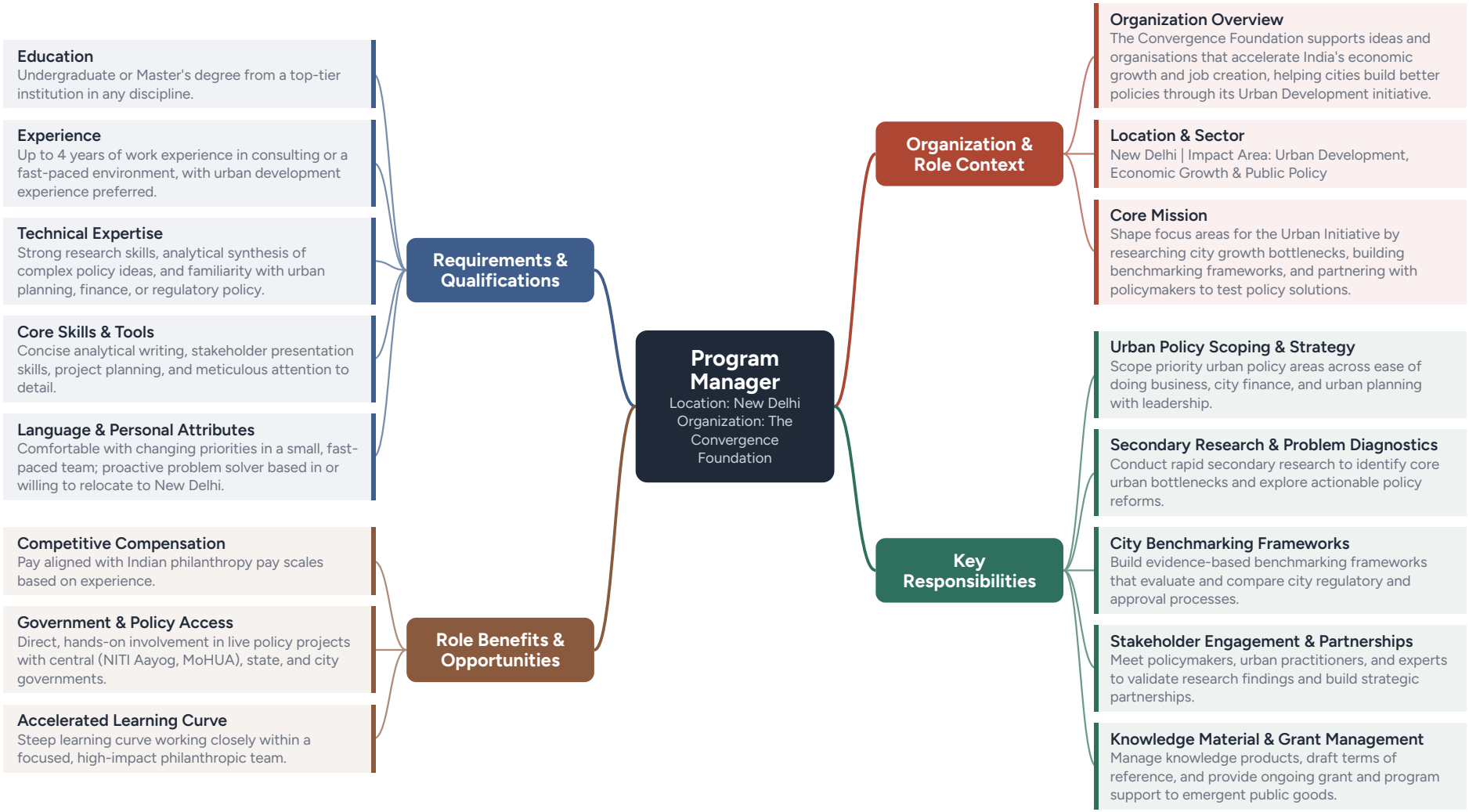
The Convergence Foundation

Program Manager - Strategy Consultant (Urban) in New Delhi | The Convergence Foundation

New Delhi, Delhi · full-time · mid level · Competitive

Application Assist →

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Skills this role needs

Secondary research	Policy analysis	Benchmarking frameworks	Stakeholder engagement	Analytical writing

Job description

The Convergence Foundation

The Convergence Foundation supports ideas and organisations that help India grow and create jobs for its people. India's cities are growing fast, but many struggle with weak planning, slow approvals, scattered governance and too little money. The foundation's Urban Initiative helps India build better policies so that cities can grow quickly and in a way that lasts. It works with NITI Aayog, the Ministry of Housing and Urban Affairs, and willing state and city governments on four areas: regional and city planning, ease of doing business, city governance, and city finance. This role sits within the foundation's Economic Growth team, in its Urban Development initiative, which looks for gaps and new issues in urban development policy.

