

60__decibels

Deputy Head of Office, India

[60 Decibels](#) is a tech-powered, impact measurement company that makes it easy to listen to the people who matter most. We've been in business as an independent entity since early 2019, when we spun out of the global Impact Investor [Acumen](#).

We believe that the best way to understand social impact is by talking to the people experiencing that impact. It sounds obvious when you say it, but that is not the typical practice for many impact investors, corporations, and foundations working to create social change.

We collect social impact data directly from beneficiaries (customers / employees / suppliers) using our network of 1000+ trained research assistants in 75+ countries. We do it quickly and without the fuss typically associated with measuring social impact. Our research assistants speak directly to customers to understand their lived experience; and our team turns all this data into benchmarked social performance reports, with accompanying insights, to help our clients demonstrate and improve social performance.

By making impact measurement simple, scalable, and comparable, we not only enable organizations to improve their products and services; we also help transform what it means to credibly measure impact, ensuring that the voices of those who matter most are always part of the story. **If you're similarly passionate about our mission and excited about the opportunity to help grow a dynamic business, we're looking for a Deputy Head of Office in India to join our team.**

We are a fast-growing, mission driven, B2B company working with the world's leading impact investors, companies, foundations, and non-profits who are looking to create positive social impact.

About the role: Our team in India is growing (25+ person team and counting!) and we need a motivated and adaptable leader to support our growth! This is a people, strategy, and business development role. You will work directly with our Head of Office (Tripti Singh) to support her manage and run operations in India while growing our presence in the Indian market specifically, and Asia more broadly. You will partner with the Head of Office to identify ways to optimize operations in India, provide hands-on support to our growing team, assess market needs and develop new products for 60dB in India, along with increasing our visibility in the Indian market. In addition, you will support ongoing employee experience initiatives that allow our India team to scale successfully. This will be driven by the day-to-day needs of team members and encompasses everything from compensation review to growth trajectory and coaching people managers. To succeed in this role, you need a combination of strategic chops, exceptional people skills, an ability to think on your feet, problem-solving skills and to be a builder. You also need a can-do, get your hands dirty attitude—quick to complete tasks big and small because that's what it takes to make a startup succeed.

Specifically, your responsibilities will include:

- Partner with the Head of Office in managing the team and India office, and ensuring the infrastructure is in place to support a growing 25+ person team. You will be accountable for proactively identifying and creatively addressing any issues that affect team morale, productivity, and engagement, often working cross-functionally to coordinate and deliver improvements. You will model 60dB values and provide hands-on coaching to junior team members where appropriate.
- Manage strategic client relationships, including understanding their needs, tailoring projects to deliver on their strategic priorities, and thinking outside the box on how 60dB can add value and grow their impact.
- Product development in India and Asia, e.g., responding to market needs to create products for price-sensitive markets like India that better position 60 Decibels' offering in the market.
- Support in the exploration of new market and sectoral opportunities, ranging from working with homegrown Indian funds, CSR foundations, and corporate clients across Asia.
- Scout for BD opportunities including speaking at conferences /webinars etc. and be able to represent 60 Decibels at these events.
- Support the Head of Office in ad-hoc tasks as needed, ranging from creating presentations for prospective clients, team administration, and anything and everything that the Head of Office has on her plate.

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About You: First and foremost, you bring compassion and dedication to this work because it matters to you. More broadly this role is for someone with a proactive rather than reactive disposition; someone happy to manage uncertainty and work independently if needed. You will be great at generating ideas, and letting go of many of them too (i.e. you're not too precious); you err toward "yes, and..." rather than "no, but...".

You have an eye for detail, thrive in an environment where you are juggling multiple things at once, and take personal accountability seriously: i.e. when you say you're going to do something, you do it. You're a natural problem-solver, builder, and people person.

Other characteristics that will help you succeed in this role and be a great cultural fit: you have a bias toward action—you get your hands dirty—and you actively tackle problems in ways that lead to great outcomes. You successfully balance flexibility and rigor, and embrace taking strategic risks and growing from mistakes. Ultimately, you are eager to do the work to build something new and (we hope) important to the world.

We also expect that most candidates will have had the following experiences/attributes. If your experience set differs, but you think you're the right person for the job, say that in your application.

- 8+ years experience in consulting, start-up, impact investing, or corporate environment, working across a variety of projects/teams, ideally across functions.
- Comfort in a fast-paced, entrepreneurial environment; awesome ability to prioritize and manage multiple workstreams; general interest in and orientation to technology
- Strong experience in, and comfort with, people management and mentorship. Prior experience managing a team of 5+ people is preferred.
- An orientation towards, and passion for, 'client-delight': you are always asking yourself 'what can we do to improve our customer/client experience?'
- Superb communication skills, both verbal and written.
- Great core skills in problem-solving, teamwork, and project management. And great soft skills, plus the understanding that they're not really "soft" at all.
- Knowledge and passion for supporting businesses to tackle global challenges.

Interested in Applying?

Deadline: Candidates are encouraged to apply early, as applications will be reviewed on a rolling basis.

Location: The Deputy Head of Office will join the team in our India office, located in Bangalore.

Compensation: 60 Decibels offers a competitive salary and benefits package and the opportunity to work in a flexible, fun, and supportive environment. The annual salary for this role is expected to be 37-50+ lakh, based on experience and skills.

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Extra Perks: We have an unlimited leave policy and 12 monthly recharge days, on the first Friday of each month. We are a globally distributed team and we give team members opportunities to cross-pollinate and visit our different offices.

Application: To apply please fill out [this application form](#) where you will be asked to upload:

1. Your resume
2. Two short videos (2-3 minutes per video) or a written response in which you respond to the following questions:
 - a. Question 1: Tell me your story: where are you coming from, what you've done in the world that you're passionate about (in work or otherwise), your ambitions for your future, or whatever else you think is relevant in explaining who you are.

- b. Question 2: Why do you think you are a good fit for this role? What are the unique strengths you bring, and what are your weaknesses?

We're excited to hear from you!

Want to get to know us a little better?

- > Sign up to receive [The Volume](#), our monthly collection of things worth reading.
- > Visit our website at 60decibels.com.
- > Read about our team values [here](#).