

# Associate Director: Programs

## PROJECT POTENTIAL TRUST

*Location : Remote with periodic visits to Kishanganj District, Bihar*

### What is Project Potential?

- **Why we exist:** To enable rural communities to solve their own problems, inclusively and sustainably.
- **What we believe:** That people everywhere deserve to reach their full potential -- and that once they do, it benefits not only them, but also the community around them.
- **How will the world change if Project Potential succeeds?** Rural communities will be empowered to not only have a seat at the table but also will build their own tables to decide what kind of future they want for themselves.
- **How do we hope to get there?** Over the coming 5 years, we hope to establish Kishanganj District as a model district by creating an ecosystem for partner organizations to come in and work with the community to improve multiple outcomes in the community.

### About [eArth Ecosystem](#) Idea

India has over 3 million NGOs, many of which have done pioneering work in their respective fields. However, what we have come across in our own work and have heard and observed from other organizations is that because each organization generally has a solution to a particular problem whereas human beings living in poverty face multiple, interconnected issues, a singular approach rarely works.

Rather than recreating the wheel, we hope to create a collaborative ecosystem in our chosen geography for multiple organizations to work toward creating healthy, resilient communities. We believe we can offer organizations the four c's:

1. **Community:** a network of volunteers and contacts across 200+ villages in Thakurganj; support with recruitment, mobilization, and community relationship building.
2. **Contextualization:** We can help organizations contextualize their solution to our context
3. **Campus:** Access to our 15-acre campus and facilities as they continue to get built.
4. **Capital:** Small grants and co-fundraising to make it easier for organizations to set up operations in Kishanganj.

## About the role

Imagine you have been in this role for a year. If all has gone well, what might you have achieved?

You would have:

- Figured out how we can best turn our strengths (mentioned above) into a compelling value proposition to partner organizations and funders
- Created systems and processes for bringing together community and partner organizations
- Formed a theory of change for figuring out which kinds of models, when executed together, create a multiplier effect that drastically improves people's lives
- Figured out the potential of our campus, as well as future pathways for the use of eArthshala
- Attracted multiple funding partners interested in helping us see this model through
- Thought through potential scale models for our organization

## Who is a good fit for this role?

This role is complex and challenging. You are likely a good fit if:

- You have a deeply rooted commitment to social, economic, and environmental justice (eArth)
- You are a systems thinker able to connect and facilitate across the community, organizational partners, the government, and funders to build a shared vision
- You are constantly innovating new impact models
- You can hold multiple needs in mind while strategizing including vision, mission, strategy, finances, and people

We are less concerned with your specific qualifications than we are with knowledge, skills, mindset, and experience.

# Are we looking for you? Are you looking for us?

*We don't have answers, but we have questions.  
And these questions may drive us toward a  
better future for the children and communities of  
rural Bihar and India.*

## If yes, then what are you waiting for ?

*If yes, apply today!*

### Process

- [Fill out this form](#)
- Shortlisted candidates will be emailed
- Interviews with Project Potential management
- Final short assignment

### Compensation

- As per industry standards and experience

### Other benefits

- Huge opportunity to learn while shaping the future of a growing organization doing important work.

For More Information email us at - [namaste@projectpotential.org](mailto:namaste@projectpotential.org)