

Position: Director – Ignite (Learning Programs and Research)

Satyarthi Movement for Global Compassion (SMGC)

Location: New Delhi, India

Employment Type: Full-time

Reports to: CEO, SMGC

Role Overview

The Satyarthi Movement for Global Compassion (SMGC) is seeking a dynamic and experienced leader to head SMGC Ignite, its vertical dedicated to leadership development and learning ecosystems. Reporting to the CEO, the Director will shape the vision, design, and execution of high-impact programs that cultivate compassionate leadership globally.

Anchored in the Satyarthi Compassion Quotient™ (SCQ), Ignite brings together research, experiential learning, and practice to equip leaders to drive systemic and sustainable change. The Director will combine a strong academic orientation with hands-on program development experience, ensuring both intellectual rigour and real-world impact. The role demands the ability to bridge ideas and execution — designing transformative learning experiences, building strategic partnerships, and scaling programs across diverse contexts.

Key Responsibilities

1. Strategy & Vertical Leadership

- Lead the overall vision, strategy, and growth of the Ignite vertical
- Translate organisational priorities into clear programmatic strategies and roadmaps
- Build systems and processes to institutionalise Ignite's programs and operations
- Continuously assess global trends to refine strategy and identify opportunities for expansion

2. Learning & Leadership Programs

- Design and deliver flagship programs, including the fellowship, summer school, and immersive leadership journeys
- Integrate research insights, academic perspectives, and experiential learning into program design
- Ensure all programs align with the Satyarthi Compassion Quotient™ (SCQ) framework
- Oversee end-to-end program implementation, ensuring quality, relevance, and impact
- Drive innovation and scale by strengthening existing programs and incubating new offerings

3. Partnerships & Ecosystem Building

- Build and manage strategic partnerships with universities, academic institutions, and global organisations
- Collaborate with the CEO's office and other teams to expand global reach and credibility
- Engage thought leaders, practitioners, and policymakers to strengthen the Ignite ecosystem
- Organise conferences, seminars, and roundtables in India and globally to extend SMGC's vision and outreach

4. Research & Knowledge Development

- Lead an applied research agenda on compassionate leadership, deepening the evidence base for the Satyarthi Compassion Quotient™ (SCQ) framework
- Drive publications, working papers, case studies, and thought leadership pieces emerging from Ignite programs and partnerships
- Build a knowledge repository that captures insights, methodologies, and program learnings to inform both internal design and external practice
- Convene global dialogues, symposia, and academic collaborations to advance discourse on compassionate leadership and systemic change
- Translate research into accessible formats - toolkits, frameworks, and curricula - for diverse audiences including practitioners, policymakers, and educators
- Partner with universities and research institutions on joint studies, fellowships, and peer-reviewed contributions

5. Monitoring, Evaluation & Impact

- Define KPIs and success metrics for programs and partnerships
- Establish monitoring, evaluation, and learning (MEL) systems
- Track participant journeys, leadership outcomes, and long-term impact
- Use insights to continuously refine program design and strategy

6. Team Leadership & Collaboration

- Build and lead a high-performing team across program design and delivery
- Foster a culture of collaboration, innovation, and accountability
- Work closely with Communications, Partnerships, and Research teams for integrated execution

Qualifications & Experience

- Master's degree (PhD preferred) in Social Sciences, Education, Public Policy, International Development, or related fields
- 15+ years of experience across program development, leadership development, academia, or the development sector
- Demonstrated experience designing and delivering high-impact learning or fellowship programs
- Strong understanding of curriculum design, pedagogy, and experiential learning approaches
- Proven track record of building and managing partnerships with academic and global institutions
- Experience working across geographies and with diverse stakeholder groups is highly desirable

Skills & Competencies

- Ability to bridge strategy and execution effectively
- Strong conceptual thinking paired with practical problem-solving skills
- Excellent stakeholder engagement and partnership-building capabilities
- Strong communication, writing, and presentation skills
- Leadership presence with the ability to inspire and align teams
- Commitment to values-driven leadership and social impact

Compensation

Remuneration will be commensurate with the candidate's experience and expertise.

How to Apply

Please fill out the application form by clicking on this link:

[Application Form](#)

About SMGC

The Satyarthi Movement for Global Compassion (SMGC) aims to globalise compassion as a transformative force for justice, equality, peace, and sustainability. Built on Nobel Peace Laureate Kailash Satyarthi's five decades of social transformation, SMGC's core thesis is that compassion is not passive — it is an urgent, pragmatic force for systemic change.

The movement operationalises this through three verticals:

- **Ignite** focuses on leadership development and learning ecosystems anchored in the Satyarthi Compassion Quotient™ (SCQ), advancing compassionate leadership equipped to drive systemic and sustainable change.
- **Impact** works at the grassroots, empowering children, youth, and women through democratic participation and collective action — having already reached 2.7 million lives across 1,400+ communities.
- **Inspire** engages the world's most influential voices — heads of state, Nobel Laureates, policymakers, judiciary, business leaders, and educators — through the Global Compassion Declaration, positioning compassion as a driver of systemic change at the highest levels.

The overarching goal is to embed compassion into all aspects of society including governance, policy, leadership, and institutions.