The/Nudge

Senior Associate – Strategy and Operations in Bengaluru | The/Nudge Institute

Bengaluru, Karnataka · full-time · mid level · Competitive

Application Assist →

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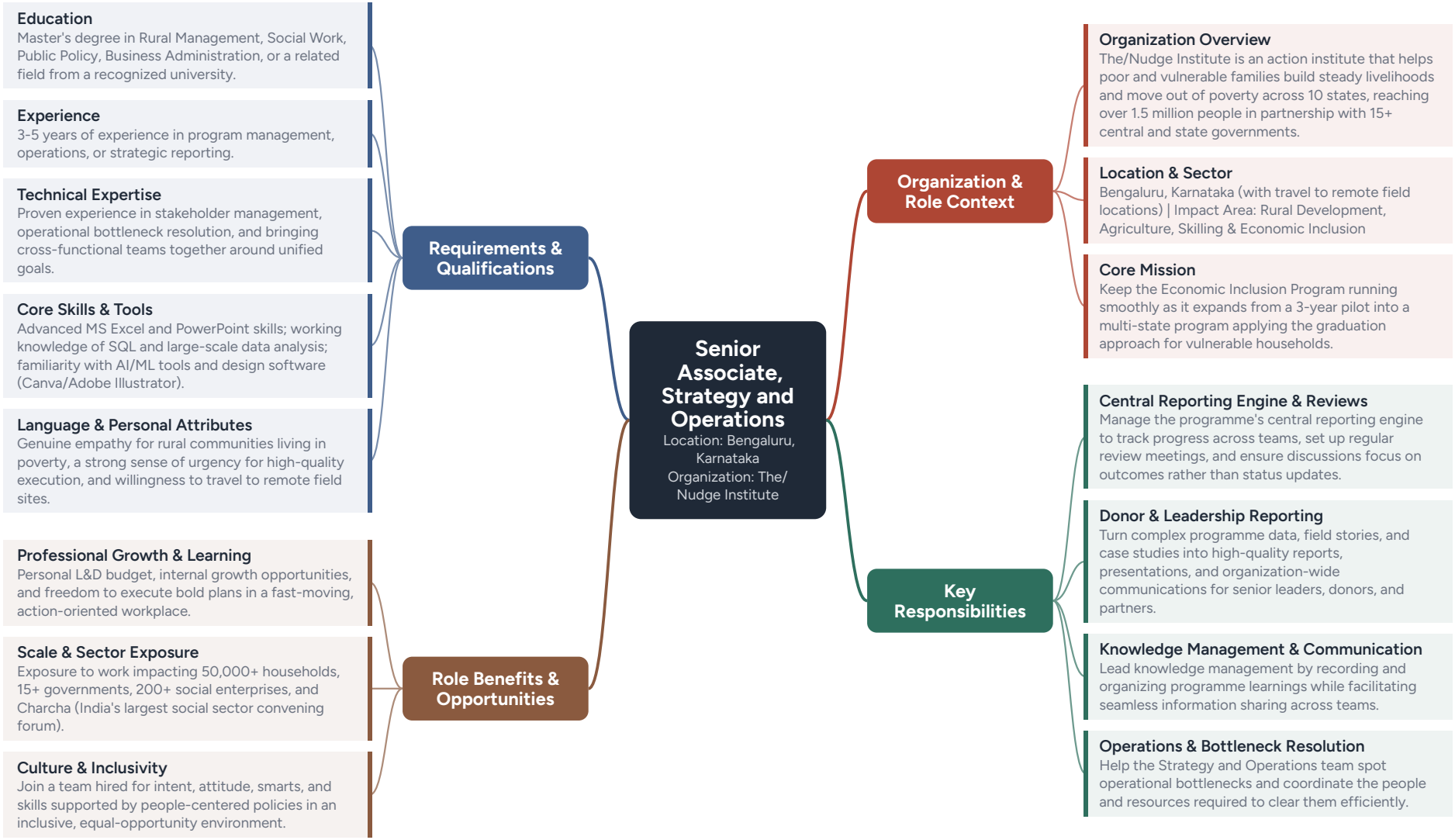

