



## Sanitation Campaign Manager

### About HAIYYA

Haiyya is a mission-based apolitical organization that promotes leadership and community building as a means to foster civic engagement across neighbourhoods in urban India. Haiyya believes in the neighbourhood as the unit of change to counter poor governance and provides platforms for training and action for neighbourhood action. Our leaders range in religious, socio-economic and educational backgrounds as we believe community strength and power is driven from working across lines of difference on shared challenges. Using a combination of in-classroom and on-field issue-based campaign actions, ordinary citizens are trained to develop their own leadership and that of others to build power and create positive social change in their own local areas. Our framework, adapted from Marshall Ganz's organizational model, includes the development of *effective working relationships*, *narrative to provide context*, *strategy to mobilize resources*, *structure to create teams* and *action to provide measurable effects*.

Our vision is to break through urban apathy and create a citizenry that is not only aware of its rights but willing and able to act to make a difference in their communities. Haiyya fulfills this vision through three main activities: 1) Training on leadership & community building, 2) Issue-based campaign execution, and 3) Strategy development, incubation, and consulting.

Haiyya is led by Deepti Doshi, a social entrepreneur whose experience in leadership and social change spans across management consulting, executive coaching, social investing, and launching an education venture for low-cost private schools in India. She studied management at Wharton Business School and completed her Masters in Public Administration at Harvard Kennedy School where she focused on community organizing and civic participation.

### About Haiyya's Sanitation Campaign

Mumbai is the powerhouse of India, yet it is filthy and extremely dirty. Imagine the reaction of a first time visitor to the city and his impression of it. As they say, "First Impressions are the Last Impressions". Would we like that to change? Yes. Can we do it? Yes. Together with the community we can educate, organise, make aware and bring about changes in our neighbourhoods. We will showcase these stories and inspire others to remodel their neighbourhoods too. If a clean Mumbai appeals to you, this is the campaign for you.

### Responsibilities:

This position reports to the Organizing Director. This position combines scale and numbers based accountability with the leadership development and team building inherent in community organizing. The Community Leadership Organizer is responsible for carrying out the strategies of the current campaign and providing leadership support to HAIYYA Fellows. The core of this position is recruiting, training and supporting dozens of volunteer leaders who in turn recruit, support and train hundreds of volunteers to have 10's of thousands of high-quality in-depth conversations with citizens. He/she will have to manage systems and logistics to



execute effective large scale volunteer recruitment actions, such as door-to-door canvassing and phone banking. He/she will work closely with the Communications and Social Media team to ensure on the ground activity is communicated to the community online.

**Qualifications:**

- 2+ years of professional experience in urban grassroots mobilization.
- Passionate about community building and citizen participation as a way to improve governance in India.
- Solid operational skills including problem solving and project management skills, including ability to work and deliver projects independently, proactively and under pressure.
- Exceptional communication, relationship and interpersonal skills: respect, patience, listening, and strong team orientation; ability to be a “storyteller” of our work.
- Experience executing fundamental organizing tactics: conducting leadership recruitment/development 1 on 1’s, phone banks, door knocks, street canvasses, and community meetings for example.
- Experience supporting teams of leaders who do not just accomplish tasks – but learn the skills to execute actions on their own.
- Proven ability to develop and implement concrete goals based on critical thinking about grassroots organizing tactics, coalition building, and issue based campaigns.
- Proven ability and willingness to work long hours, including nights and weekends and maintain a flexible schedule
- Previous experience with voter and volunteer data systems as well as community organizing and leadership development is desirable.

**We look for the following characteristics in all HAIYYA team members:**

- Interest in social change in India, and in particular through community leadership.
- “Prophetic imagination”: a combination of criticality with hope, avoiding being numbed by despair or deluded by optimism.
- Respect for core values: accountability, transparency, initiative, humility, curiosity, listening, and entrepreneurialism.
- Good understanding of Indian political system as well as landscape of civil society.
- Effective collaborator, seeks and provides constructive feedback.
- Ability to thrive in ambiguous situations with resilience and resolve.

**Compensation and Location:** HAIYYA offers a competitive compensation package commensurate with experience. Role is based in Mumbai, India.



**To Apply:**

Please send a response to the following question in a cover letter, along with your CV to [deepti@haiyya.in](mailto:deepti@haiyya.in). Please title your email Sanitation Campaign Manager: Last Name\_First Name. Applications without a cover letter will not be considered.

***What do you believe are the challenges with governance in India today? What role do you believe citizens have in creating positive changes in governance?***

HAIYYA is committed to building a diverse team -everyone is encouraged to apply regardless of race, gender, caste, religion, age, and sexual orientation.