



Associate Director – Programmes

Job Description

About Myna Mahila Foundation

Myna Mahila Foundation is a women's health and livelihoods organisation working at scale across India. Founded in Mumbai, Myna operates across Maharashtra, Andhra Pradesh, Karnataka, and Haryana, with active partnerships across state governments, multilateral funders, and corporate philanthropies. Myna's work spans menstrual health, reproductive and sexual health, livelihoods generation for low-income women, and a digital health worker programme (Bolo) that has reached over 16,000 women in its first year. The organisation is in a moment of significant geographic expansion and is building the senior team needed to drive that expansion responsibly.

We implement a Women's Agency Program, which empowers women in urban poor communities by increasing their health autonomy and economic independence. This program operates through local Women's Empowerment Hubs — both physical centers and digital platforms — providing accessible spaces for comprehensive health education, healthcare services, and skill-building economic opportunities.

Position Overview

The Associate Director –Programmes will lead programme strategy, design, and execution across all Myna Mahila Foundation programmes. This includes oversight of key initiatives such as Bolo, Health Programmes, Rani, KP Singh - Haryana, and upcoming future state programmes.

The role will also drive the Monitoring, Evaluation and Learning (MEL) function, support rollout of the Agency Framework, and manage relationships with institutional funders. It is also responsible for strengthening multi-state programme expansion outside of government partnerships.

This is a senior leadership role, positioned just below the Director – Strategic Programmes, with a clear growth path within the organisation.

Reporting and Working Relationships

- Reports to: Director, Strategic Programmes
- Close collaboration with: Director of Operations, Finance Head, HR, and Programme Directors

Key Responsibilities

1) Programme Strategy & Leadership

- Lead overall programme vision, design, and strategy across all verticals
- Ensure alignment of all programmes with organisational goals and impact outcomes
- Drive integration and consistency across different programme models

2) Programme Oversight & Execution

- Oversee implementation of Bolo, Rani, KP Singh, Haryana, Health and new programmes
- Work closely with Programme Leads to ensure strong delivery and quality standards
- Identify and resolve execution gaps across states and teams



3) Monitoring, Evaluation & Learning (MEL)

- Build and strengthen the MEL system across all programmes
- Ensure data-driven decision-making across teams
- Translate insights into programme improvements and strategy shifts

4) Agency Framework Rollout

- Lead implementation and scaling of the Agency Framework across programmes
- Ensure staff and field teams are trained and aligned to the framework
- Continuously refine the model based on field feedback and outcomes

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5) Institutional Fundraising & Partnerships

- Manage relationships with institutional funders
- Support reporting, proposals, and communication with donors
- Ensure strong compliance and reporting standards across partnerships

6) Multi-State Expansion (Non-Government)

- Support expansion of programmes into new states and geographies
- Build scalable models for replication outside government-linked structures
- Identify operational and contextual adaptations required per region

7) Team Leadership

- Lead and manage Programme Leads and cross-functional programme teams
- Build a strong leadership pipeline within the programme function
- Support performance management, mentoring, and team development

Candidate Profile

Required Experience & Skills

- 10+ years of experience in programme management, development sector, or social impact organisations
- Strong experience leading multi-programme or multi-state operations
- Deep understanding of MEL systems and data-driven programme design
- Experience working with institutional funders and reporting requirements
- Proven ability to manage and develop senior teams
- Strong strategic thinking with hands-on execution ability
- Comfortable working in fast-paced, evolving programme environments
- Good understanding of Tech Products

Preferred Attributes

- Experience in urban or community-based programmes
- Exposure to gender, health and livelihood-focused interventions
- Strong systems thinking and ability to build scalable models
- Ability to balance strategy with ground-level realities
- Collaborative leadership style with strong communication skills



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Required Disposition

- Field-oriented: comfortable spending significant time in the geographies Myna serves, including in low-income community settings.
- Builder's instinct: energised by ambiguity and the work of establishing rather than maintaining.
- Team-oriented: invested in building strong teams and developing the next layer of leadership.
- Aligned with Myna's mission: serving low-income women across women's health, livelihoods, and dignity.

Location and Travel

Location: Mumbai (Hybrid)

Travel: Frequent travel may be required to project sites across different states.

Compensation

Total compensation range: Upto to 16 lakhs per annum, commensurate with experience. Variable components linked to defined growth outcomes including funding secured and partnership milestones. Personal medical insurance and a structured travel policy are provided for all field-travelling staff.

Growth and Career Path

This role offers the opportunity for significant career growth within a scaling organisation. Myna is in an inflection period, expanding from single-state operations to a multi-state presence, and the senior team is being built to support that trajectory. Strong performance in this role opens pathways to broader senior leadership responsibilities as the organisation grows.

How to Apply

Please submit a CV and a one-page cover note describing:

- (a) your most relevant senior stakeholder management experience
- (b) a proposal or RFP you have led from inception to award
- (c) why this role at Myna interests you specifically.

Applications and questions to: work@mynafoundation.com

The role is open until filled; we will be reviewing applications on a rolling basis.

Myna Mahila Foundation is an equal opportunity employer. We particularly welcome applications from candidates whose lived experience aligns with the communities Myna serves.