



Director - Vision Access Projects

Noida, Delhi NCR, India
2018

Do you speak the languages of the social enterprise, shared value, and community development ecosystems? Are you a leader ready to restore vision for millions of low-income consumers across India?

VisionSpring, an international social enterprise, seeks a Director of Vision Access Projects to lead the rapid growth of initiatives that bring vision screening and eyeglasses to over a quarter million low-income adults and children in India. The Director will establish and implement three-year expansion strategies for *See to Earn* (livelihood), *See to Learn* (education), and *See to be Safe* (road safety) initiatives that are sponsored by India's leading corporations. The Director will develop new business, guide seamless execution of evidence based projects, and cultivate strategic collaborations with government agencies and peer NGOs. Based in Noida, Uttar Pradesh, the Director will manage a growing team of more than 60 people including business development managers, optometrists, and vision camp staff working in multiple states. The Director serves as a member of the India management team and reports to the India Country Director.

About You

- You are a true social entrepreneur, driven to create meaningful social impact and build a sustainable business.
- Growth stage operations energize you - generating consistent and larger scale deal flow, developing repeatable processes that underpin scale, cultivating a predictable customer experience, and improving cost-effectiveness.
- When growing a young business unit, there is always something new to do, and there is no instruction manual. This suits you. You are a learner and thrive in building systems and acquiring new skills. You have the capacity to master things.
- Key performance indicators are your best friends. You forecast, closely monitor progress against targets, course correct, and break out into song and dance when your team exceeds goals.
- You are a strategic, roll-up your sleeves leader. You set clear goals and work alongside your team to realize them. You delegate, over communicate, and help others to prioritize and problem solve. You bring out the best in others.
- You feel equally comfortable sitting in an executive board room and in a slum community or rural village.
- Your expertise and passion for the mission shines through when communicating with clients. You get others excited about what you will accomplish together.

About Us

- We are creating affordable access to eyeglasses, everywhere; because clear vision creates opportunities for increased learning, work, safety, civic participation, and quality of life.
- As a social enterprise, social change motivates us first. Our focus on sales and revenue targets serves and advances our mission objective - to increase functioning, productivity, and income earning potential for low-income consumers through the correction of refractive error with eyeglasses.
- We are working to transform the systemic dysfunction of the optical market which has failed to deliver eyeglasses, a 700-year-old technology, to 644 million consumers in need of vision correction, most earning less than \$4 a day.
- We serve low income consumers not as beneficiaries but as customers. Our customers expect a high quality and affordable product and will spend limited discretionary income for the immediate and tangible benefits of vision correction.
- By selling eyeglasses, we awaken new demand and seed a viable market. By selling new eyeglasses we are able to serve four times as many people per dollar input than the alternative of donating recycled ones. To efficiently scale, we must deliver each new unit with less cost.
- We run our business on both sales metrics and social impact measures. We exploit a range of organizational forms and practices to get the job done.
- We believe in scaling our impact, not our organization. We are a lean team of doers.

What You'll Do

Business Development

- Triple best-in-class vision access programming in collaboration with leading corporations and through strategic partnerships with government and NGOs.
- Co-create scalable vision access initiatives where clients and VisionSpring share high-level objectives around increasing:
 - Productivity and income earning potential low-wage workers (*See to Earn*)
 - Educational achievement and learning in schools and vocational skills centers (*See to Learn*), and
 - Road and workplace safety (*See to be Safe*).
- Lead key client engagements. Cultivate long-term relationships and build multi-party alliances to evolve projects from pilot and early-replication stages to multi-year scaled initiatives.
- Oversee all business development activities, significantly expanding pipeline. Review proposal and budget submissions, and lead the development of exceptional post-project reporting.
- Stay current on the CSR Act, trends around 'shared value', and government initiatives aligned with VisionSpring's Theory of Change.

Project Execution & Operations

- Ensure the technical integrity and quality of all VisionSpring projects - from project design to accuracy of eyeglasses fulfillment.
- Increase sustainability and cost-effectiveness through supervision of contract terms, standardization of pricing and project budgeting, and cost control measures.
- Support program managers and vision camp coordinators in meeting milestones and delivery commitments. Develop a clear line of sight on progress against targets, monitoring project schedules, vision camp sales and other outputs.
- Anticipate challenges, manage risk and dependencies, and ensure clear communication between all internal parties.
- Build the evidence base underpinning VisionSpring's social impact. Oversee the streamlining of camp-based data collection and outcomes reporting, and assessments of customer satisfaction.
- Ensure effective collaborations with all external parties, including community leaders, collaborating NGOs, and government agencies.
- Drive operational efficiencies and process improvements in collaboration with the Directors of Finance, Human Resources, and Marketing, and Managers of the Warehouse and the Lens Lab.

Team Development

- Act as a "change agent" within the vertical, building the ability to deliver against stretch targets.
- Grow and mentor an ambitious, entrepreneurial team with diverse skill sets.
- Cultivate a culture in which team members work to: help others to do well; advance equity; constantly adapt and relentlessly improve; default to transparency and reveal hard truths; and learn together.
- Optimize staff deployments and capacity against project demands.
- Support all project staff in creating a positive, memorable experience for VisionSpring's customers, both low-income workers and their employers.

Cross-Enterprise Leadership

- Problem solve on enterprise-wide issues and work to advance the achievement of VisionSpring's global strategy.
- Work with the President and the Country Director to evolve three-year rolling plans and prepare annual goals and operating budget.
- Represent VisionSpring at industry forums and in peer working groups.

What's Required

- A minimum of 10 years professional experience.
- Master's degree required, preferably in business, international development, public health, and/or related field.

- Track record of growing a business, including building client portfolios with increasing revenue performance.
- Demonstrated success managing field-based teams and operations intensive work.
- Experience with social service and/or project design, monitoring, and evaluation.
- Exposure to working in different regions across India.
- Prior experience working in low-income settings with limited infrastructure.
- Excellent communication skills (verbal and written) in English and Hindi.
- Ability to travel up to 50% of the time.

Compensation: Based on experience and education. VisionSpring offers competitive benefits, including health insurance and generous vacation/personal time.

To Apply:

- Please submit an application including a thoughtful cover letter and CV to: hr.india@visionspring.org
- Include your last name and "Director - Vision Access Projects" in the subject line. Applications will be reviewed on a rolling basis. Early application is encouraged.
- Only candidates to be interviewed will be contacted.
- VisionSpring is an Equal Opportunity Employer.