

About Kickoff Solutions

Kickoff Solutions is a non-profit on a mission to ignite change by enabling incredible girls from lesser privileged communities to become future change-makers and role models, all through the electrifying, transformative power of sport! We're active across 13 Indian states, and our secret sauce is developing real & relatable hero stories featuring girl leaders who dare to keep playing and chase their dreams. We're here to challenge outdated gender norms and build a brighter future, one powerful stride at a time.

How do we do it? We've got a holistic approach that includes:

- Sports-based scholarships
- Comprehensive skill-building programs to turn girls into true change-makers
- Access to essential tech infrastructure (because every hero needs their tools!)
- National and international exposure opportunities
- Dedicated career mentoring support to help them soar

We're passionate about fostering leadership, resilience, and agency, making sure these girls aren't just participants, but active architects of their communities and futures. If you're ready to be part of something truly special, keep reading!

About the Role

Kickoff Solutions is on the hunt for a visionary, dynamic, and genuinely passionate non-profit leader to step into the pivotal role of **India Head**. This isn't just a job; it's an opportunity to supercharge the mission! We're looking for someone with a proven track record of driving organizational success, a deep & heartfelt passion for social impact, and proven capabilities in fundraising and forging powerful, strategic industry partnerships.

As our India Head, you'll be instrumental in shaping Kickoff Solutions' culture, boosting our capabilities, refining our processes, and amplifying our impact across India. You'll bring inspirational leadership and sophisticated management to the table, working hand-in-hand with our global executive team and Advisory Board. Your mission? To spark innovation, ensure everything runs like a dream, and significantly expand our reach and influence, all while keeping our Girl Leaders at the heart of everything we do. This position is for immediate hire and offers the flexibility of being served remotely from any Indian town or city.

Key Responsibilities

I. Executive Leadership & Organizational Growth

- **People Power:**
 - Be a compassionate & visionary leader who inspires, cultivating an inclusive, transparent, and empowering culture for our India-based team and stakeholders.
 - You'll organize, motivate, mentor, and develop a mission-driven team, geared towards hitting ambitious program and fundraising goals.
 - Foster a truly collaborative and respectful culture across all our amazing personnel and external partners, making sure everyone's unique contributions and successes are celebrated.
 - Keep the lines of communication open, establishing strong relationships with our fantastic Advisory Board, offering them the support and timely insights they need for guiding us to make smart strategic decisions.
- **Strategic Superpowers & Results:**
 - You'll be the architect of our goal-based organizational roadmaps for India, working in sync with the Advisory Board, Executive Team, and, most importantly, with input from our incredible Girl Leaders and support functions.
 - Bring fresh ideas to the table for maximizing our impact and lead the charge in executing initiatives that truly fulfill our mission, constantly shaping our journey and operations.
 - Facilitate a results-driven, yet always respectful, environment across our organization and our extended partner network, ensuring accountability and ethical practices are always top-notch.
- **Operational Magic:**
 - Make sure all administrative and operational functions in India are well aligned with our mission, policies, and global best practices.
 - Approach strategic decision-making and performance measurement with a sharp, analytical mind.
 - Oversee all India operations, assisting & coaching operations personnel to build stability & thoughtfulness for both program outcomes and stakeholder experiences.
 - Manage the full talent lifecycle, from hiring amazing people to staff development, performance management, and compensation.

II. Strategic Fundraising & Resource Mobilization

- **Fundraising Firepower:**
 - You'll be the mastermind behind our comprehensive fundraising strategy for India, developing, implementing, and leading it to meet ambitious annual targets.
 - Get ready to identify, cultivate, and nurture relationships with a diverse portfolio of individual philanthropists, institutional funders, and corporate CSR divisions.
 - Oversee the creation of compelling grant proposals, insightful donor reports, and engaging fundraising communications that powerfully tell the story of Kickoff Solutions' impact and our funding needs.
 - Work closely with our fundraising team to align strategies and seize opportunities.
- **Donor Love & Stewardship:**
 - Build and cherish trusted, long-term relationships with existing and prospective funders, ensuring they feel deeply connected to Kickoff Solutions' mission.
 - Implement top-notch donor stewardship practices that clearly show the incredible impact of their support and foster sustained financial commitment.

III. Strategic Partnerships & External Engagement

- **Partnership Powerhouse:**
 - You'll be a master connector, forging and nurturing high-level strategic partnerships with key stakeholders across the corporate and civil society sectors in India. This includes, but isn't limited to, sports federations, corporate CSR leaders, other non-governmental organizations, academic institutions, and community leaders.
 - Identify and chase exciting opportunities for collaborative programs, sharing resources, and joint initiatives that truly amplify Kickoff Solutions' impact and reach.
- **Advocacy & Voice:**
 - Serve as a primary spokesperson and influential voice for Kickoff Solutions in India, representing our organization at high-profile events, conferences, and workshops.
 - Champion our mission, programs, and the inspiring stories of our Girl Leaders to create a positive impression among funding decision-makers and the broader public.
 - Lead advocacy efforts to advance initiatives that empower girls through sports and bravely challenge gender discrimination.
- **Communications & Brand Building:**
 - Ensure Kickoff Solutions shines brightly among prospective funders, supporters, and prospective supporters, deepening their engagement to boost our brand reputation.
 - Oversee external communications strategies for India, making sure our messaging is consistent, impactful, and truly resonates with diverse audiences.

Desired Profile

- **Background & Heart:**
 - A graduate or holding an advanced degree from a reputable institution.
 - Significant experience within the non-profit or foundation sectors.
 - Crucially, you'll have demonstrated empathy and a genuine understanding of the unique challenges and aspirations of girls from lesser privileged communities.
 - Women with a strong background in sports-for-development or sports will be strongly preferred!
- **Experience that Shines:**
 - A minimum of 3 years of senior leadership experience (CXO/Director level or equivalent) within the development sector, or substantial leadership exposure with a non-profit Board.
 - Proven track record in leading and executing organizational growth initiatives for a similar or larger size successful non-profit or related entity.
 - Demonstrated success in securing significant funding from diverse sources, including institutional grants, corporate partnerships, and major donors.
 - Extensive experience in building and maintaining high-level strategic partnerships with corporate and civil society stakeholders.
- **Skills to Thrill:**
 - Excellence in heading key business functions such as Marketing, Finance, and HR.
 - Expertise in developing and executing comprehensive fundraising strategies, with a strong understanding of the Indian philanthropic landscape.
 - Exceptional ability to build, motivate, develop, retain, and mentor high-performance, mission-driven, and results-oriented teams – you're a people person!
 - Outstanding written, oral, and public speaking skills; a persuasive and passionate communicator with strong interpersonal, negotiation, and multidisciplinary project management abilities.
 - An analytical mindset with the ability to translate data into strategic decisions and measurable impact – you love seeing the numbers tell a story!



To apply, write in to subrotah@kickoffsolutions.org.
We can't wait to hear from you!