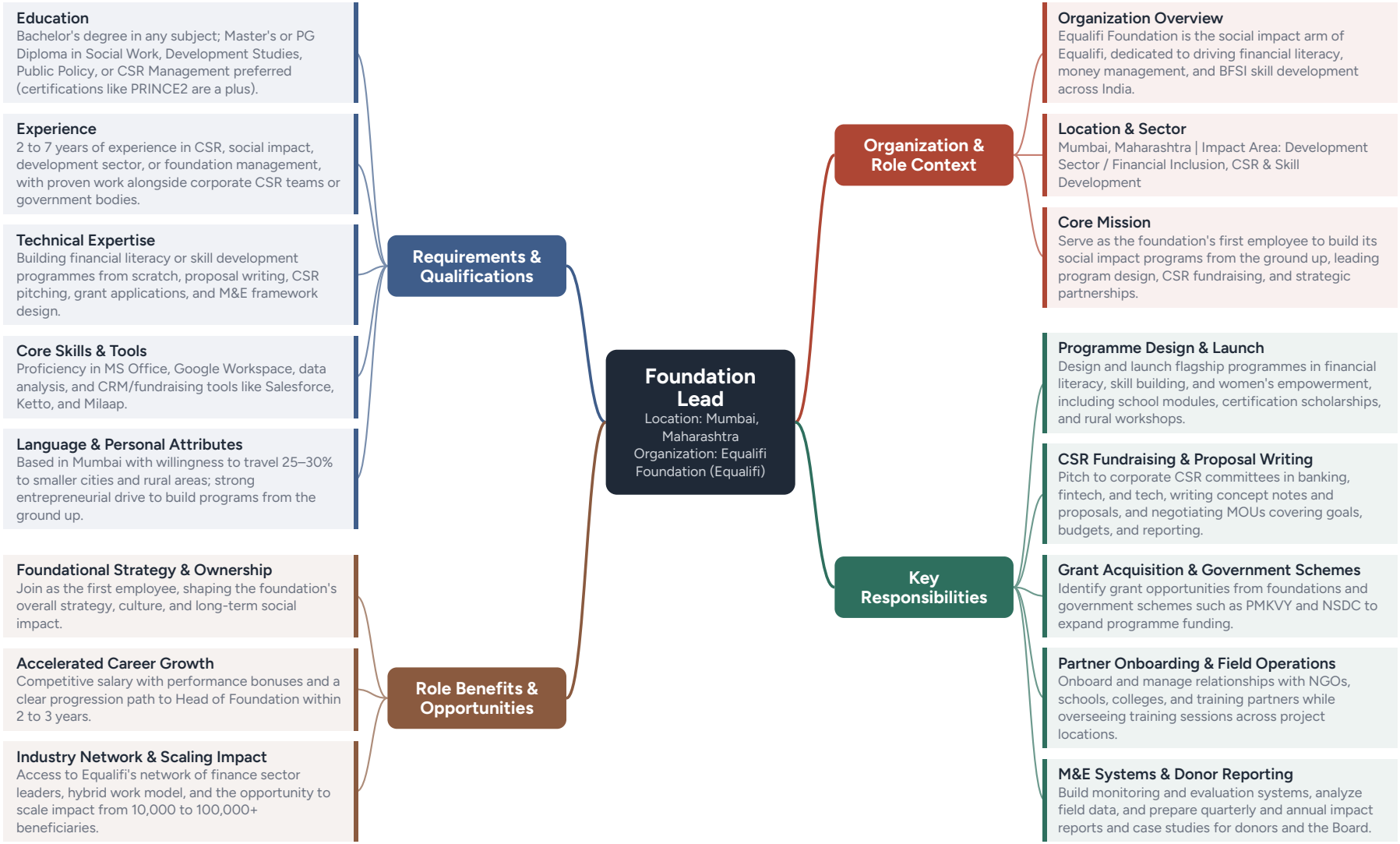
Equalifi Foundation

Programme Manager - Social Impact in Mumbai | Equalifi Foundation

Mumbai, Maharashtra · full-time · mid level · Competitive

Application Assist →

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Skills this role needs

Programme design and management	CSR fundraising and proposal writing	Partnership management	Monitoring and evaluation	Impact reporting

Job description

Equalifi Foundation

Equalifi Foundation is the social impact arm of Equalifi, a membership network for people who work in financial services in India. The foundation believes that understanding money is a basic right for everyone, not a privilege for a few. It teaches practical money management and investing in schools, colleges and rural communities, and helps low-income families and first-time investors use formal banking and financial services. It also trains young people from smaller cities for careers in BFSI (Banking, Financial Services and Insurance) and opens up paths for women and girls to build careers in finance.