Skills this role needs

Stakeholder management	Strategic reporting	MS Excel and PowerPoint	SQL and data management	Knowledge management

Job description

The/Nudge Institute

The/Nudge Institute is an action institute that helps families build steady livelihoods and move out of poverty. It works with women, farmers, tribal communities and young people on rural development, agriculture, skilling and economic inclusion, in partnership with more than 15 central and state governments. Its economic inclusion work spans 10 states, reaches over 1.5 million people, and aims to serve 25 million Indians. Through its incubator, accelerator and grand challenges, it has supported more than 200 social entrepreneurs, and it is backed by over 130 philanthropists, 40 companies and 15 foundations.

Role

As Senior Associate, Strategy and Operations, you will keep the Economic Inclusion Program running smoothly as it grows from a three-year pilot into a programme across several states. The programme supports households that are poor and also financially and socially vulnerable, through a step-by-step model called the graduation approach. You will run the reporting rhythm across teams, turn data and field stories into clear reports for leaders and donors, and help remove the blocks that slow the work down. The role is based in Bengaluru, with travel to field locations.

Responsibilities

- Manage the programme's central reporting engine so that progress across teams stays on track.
- Set up and run regular review meetings with the different teams.
- Bring stakeholders together so that discussions focus on outcomes, not only on status updates.
- Turn complex programme data into clear, high-quality reports for senior leaders, donors and institutional partners.
- Lead knowledge management by recording what the programme learns and keeping it well organised.
- Make it easier for teams to share information with each other.
- Gather case studies from the field and turn them into reports, organisation-wide emails and strong presentations.
- Help the Strategy and Operations team spot what is slowing down operations.
- Coordinate the people and resources needed to clear those bottlenecks.
- Take on other duties the organisation assigns from time to time.

Requirements

- Master's degree in Rural Management, Social Work, Public Policy, Business Administration, or a related field from a recognised university
- 3-5 years of experience in program management, operations, or strategic reporting
- Strong experience in stakeholder management and bringing different departments together around one goal
- Strong skills in MS Excel for data management and PowerPoint for presentations
- Working knowledge of SQL and data management for large scale analysis; experience using AI or ML tools for this is a plus
- Comfortable with, or willing to learn, design tools like Canva or Adobe Illustrator, or AI tools, to improve the visual quality of reports and materials
- Genuine empathy for rural communities living in poverty, along with a sense of urgency for timely, high quality work
- Willingness to travel to remote field locations for monitoring and reporting

Benefits

- An L&D wallet to spend on your own learning and growth.
- Opportunities to grow into new roles within the organisation

- A team hired for intent, attitude, smarts and skills, in that order, supported by people-centred policies.
- Exposure to work across 50,000+ households, 15+ governments, 200+ social enterprises and Charcha, India's largest social sector convening forum.
- Freedom to try bold plans in a fast-moving, action-focused workplace.
- An inclusive employer that welcomes qualified people of every religion, caste, gender identity or expression, sexual orientation, ethnicity and age.

