

Job Description

I. JOB DETAILS

Position Title:	ED – Dvara Research
Reports to:	Chair
Company:	Dvara Research (part of Dvara Trust)
Location:	Chennai

II. JOB PURPOSE

The ED will be the senior-most executive of Dvara Research, reporting into the Board and responsible for setting the long-term research and policy agenda and overseeing the execution of the same. All the Practice Heads and the Policy Head will report into the ED.

III. KEY ACCOUNTABILITIES AND DELIVERABLES

1. Building out the strategy and managing a multi-year workstream that is aligned to the key objectives and capabilities of Dvara Research. The ED will review and suggest modifications to the Theory of Change to ensure that our efforts are best aligned to the evidence base.
2. Drive an active and strategic collaborative research agenda with practitioners in the industry, including group companies
3. Managing key stakeholder relationships that further the advocacy goals of Dvara. This will include research partners, regulators and key industry voices.
4. Attract, develop and retain key talent who are technically rigorous and can be long-term changemakers for the Indian financial system
5. Disseminating research findings (from Dvara and from the wider community) effectively and frequently in both traditional and innovative formats, at various forums and to multiple audiences.
6. Co-ordinating and collaborating with the leadership team of the Dvara group on projects that further its mission and outreach.
7. Curate and build on latest and most impactful research in the field of financial inclusion, to drive research based policy advocacy in the area of financial inclusion

IV. CANDIDATE PROFILE

Educational Qualifications:	Master's degree in management, economics or finance
Experience:	15 years of work experience with at least 3-5 years of managing high-performance teams of researchers/analysts
Knowledge/Skills required:	<ul style="list-style-type: none"> • Deep understanding of the Indian financial sector, particularly banking • Track record of publications in journals like EPW and business newspapers would be valued

Competencies required	<ul style="list-style-type: none"> • Constructive problem-solving: Sound analytical and critical thinking skills, with the ability to analyse challenging issues from first principles and develop solutions. • Leadership, collaboration and mentorship: Develops thought leadership on important themes and is able to convincingly articulate views on various topics; Seeks out opportunities for research collaboration, and is a valued collaborator; willing to invest in feedback and professional development of young researchers. • Inter-personal skills: Communicates clearly and thoughtfully, and deals effectively and sensitively with different opinions and conflict; is able to accommodate multiple views and is able to know when to collaborate and compromise. • Reflexive attitude and mindset: An open mind and eagerness to learn new things; being comfortable with uncertainty and changing situations; making sense of large amounts of new information quickly; being self-critical, self-aware and open to learning from others. • Motivation and persistence: Thinks independently about issues; is self-motivated and self-sufficient in planning and executing tasks; is a consistent worker and knows when to ask for help. • Integrity and honesty: Exhibits a high degree of integrity and honesty in one's dealings. Contributes to the team's performance and considers it as important as one's own performance.
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V. INTERFACES	
Internal	<ul style="list-style-type: none"> • Leadership team of Dvara Trust • Group company CEOs and senior leadership
External	<ul style="list-style-type: none"> • International research bodies • Policy makers and advisors • Government officials

VI. APPLY
<p>To apply for this position please send your latest CV to talent@dvara.com. Please include the words "ED - Dvara Research" in the subject line of the email.</p>