



Director, Programs and Innovation

Location: New Delhi

Reporting: Executive Director (India & Global)

Working Hours: 40 hours per week (full-time)

About Crea

CREA is a feminist international human rights organisation based in the global South and led by women from the global South. CREA's work draws upon the inherent value of a rights-based approach to sexuality and gender equality. CREA promotes, protects and advances human rights and the sexual rights of all people by building leadership capacities of activists and allies; strengthening organisations and social movements; creating and increasing access to new information, knowledge, and resources; and enabling supportive social and policy environments. For over 20 years CREA has been a leading voice, helping shape narratives, grow leadership and relentlessly pursue the inclusion of the structurally excluded.

Together with partners from a diverse range of human rights movements and networks, CREA's work focuses on building feminist leadership, strengthening movements, expanding sexual and reproductive freedoms, promoting rights-based approaches to reducing gender-based violence (GBV) and advancing the human rights of structurally excluded people.

For more information about CREA, please visit <https://creaworld.org/>

Position Summary

The Director, Programs and Innovation will lead the design, development and implementation of CREA's programs, ensuring alignment with the organisation's strategic goals and feminist values. The role requires a visionary leader with a deep understanding of gender, sexuality and human rights issues, especially in the global South, and will be expected to carry forward CREA's standing as a thought leader in the sector.

The Director, Programs and Innovation will provide strategic leadership for all programs. Reporting to both Executive Directors (India & Global), the Director, Programs and Innovation will oversee program design, planning, budgeting and execution while fostering collaboration across teams. The role involves representing CREA at various platforms and assisting the EDs with programmatic, fundraising and networking initiatives, implementing innovative strategies, coordinating with partners and keeping the Board of Directors updated on new developments or initiatives. This entails working with program leads and team members across the organisation as well as with external sector experts.

Key Responsibilities

Strategic planning and innovation

- Lead and ensure continuous alignment of programs with CREA's [Strategic Plan](#), offering innovative strategic and visionary leadership as the plan evolves.
- Lead the development and implementation of the new Strategic Plan (2026-2030) in collaboration with the Executive Directors and senior leadership.

Partnership Development

- Engage, cultivate and maintain strong relationships with key stakeholders, including donors, partners and community organisations.
- Represent CREA at national and international forums, advocating for the organisation's mission and programs.
- Collaborate with other leaders in the human rights and feminist movements to identify opportunities for collective impact.

Program Leadership and Team Management

- Provide strategic guidance to program teams, fostering a collaborative and inclusive environment to ensure programmatic and team success.
- Monitor and evaluate program performance and ensure that programs are delivered on time, within scope and budget.
- Identify opportunities for new programs and initiatives that align with CREA's mission and values.
- Develop and manage program budgets, ensuring the effective use of resources. ▪ Manage a team of 3-4 program leads as well as hold overall charge of program staff across the organisation.

Fundraising

- Set the direction for strategic plans and create pathways for mobilising the required resources.
- Initiate implementation of the CREA model with innovative collaborations with other stakeholders and organisations to enhance sustainability.
- Oversee all donor-related responsibilities across programs and projects, including narrative reports and other donor requirements.
- Collaborate across teams to develop compelling funding proposals that align with CREA's mission and strategic priorities.
- Ensure that funding proposals are well-written, persuasive and tailored to meet the requirements of different donors and funding agencies.

Advocacy and Communications

- Develop and implement advocacy strategies to advance CREA's programmatic goals. ▪ Oversee the creation of communication materials that effectively convey the impact and importance of CREA's work.
- Engage with media and other platforms to promote CREA's programs and initiatives.

Other Functions

- Perform other related duties as assigned for the purpose of ensuring efficient and effective functioning.

Candidate Profile

The ideal candidate will have a proven track record in philanthropy, and programmatic and organisational leadership. The successful candidate will also possess exceptional people management skills, significant lived experience, strong alignment with CREA's values, and demonstrated experience and knowledge in systems change and advancing gender equality.

