

Job Description - Program Lead – Fellowships

Location: India (with global engagement)

Reporting to: CEO, SMGC

Duration: Full-time

Role Overview

The Program Lead will play a critical leadership role in designing, launching, and delivering the fellowship programs. This individual will be responsible for end-to-end program leadership, ensuring academic rigor, operational excellence, partner engagement, and alignment with SMGC's strategic vision.

Key Responsibilities

1. Program Design & Strategy

- Lead the design, refinement, and finalisation of the fellowship model in alignment with SMGC's vision and the SCQ™ framework.
- Translate the fellowship's vision, mission, and objectives into a robust, scalable program architecture.
- Ensure integration of Justice, Equality, Peace, and Sustainability (JEPS) across curriculum and program outcomes.

2. Curriculum & Learning Development

- Oversee the development of the fellowship curriculum, learning journeys, and experiential modules anchored in Compassionate Leadership and mindful problem-solving.
- Collaborate with faculty, practitioners, and thought leaders to curate high-quality learning content.
- Build foundational material that can feed into future Compassionate Leadership Training programs.

3. Fellowship Implementation & Delivery

- Manage the end-to-end implementation of the fellowship, including onboarding, learning phases, convenings, and engagement milestones.
- Ensure a high-quality experience for Fellows across geographies and backgrounds.
- Monitor progress, learning outcomes, and program effectiveness throughout the fellowship cycle.

4. Partnerships & Stakeholder Engagement

- Support outreach and engagement with global partners, institutions, and networks relevant to the fellowship.
- Coordinate with multi-sector stakeholders including civil society, academia, philanthropy, and global institutions.

5. Operations & Team Coordination

- Work closely with operations, communications, and finance teams to ensure seamless program delivery.
- Support budgeting, timelines, reporting, and administrative systems related to the Fellowship.
- Contribute to strengthening SMGC's institutional readiness as a multi-lateral organisation.

6. Monitoring, Evaluation & Learning

- Support the development of success indicators and documentation of fellowship outcomes.
- Contribute to building frameworks for measuring leadership development and social impact.
- Capture learnings and insights to inform future fellowship cohorts and organisational growth.

Desired Profile

Experience & Skills

- 8–12 years of relevant experience in program leadership, global fellowships, leadership development, or social impact initiatives.
- Strong experience in program design, curriculum development, and stakeholder coordination.
- Demonstrated ability to manage complex, multi-stakeholder programs across geographies.
- Excellent strategic thinking, execution, and problem-solving skills.
- Strong written and verbal communication skills, with experience engaging senior leaders and global partners.

Values & Mindset

- Deep alignment with the values of compassion, justice, and equity.
- Ability to work with humility, rigor, and a systems-thinking approach.
- Comfortable operating in ambiguity while building structure and clarity.
- Strong commitment to institution-building and long-term impact.

Why Join SMGC

This is a unique opportunity to play a founding role in shaping fellowships and leadership programs inspired by the legacy of a Nobel Peace Laureate. The Program Lead will contribute directly to building a new generation of compassionate leaders and to institutionalising Compassion as a force for global transformation.

How to Apply

- Please fill out the application form by clicking on this link:
<https://forms.gle/brCyb7PLbhMQ9LJp9>
- Alternatively, email recruitment@satyarthimovement.org with: CV/Resume and Cover letter (max 2 pages, 12-pt)

About Satyarthi Movement for Global Compassion (SMGC)

At the Satyarthi Movement for Global Compassion, we believe compassion is not a soft emotion — it is a powerful force for transformation. We are building a world where compassion shapes how individuals, institutions, and societies think, decide, and act.

Our Verticals

SMGC's work is spread across three verticals:

- Ignite: Learning and leadership programs for individuals, institutions, and societies, anchored in the Satyarthi Compassion Quotient™ (SCQ) - a proprietary framework to evaluate, cultivate, and enhance Compassion
- Impact: Catalysing grassroots transformation by empowering children, youth, and women with a focus on democratic participation and sustainable impact. Our initiatives are targeted at dismantling structural oppression, child exploitation, and gender discrimination, amongst other social challenges
- Inspire: Creating meaningful dialogue and discourse with Nobel Laureates, change makers, thought leaders, and community voices to drive urgent, collective action to the grand challenges of humanity