Apply

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About the organisation

The/Nudge

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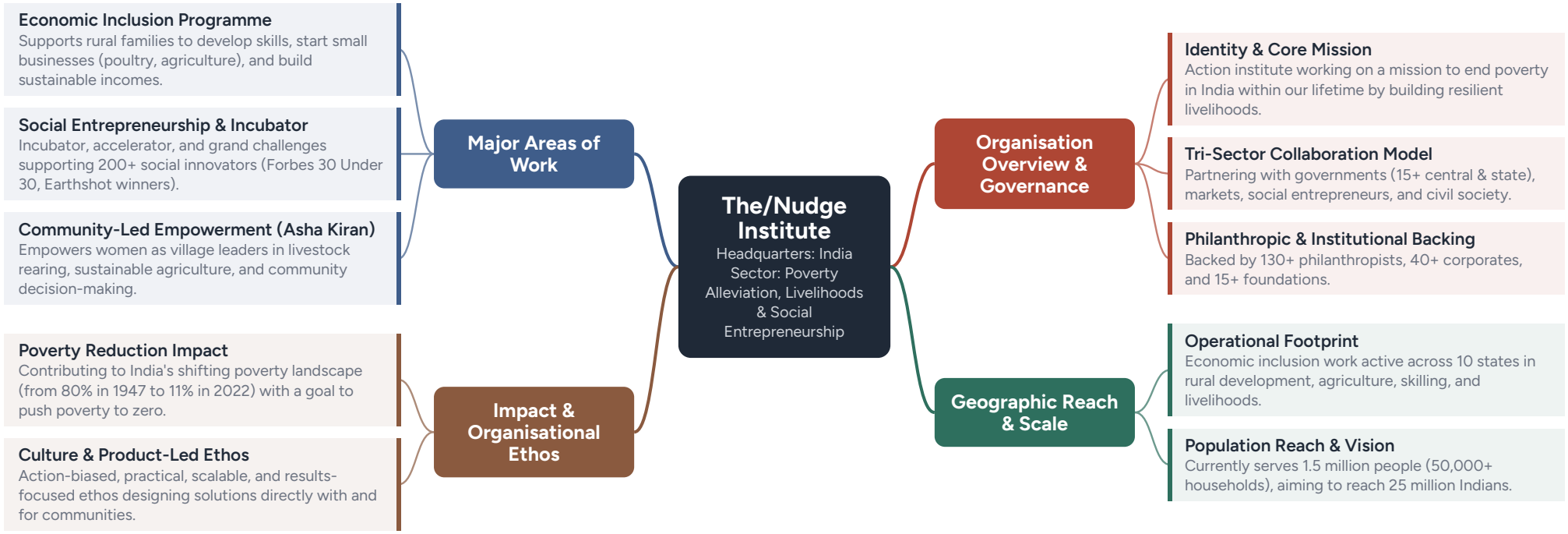

About The/Nudge

The/Nudge Institute

Youtube Video >

The/Nudge Institute is an action institute on a mission to end poverty in India within our lifetime. The organisation believes that a poverty-free India is not just a dream but an achievable goal, provided governments, markets, and civil society work together. Their approach is rooted in collaboration and practical action. The team partners with state governments, social entrepreneurs, and grassroots communities to design and deliver programmes that make a real difference. Their work focuses on three key areas: economic inclusion, social entrepreneurship, and community empowerment.

Through its Economic Inclusion Programme, The/Nudge supports families in rural India to develop new skills, start small businesses, and build sustainable incomes. Women like Anjani and Sarita from Jharkhand have transformed their lives, moving from daily wage labour to running their own poultry and vegetable businesses, and even building new homes for their families. Stories like these are at the heart of The/Nudge's impact. The organisation also plays a key role in nurturing social entrepreneurs. By providing mentorship, resources, and a platform to scale up, The/Nudge helps innovators like Manu and Kritika turn their ideas into solutions that reach thousands of people. The focus is always on what works in the real world—programmes and businesses that are practical, scalable, and truly help people move out of poverty.Images courtesy: The/Nudge website

Community-led initiatives are another pillar of The/Nudge's work. Projects like Asha Kiran empower women to become leaders and decision-makers in their villages, teaching others about livestock rearing and sustainable agriculture. These efforts not only increase incomes but also build confidence and recognition for women in their communities. The/Nudge's impact is reflected in India's changing poverty landscape. In 1947, 80% of Indians lived in poverty. By 2022, that number had dropped to 11%. The/Nudge is determined to help push this number to zero, working alongside partners at every level to make it happen. The organisation's ethos is one of partnership, innovation, and relentless focus on results. The team believes that ending poverty is possible when solutions are designed with, and for, the people they aim to serve. By combining rigorous research, on-the-ground experience, and a collaborative spirit, The/Nudge is helping to create a future where every Indian can live with dignity and opportunity.Know more about the team & the work they do

For anyone passionate about social change, The/Nudge Institute is a place where ideas turn into action, and action leads to lasting impact. The journey towards a poverty-free India is challenging, but with commitment and collaboration, The/Nudge is proving that it is within our collective reach.

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