While no single candidate will possess all of the following in equal measure, the professional and personal competencies and qualifications below define the ideal candidate:

Professional

- Strategic leadership skills to drive organisational growth
- Expertise in program development, management and evaluation
- Strong analytical, interpersonal and communication skills
- Ability to generate insightful perspectives and facilitate innovative solutions

- Proven ability to build and lead high-performing teams
- Deep understanding and engagement with the women's rights movement

Personal

- Passionate advocate for feminist values and principles
- Collaborative, adaptable and results-oriented
- High integrity and ethical conduct
- Strong mentoring and relationship-building skills

Qualifications and Experience

- A minimum of fifteen (15) years of experience in social change organisations (NGO and/or INGO) with at least ten (10) years in leadership positions
- A master's degree in a relevant field (e.g., gender studies, women's studies, international human rights, other social sciences and/or philanthropy)
- Experience supporting or leading systems-change initiatives, demonstrating an understanding of complex, interconnected issues and the ability to drive transformative change
- Demonstrated experience in leading and managing complex programs, including strategic planning, budget management and team leadership
- Strong understanding of feminist principles and a commitment to advancing gender equality and human rights
- Proven track record of successful stakeholder engagement and partnership development
- Knowledge and demonstrated ability to create successful fundraising proposals
- Excellent communication and advocacy skills, with the ability to represent CREA effectively at various forums
- Ability to work effectively in a multicultural and diverse environment
- Strong analytical and problem-solving skills, with a focus on results and impact
- Ability to inspire a diverse group of colleagues and provide clear direction and motivation
- Flexibility to work across time zones
- Strong proficiency in verbal and written English
- A valid permit to work in India
- Willingness to travel extensively (approx. 40% of the work time)
- Being recognised in feminist movements as a thoughtful leader who is widely networked, within the funding community as well as with a range of experts and activists, will be an added advantage.

Note: This job description is a general outline of the key responsibilities and qualifications required for the role and may include additional responsibilities to realign with the specific needs of the organisation.

Guiding Principles for this Work

Diversity: Being inclusive in work and approaches to ensure that the communities CREA works with are engaged, and that conversations, dialogues and priority-setting are led by activists and movements

Accessibility: Ensuring that information, communication, spaces and language are accessible to all

Inclusion: Practising feminist politics of deep inclusion

Remuneration

We are committed to providing a working environment with constant learning and equal opportunity for all. We co-create an inclusive environment where diversity is valued. The salary range for this position is INR 3,25,000–5,50,000 per month depending on the candidate's qualifications and experience and the organisation's internal equity.

Benefits

Leave/Holidays:

- 20 days of annual leave
- 12 holidays as per the CREA list of holidays
- 12 days of sick/casual leave per year
- 01 week of winter break at the end of the year

Insurance

- Medical insurance of INR 3 lacs/person for employee, spouse/partner and children or any designated individual in the case of single persons, against any kind of hospitalisation
- Personal accident insurance of INR 3 lacs for employee

Relocation

- Relocation expenses reimbursed as per policy

Diversity and Inclusion at CREA

Persons with disabilities who identify as women, gender non-conforming, non-binary and/or trans are strongly encouraged to apply. CREA promotes pluralism and equal opportunity and is committed to diversity in its staff and to the maintenance of an environment free of discriminatory employment practices. CREA's policy is to provide equal employment opportunities to all individuals. No individual will be discriminated against because of actual or perceived age, caste, class, disability, marital status, religion or sexual orientation.

CREA is committed to providing access, equal opportunity and reasonable accommodations for individuals with disabilities in employment, within its programs, communications and activities. We are committed to being flexible, supportive and accommodating in the way we work. If reasonable accommodations are needed to participate in the application or interview process, please write to reasonable.accommodation@creaworld.org.

Application Process:

Interested candidates who meet the required educational and experience requirements should send their CV, a mandatory cover letter (saved in their name) and current and expected salary to jobs@creaworld.org. Please include "**Director- Programs and Innovation– [Your Name]**" in the subject line of the email. Only shortlisted candidates will be contacted for further process.

Deadline to Apply

Please note that this vacancy is open on a **rolling basis**, and the organization will close the hiring process as soon as the best candidate is identified. Interested candidates are encouraged to apply promptly. Applications received after the position is filled will not be considered. We recommend submitting your application as soon as possible to ensure your candidacy is considered.

CREA is an equal-opportunity employer and encourages applications from women, gender-diverse persons, and individuals from marginalized communities.

Thank you for your interest in CREA!

