

**Organization Profile
&
Position Description**

For the Role of

Director – Women Entrepreneurship

For

WOMEN ON WINGS

December 2023

THE ORGANISATION

Women on Wings

<https://www.womenonwings.com/>

Women on Wings' mission is to take families in rural India out of poverty through economic development. Their mission is to create one million jobs for women in rural India in an economically profitable and sustainable way. Women on Wings is a foundation, established in 2007 in the Netherlands. Since May 2013, they have an office in India. They provide professional business knowledge and mentoring to social Indian enterprises (business partners) and State Government institutions that employ women in rural India with a view to accelerate their growth and thereby co-create jobs for rural women. They work with business professionals (volunteer experts) mainly from the Netherlands. Their core team comprises professionals from India and the Netherlands.

Women on Wings' three core values

"When your values are clear to you, making decisions becomes easier", Disney.

Their three core values are:

- **Equality:** they respect all, offer freedom of expression and equal opportunities.
- **Living up to:** they are pro-active, have discipline, take ownership, do what they say, and are transparent in how they work.
- **Energetic:** they have strength, courage and energy for the heart of the business. They motivate, challenge and inspire each other and their partners.

Sustainable Development Goals

The seventeen United Nations' Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity. Through its work, Women on Wings contributes to SDGs:



Their Impact



55

Women on Wings experts



53

Indian business partners



333,400

sustainable jobs for women created



1,000,000

children to school and spared from malnutrition

Funding Partners

TATA TRUSTS

Tata Trusts

C&A Foundation

C&A Foundation

achmeo foundation

Achmea Foundation



Philips Lighting India

L'ORÉAL FUND FOR WOMEN

L'Oréal Fund for Women



Oil and Natural Gas Corporation

BILL & MELINDA GATES foundation

Bill & Melinda Gates Foundation

NEUS creative pop up team

NEUS

Mylogin

MyLogin

एक्झिम बँक EXIM BANK भारतीय निर्यात-आयात बँक EXPORT-IMPORT BANK OF INDIA

EXIM BANK India

The Social Handshake

The Social Handshake – Loongift



Jan Battem



Antrix – ISRO

CCHO

Stichting CCHO

VP Capital

VP Capital

Network Partners



ACCESS Development Services



Rabobank

Rang De www.rangde.org

Rang De



Lalio



Dutch consulate, Mumbai

NICCT

NICCT



AIACA



Dhwani



India is US



Eximbank India



India - Netherlands Business Association

INBA



Dutch Embassy, Delhi



UYAYA social ventures



MVO Nederland



Be Fair, Buy Fair!

Fair Trade Forum - India

sustainability works

Sustainability Works



Saathi Re



Water and Energy for Food

ABOUT THE SEARCH PARTNER

The Taplow Group

www.taplowgroup.com

The Taplow Group S.A. is an international Executive Search, Interim Management and Human Capital Services Company. **With 30 offices in 20 countries covering 90% of the global economy, 200+ consultants** bring local expertise and international resources to projects across numerous industry sectors.

The Taplow Group S.A. was established in 2002 and is **headquartered in London**. It is a corporation owned and managed by its executive search and human capital consulting partners with established offices in the leading financial, manufacturing, service, and technology centres worldwide.

- Asia Pacific.
- Europe, Middle East, and Africa.
- Latin & South America.
- North America

The Taplow Group's Indian Head Office is based out of Gurgaon and is led by Ms. Sangeeta Sabharwal, Managing Partner, The Taplow Group India.

THE POSITION

Job Title	Director – Women Entrepreneurship
Reporting To	Joint Managing Director, India
Location	Delhi – NCR
Primary Purpose	The Director Women Entrepreneurship is responsible for the execution of the program as being agreed upon with the states, as per the respective MoU's. The Director plays a pivotal role in the relationship and collaboration between the state officials, the state executive teams, the lead experts and the state program managers of Women on Wings. Being able to develop a business model in a Governmental setting & environment and having the agility to blend these two, is key for this role.
Key Responsibilities	<ul style="list-style-type: none"> • Complete ownership of the Women Entrepreneurship vertical. • Responsible for agreed deliverables to create impact. • Execution of the strategy in close co-operation with the Joint Managing Director. • Writing the overall annual plan for Women Entrepreneurship. • Coordinating and liaising between Women on Wings team, experts (in the Netherlands), and the teams of the states. • Managing and engaging a team of Dutch lead experts and setting goals. • Planning and coordinating all workshops (preparation/conducting/reporting) with lead experts and the account managers in the states. • Responsible for the quality of the workshops. • Building and maintaining a good relationship with the key persons in the states. • Building and managing a team of project managers in India and lead experts the Netherlands. • Periodic field visits to gather firsthand data. • Monitoring the progress and reporting on outcome and progress made. • Impact reporting on a yearly base.

THE PERSON

Requirements	<ul style="list-style-type: none"> • Post Graduate degree with professional experience of 10-15 years, MBA will be an added advantage. • Private sector experience in consumer products value chain including distribution, supply chain, pricing and understanding of P&L. • Prior experience of working with the Government. Candidates with hybrid experience of corporate sector along with Government sector will be preferred. • Thorough understanding of Government structures and ability to work in and deal with it. • Commits to the three Women on Wings values. • Believes in long-term commitment and achieving (social) impact. • Ability to: <ul style="list-style-type: none"> ○ work with state institutions in sharing and building capacity around business knowledge like supply chain, finance planning, cost management through workshops and training modules. ○ interact on every level, from CEO to junior employees. ○ Stakeholder Management cooperate and communicate with relevant stakeholders. ○ work with an international team. ○ be flexible and set priorities.
Skills & Competences	<ul style="list-style-type: none"> • Listening skills and attention to detail – the ability to ensure that information is accurately presented and reported. • Result driven. Persistent in challenging situations. • Strong analytical skills – constantly analysing a variety of factors. • Conceptual thinker – with a hands-on mentality. • Takes ownership, is pro-active and a self-starter – commitment towards the work. • Interpersonal skills – friendly, open, and participative team player with a sense of humour. • Flexibility – to switch between a governmental and business culture. • Curiosity – be passionate to work with other cultures. • Excellent written and verbal communication skills – fluent in English.

HOW TO APPLY

We encourage you to apply early. Applications are being reviewed on an ongoing basis and the position will be closed once a robust shortlist has been established. Interested candidates are requested to submit a brief resume/CV and a statement stating the motivation to apply for this position.

The Taplow Group S.A. (www.taplowgroup.com) is the retained search partner for this assignment.

Please email your application to The Taplow Group at applynonprofit.taplowgroupindia@gmail.com with the subject line: “*Application for Director – Women’s Entrepreneurship – Women on Wings [Applicant Full Name]*”.