Role

The Program Manager will help shape where the Urban Initiative puts its effort. You will research problems that hold cities back, build simple ways to compare how cities perform, and talk with policymakers and experts to test ideas and build partnerships. The team is small and the work moves fast, so you will join live projects with government institutions early and learn quickly on the job.

Responsibilities

- Work with the Economic Growth team and leadership to pick and scope priority areas in urban policy, with a focus on ease of doing business, urban finance and city planning.
- Carry out quick secondary research to find the main problems in each area and form early ideas on where change is possible, such as which rules slow down business in a city.
- Build evidence-based benchmarking frameworks that compare cities on how well their rules and approvals work.
- Spot chances to speed up approvals, improve city governance and support economic growth in cities.
- Meet policymakers, urban practitioners and other experts to check findings, sharpen priorities and build partnerships.
- Lead the creation of knowledge material by finding partners, writing terms of reference and managing projects to completion.
- Provide ongoing programme and grant support to organisations, programmes or public goods that come out of the scoping work.

Requirements

- An undergraduate or master's degree from a top-tier institution in any subject.
- Up to 4 years of work experience in consulting or a fast-paced, high-growth setting, with experience in urban development or a related sector preferred.
- Strong research skills and the ability to break down complex ideas into clear, short and complete summaries.
- Clear, concise and analytical writing.
- Confident communication with stakeholders, including presenting and running meetings.
- Good planning and organising skills, with close attention to detail and deadlines.
- Comfort with changing priorities and working in a small team where people pitch in and find their own way forward.
- Based in or willing to move to New Delhi.

Benefits

- Pay in line with Indian philanthropy pay scales, based on your experience.
- Hands-on work on live policy projects with central, state and city governments.
- A steep learning curve in a small, focused team working on ideas and partnerships.

