



## Manager, See to Earn Program

Location: Noida, Uttar Pradesh, India

January 2018

Are you a change maker? Are you ready to create access to clear vision for hundreds of thousands of working adults in South Asia so that they can continue to earn a living and care for their families?

When people can see well, they can do well. VisionSpring, an international social enterprise, has demonstrated that vision-correcting eyeglasses boost adult productivity by as much as 35%, and income earning potential by an estimated 20%. By creating access to vision screening among low-income workers and accelerating the uptake of radically affordable eyeglasses, we increase our customers' economic opportunities and their potential for life-long learning and personal wellbeing. For low income workers, eyeglasses produce immediate economic returns, and can transform someone's life trajectory in a matter of seconds. A simple pair of eyeglasses is among the highest impact, lowest cost public health and livelihood interventions available.

VisionSpring seeks a dynamic Manager to grow our *See to Earn* program with the goal of enabling hundreds of thousands of workers to be more productive, increase their income earning capacity, and extend their income earning years. The See to Earn Manager will lead the *See to Earn* Program expansion starting in India and Bangladesh and to other parts of Asia over time.

The Manager will build relationships with all external stakeholders (corporate partners, international donors, government officials, workers committees, and community leaders), establish and roll out technical protocols, oversee seamless execution of more than 800 vision camps annually, manage associated budgets and team development, and build evidence of the program's efficacy. The position is based in Noida (Uttar Pradesh), India, and reports to the Director of Vision Access Projects. Exceptional project management skills are required. Relevant eye health or livelihoods experience and professional proficiency in Bengali will be prioritized.

### About You

- You are passionate about improving the accessibility of affordable eyeglasses to workers and communities vulnerable to poverty. The challenge of creating an effective growth strategy and execution model motivates you.
- You've never been one for a desk job. Working in the field is what gets you excited.
- You are a project manager. Nothing gives you more satisfaction than flawless execution, and bringing in deliverables on time and on budget.
- You are great at thinking on your feet. You recognize that projects sometimes deviate from plan, and are always prepared for mid-course corrections and quickly move to a Plan B.
- "Prove it." Ideas are nice. Evidence matters more. You love monitoring project data to find out what is working and what you should be doing in the future to drive impact, improve customer satisfaction and create efficiencies.
- You are a leader. You manage a team effectively through clear communication and goal setting. You keep stakeholders and partners engaged at all phases of the project.



## About Us

- We are creating access to affordable eyewear, everywhere. Clear vision creates opportunities for increased productivity, 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 our low-income consumers by correcting refractive error with eyeglasses.
- We are working to transform the systemic dysfunction of an optical market which has failed to deliver eyeglasses - a 700 year old technology - to 644 million consumers in need of vision correction, most of whom earn 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

### Growth and Implementation Management

- Develop annual plans and budgets for the *See to Earn* program, working closely with the Director of Vision Access Projects, and track progress against VisionSpring's three-year strategic plan.
- Against business development objectives, identify and grow opportunities for strategic partnerships with government agencies and corporations – those with large low-income workforces and supporting livelihood programs.
- Increase cost-effectiveness through preparation of project contracts, pricing and budgeting, and expenditures monitoring.
- Drive operational efficiencies through planning team member deployments and forecasting product and equipment requirements.
- Keep projects on time and on target by developing project schedules, monitoring daily vision camp outputs, identifying risks and executing course corrections.
- Lead engagement and communications with all project stakeholders. These include:
  - Field representatives of project sponsors (corporations, factory/workplace managers, human resources managers).
  - Implementing partners and sub-contractors (NGOs and health service providers).
  - Thought leaders in industry associations and government agencies.

### Program Integrity, Monitoring, and Reporting

- Provide technical input for the *See to Earn* program design, delivery, and reporting

framework.

- Develop technical protocols to maximize access to eyeglasses for earners and workers through workplace and community-based interventions.
- Develop a process to monitor and ensure delivery of prescription eyeglasses as per defined timelines.
- Oversee field data collection and data analysis.
- Identify program successes and areas for improvement, and tailor project design accordingly. Share learnings across the team. Establish quality improvement processes.
- Develop program materials—project impact reports, presentations, and customer facing collateral—with the assistance of the monitoring and evaluation manager and the marketing department.

### Team Development

- Hire and train team members who have both optometric, sales and project coordination experience.
- Supervise the day-to-day activities of the teams executing vision camps. Manage project staffing and deployment to field posts.
- Support all project staff in creating a positive, memorable experience for VisionSpring's customers, both low-income workers and their employers.

### What's Required

- Master's degree
- 8 or more years of management experience with direct supervisory responsibility for personnel and budgets
- Experience in health, livelihoods or social service delivery or business development targeting low income groups
- Willingness and ability to travel a minimum of 50% of the time within India and Bangladesh
- Excellent communication skills in English, Hindi and Bengali (preferred).
- Proficiency in MS Office, especially PowerPoint and Excel
- Preference will be given to candidates with any of the following:
  - Eye care experience
  - Bengali language skills (preferred)
  - Project management certification
  - Relationships pertaining to factory-based manufacturing, community-based production, or coffee/tea production

### Compensation

- Salary based on experience and education
- Competitive benefits, including health insurance and generous vacation time

## To Apply

- Please submit an application, including a cover letter on why you would be a suitable candidate for this role and a CV to [hr.india@visionspring.org](mailto:hr.india@visionspring.org)
- Include your last name and "Manager, See to Earn Program" in the subject line.
- The last date for accepting applications is January 31, 2018. 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.