


Digital Green

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Opportunities at Digital Green

(Updated: August 5, 2008)

Chief Operations Officer

The project will require one operations manager who will make the project his or her full-time endeavor for the first two years, and very likely for the third and fourth year, as well, possibly as one of the leaders of the extended Digital Green network. Our plan is to hire this person first and make them the center of operations for the rest. The operations manager will have a background in operationalizing projects in the rural development sector of India. For example, a state director for a microfinance institution with experience in the management of teams at national-, state-, district-, and block-levels and in the coordination with a nationwide program might be an appropriate candidate. We believe that this person is likely to assume a Chief Operations Officer (COO) role.

Strategic:

- To provide a holistic approach to strategic planning, operations, and business development

Leadership:

- Lead and manage the entire agricultural extension system especially focused on the field operations which includes acquiring and supporting partners and maintaining quality of service
- Communicate financial and operational performance reports to the board and statutory bodies
- Support the extension of the Digital Green system to 3,000 villages with 3-5 core partners to benefit at least 200,000 farmers within a timeframe of 3 years
- Oversee the implementation of the training program including planning, communication and implementation, overall supervision
- Coordinate national-, state-, and district-level trainers on accounting, goals, objectives and procedures of the technology and social organization components of the Digital Green system
- Oversee budget control and cash flow for all activities
- Assess potential of extending in various regions through baseline surveys and research and lead Digital Green's entry with new partners

Education, Experience and Attributes:

- Experience in developing and implementing strategic/operational plans for state-wide or nation-wide institutions
- Excellent organizational, planning, analytical and problem-solving skills

- High level of customer service and strong willingness to work in the field
- Strong business management and negotiation skills
- Experience managing and motivating a large staff
- Excellent interpersonal, communication and training skills
- Bachelor's degree in Rural Development, Finance, Economics or Business Administration required, Master's degree desirable
- Demonstrated experience leading a Microfinance Institution or an Agricultural Development organization
- Fluency in Kannada, Hindi and English

Partnership Development Manager

Leadership:

- Develops operational measurements, defines business issues and provides recommendations and solutions to customer support challenges. Develops and implements new techniques and approaches in operational analysis
- Acts as a Business Partner to provide specialized analysis to support the decision-making process. Performs analysis on key metrics and statistics to target interventions and increase the ownership of business decisions among partners and communities
- Supports operational management in the development and analysis of key metrics and statistics to optimize efficiency of operational resources. Develops methodologies to obtain performance indicators to achieve desired measurement
- Analyzes processes within the supported organizations and provides recommendations for improvement. Drives approval of the recommendations and prioritization of the resulting initiatives.
- Initiates and participates in strategic discussions. Represents Digital Green in strategic initiatives, providing the necessary input and analytics around business intelligence
- Serves as a single point of contact in India for all partner issues
- Provides case review and preparation support as needed. Provides coaching and mentoring to other analysts as required

Education, Experience and Attributes:

- Ability to work in a team environment
- Cross-Functional skill
- Ability to work independently
- Analytical ability
- Knowledge of job associated database/software/documentation
- Mentoring/Coaching skills
- Consultative skills

R&D Director

Digital Green evolved over through careful research and development in the field. As the scale of Digital Green's operations increases, we intend to measure the success of the system as an end-to-end system that delivers value to improving the livelihoods of smallholder farmers. This data will be used by the R&D specialist to inform cross-sections of Digital Green's operations. For example, this individual might investigate how other monetary-based as well as non-monetary-based incentive structures, like being featured "on TV", could create ladders of improvement for farmers to aspire towards achieving. This individual would have a background

in experimental design and critical analysis. Preferably, this person would also have some experience in creating innovative social- and technology-based solutions for agricultural populations in the developing world. This person will also be involved with developing a robust platform for producing and sharing video content in distributed connected and disconnected scenarios. The R&D director should have a software engineering background with an interest in building and deploying cost-realistic information communication technologies (ICT) for the developing world. The Digital Green system currently employs a combination of open-source and freeware software for these purposes, but this individual will find ways to simplify the user experience so that the global video repository provides an easy-to-use platform for sharing relevant content between partners of dissimilar operations, languages, agroecological conditions, etc. This individual might also investigate approaches to enhance a mediator's capacity to become a local community resource person (e.g., by annotating videos and using same-language-subtitling) and develop alternative automatic feedback mechanisms (e.g., question-and-answer facilities and audience ratings). And, this person will work upgrading our current monitoring and evaluation processes with cost-realistic technologies (e.g., SMS server and character/voice recognition systems) to analyze trends and to have a transparent system for flagging issues in near real-time.

Strategic:

- Have a vision for the future of the agricultural extension and deliver accordingly
- Develop strategic and business planning for the Division
- Feed into the strategic and business plan for the Board
- Ensure delivery of strategic and business plans and provide regular updates on progress
- Input into business planning and budgeting
- Compile annual reports and report on the progress of projects

Leadership:

- Lead, direct and manage the planning and conducting of research and development in agricultural extension with special emphasis on understanding how cost-realistic technologies can be leveraged to improve the efficiency and amplify of the effectiveness of existing interventions
- Provide effective leadership, direction, mentoring and management to the research team and research projects
- Provide advice on the viability of project proposals

Relationships:

- Liaise with Board management, the core partners and other relevant organizations including universities, Government Departments, Local Authorities, research institutes, private industry and international organizations
- Provide representation on relevant official bodies and at meetings
- Enter into partnership with other bodies etc., as appropriate
- Liaise with funding agencies (national and international)
- Manage the preparation and publication of peer review papers, scientific reports and popular articles on R&D, on agricultural extension and related matters

Service:

- Provide a consultancy service in line with the R&D capability of the Division
- Ensure the output of research is of the highest standard and oversee the application of appropriate accreditation

- Provide R&D input to management and development of the Digital Green system and, in this regard, work closely with the appropriate Director and/or Regional Staff.

Other:

- Carry out such duties as may be assigned from time to time by the Chief Executive Officer

Education, Experience and Attributes:

- A third level qualification in an appropriate discipline (or equivalent experience)
- Experience in research and development
- A proven track record in working at a strategic and/or senior level in a multi-disciplinary environment
- Strong leadership and management skills
- Excellent interpersonal skills with particular emphasis on motivation and leadership
- Well developed communication and presentation skills
- Strong IT skills

Chief Financial Officer

A financial consultant will be needed to manage internal and external accounts. We will establish a transparent system to monitor and evaluate the performance of project objectives in relation to the investments provided to Digital Green and its partners. This individual will be a certified public accountant (CPA) with experience in managing an organization in the development sector. Ideally, this person would also have backgrounds in law and public policy as well. Digital Green will serve as training and support organization for a network of partners across India and Africa, and the finance consultant should be familiar with the legalities of transferring funds from foreign and domestic sources and providing seed investments to partner organizations. We believe that this person is likely to assume a Chief Financial Officer (CFO) role.

Strategic:

- Oversees all company accounting and legal practices, including preparing budgets, financial reports, tax, and audit functions
- Directs financial strategy, planning and forecasts; conferring with Chief Executive Officer, Chief Operating Officer, and Board of Directors
- Supervises investment and raising of funds
- Helps negotiate cost-sharing strategies with partners
- Studies, analyzes and reports on trends, opportunities for expansion and projection of future expansion of the Digital Green system

Education, Experience and Attributes:

- Chartered Accountant or CPA designation preferred.
- Masters degree in Accounting, Finance or Business; Master of Laws or JD degree preferred
- Up to date knowledge of current financial and accounting computer applications.
- Excellent verbal, analytical, organizational and written skills.
- Demonstrated experience in a senior role.