Apply

Check your fit for the role and receive the apply link in your mailbox

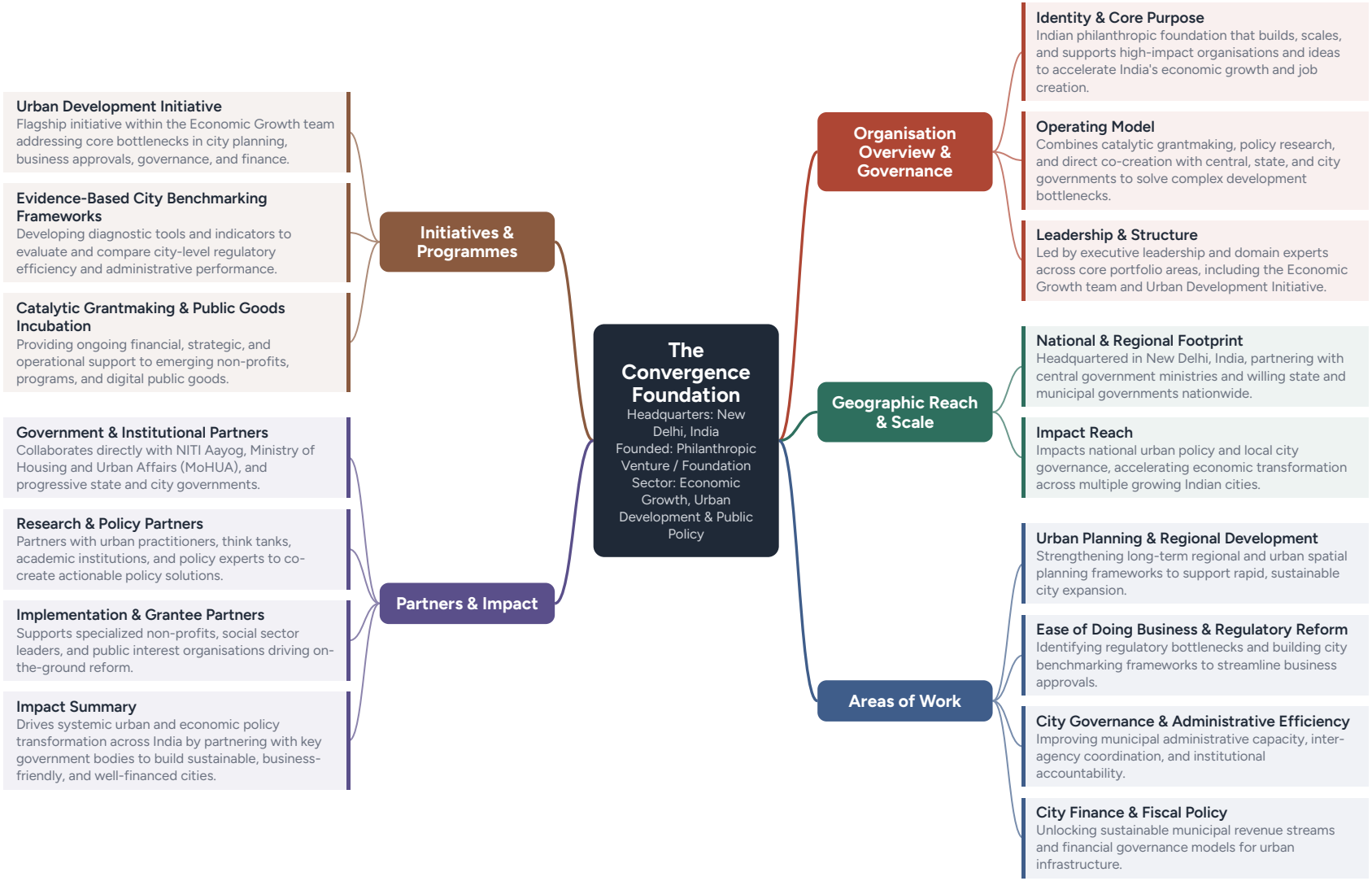
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About the organisation

The Convergence Foundation

Systems Change, Economic Policy, Institution Building

theconvergencefoundation.org ↗
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About The Convergence Foundation

The Convergence Foundation is a New Delhi-based philanthropic organisation founded by Ashish Dhawan, investor and former Managing Partner of ChrysCapital, who left private equity after two decades to work full-time in India's social sector. TCF operates as a systems-level funder and institution builder, working on the conviction that rapid and sustained economic growth is the most powerful lever for improving human well-being in India. Its model is built around co-creating and nurturing high-impact institutions that work at the intersection of policy, state capacity, and market forces to unlock population-scale change.

Youtube Video >

TCF currently supports a portfolio of 25 organisations spanning economic policy, education, skilling, labour mobility, governance, legal reform, science and technology, and philanthropy infrastructure. It operates across 13+ states through government partnerships, and has recently signed a three-year strategic partnership with the Bihar government's Planning and Development Department to advance investment, tourism, governance reform, and human capital development.

Work areas include:

Accelerating Economic Growth: TCF works to foster an attractive investment climate, boost exports of goods and services, develop cities and regions as growth engines, and advance science and technology. Its Mission Economic Growth video series brings together senior policymakers and economists including Amitabh Kant, Vini Mahajan, and Manish Sabharwal to surface reform levers across manufacturing, skilling, labour mobility, and tourism.

Enhancing Human Capital: TCF supports work on improving education quality, skilling, overseas employment and labour mobility, and women's economic empowerment, recognising these as foundational to India achieving its Viksit Bharat 2047 goals.

Advancing Development Enablers: TCF builds organisations that strengthen state capacity, catalyse population-scale social impact, and deepen India's strategic philanthropy ecosystem, including through Accelerate Indian Philanthropy (AIP), which it co-founded.

Portfolio organisations include: Central Square Foundation (school education), CEGIS (state capacity), Prosperiti (women's economic empowerment), Rocket Learning (early childhood), NCAER (economic research), GATI Foundation (overseas employment), Foundation for Economic Development, Air Pollution Action Group, India Leaders for Social Sector, TrustBridge, and others.

TCF is a strong fit for senior professionals who want to work at the highest level of systems philanthropy and policy engagement in India, contributing to institution building and reform efforts that operate at state and national scale.

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