Role

As the foundation's first employee, you will build its social impact work from the ground up. You will design and launch programmes, raise funds from CSR (Corporate Social Responsibility) donors, and find NGO (non-governmental organisation), school and government partners to deliver them. You will report directly to the Founder and the Board, and your choices will shape how the foundation works and the difference it makes for years to come.

Responsibilities

- Design and launch flagship programmes in financial literacy, skill building and women's empowerment, such as school modules, certification scholarships and rural workshops.
- Develop curriculum frameworks, training materials and impact measurement tools with Equalifi's content team.
- Lead pilots in 3-5 cities in the first year and plan how to grow to 20 or more cities by the third year, keeping programmes low-cost and in line with the SDGs (Sustainable Development Goals) and BRSR (Business Responsibility and Sustainability Report) frameworks.
- Pitch to corporate CSR committees in banking, fintech and tech, write concept notes and proposals, and negotiate MOUs (memorandums of understanding) covering goals, budgets and reporting.
- Find grant opportunities from foundations and government schemes such as PMKVY (Pradhan Mantri Kaushal Vikas Yojana) and the NSDC (National Skill Development Corporation).
- Identify, check and onboard NGOs, schools, colleges and skill development partners, and manage these relationships over time.
- Coordinate training sessions, workshops and certification drives across locations, and make sure every site meets programme standards.
- Build M&E (monitoring and evaluation) systems, collect and analyse data from the field, and prepare quarterly and annual impact reports, case studies and success stories for donors, the Board and the public.

Requirements

- A bachelor's degree in any subject, with a master's degree or PG (postgraduate) diploma in Social Work, Development Studies, Public Policy or CSR Management preferred, and certifications in impact measurement, CSR or project management such as PRINCE2 a plus.
- 2-7 years of experience in CSR, social impact, the development sector or foundation management.
- Experience working with corporate CSR teams, NGOs or government bodies.
- A track record of designing and launching programmes from scratch, with prior work in financial literacy, financial inclusion or skill development highly preferred.
- Experience writing concept notes and proposals and pitching to donors.
- Comfort with collecting and analysing data and building impact dashboards and reports.
- Good working knowledge of MS Office, Google Workspace, and CRM (customer relationship management) and fundraising tools such as Salesforce, Ketto and Milaap.

- Willingness to work from Mumbai and travel 25-30% of the time to project sites in smaller cities and rural areas.

Benefits

- Join as the first employee and shape the foundation's strategy, culture and impact.
- Competitive salary in line with the industry, plus performance bonuses.
- Fast career growth, with a path to Head of Foundation within 2-3 years based on performance.
- Access to Equalifi's certifications, events and network of leaders in the financial sector.
- Hybrid work, split between the Mumbai office and field travel.
- A chance to reach more than 10,000 people in the first year and more than 100,000 by the third year.

Apply

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

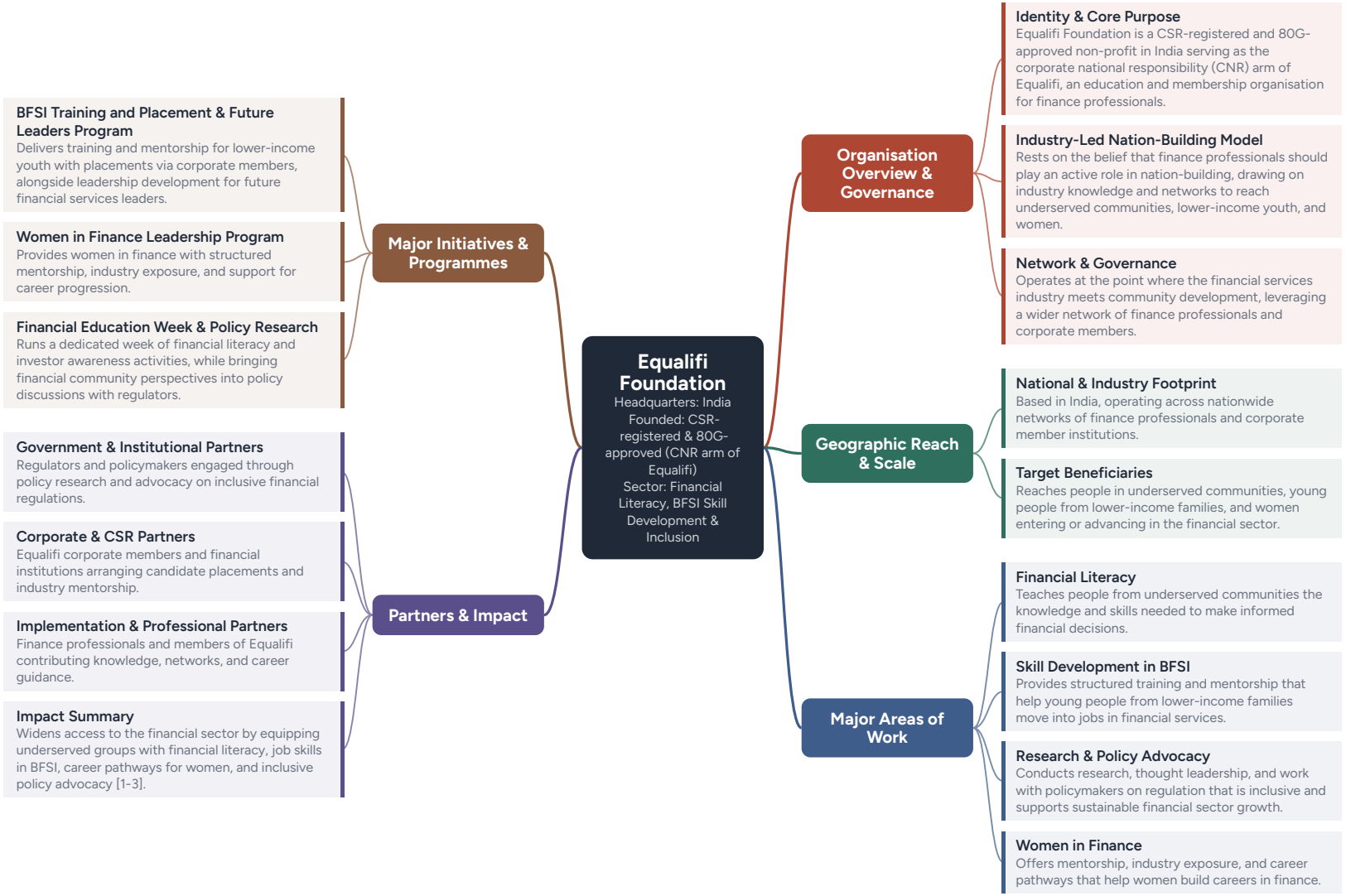
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About the organisation

Equalifi Foundation

Financial Literacy and Skill Development

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About Equalifi Foundation

Equalifi Foundation is a nonprofit in India that works on financial literacy, job skills in banking, financial services and insurance (BFSI), and inclusion in the finance sector. It is the corporate national responsibility (CNR) arm of Equalifi, an education and membership organisation for finance professionals. The Foundation is CSR-registered and 80G-approved. Its work rests on the belief that people in financial services should play an active role in nation-building. It draws on the knowledge and networks of finance professionals to reach underserved communities, young people from lower-income families and women entering the sector.

Major Areas of Work

- Financial literacy: Teaching people from underserved communities the knowledge and skills they need to make informed financial decisions.
- Skill development in BFSI: Structured training and mentorship that help young people from lower-income families move into jobs in financial services.
- Research and policy advocacy: Research, thought leadership and work with policymakers on regulation that is inclusive and supports sustainable growth in the financial sector.
- Women in finance: Mentorship, industry exposure and career pathways that help women build careers in finance.

Major Initiatives and Programmes

- BFSI training and placement: Training and mentorship for young people from lower-income families, with placements arranged through Equalifi's corporate members.
- Women in Finance Leadership Program: A programme that gives women in finance mentorship, industry exposure and support with career progression.
- Financial Education Week: A dedicated week of financial literacy and investor awareness activities.
- Future Financial Services Leaders Program: A programme that develops the next generation of leaders in financial services.
- Policy research: Research and engagement with regulators that bring the views of the financial services community into policy discussions.

Equalifi Foundation works within a wider network of finance professionals and corporate members. Staff at the Foundation work at the point where the finance industry meets community development. The work includes designing financial literacy programmes, linking young people to training and jobs, supporting women in their careers and contributing to policy research. It suits people with a background in finance, education or livelihoods who want their work to widen access to the financial sector.

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