

60 Decibels Senior Associate-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 Senior Associate to join our team.**

About the role:

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.

Specifically, your responsibilities will include:

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- 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.
- Design surveys and research approaches to meet client needs, and present analysis and data in a way that helps clients take action and make better decisions.
- Oversee, motivate, and provide support to project teams, ensuring team members are given opportunities for autonomy and learning, while staying on track to deliver within promised timelines.
- Contribute to the growth of 60dB by, for example, building internal tools and processes that make our work better, finding creative new ways to present our findings, identifying new survey methods that we can use, sourcing new business development opportunities.
- Coach junior team members on soft and hard skills.
- Represent 60 Decibels at external meetings and events.

- Model our company values

About You: First and foremost, you bring compassion and dedication to this work because it matters to you.

- 4-8+ years experience in consulting, start-up, social enterprise, impact investing or corporate environment.
- A natural affinity towards data, and high level of proficiency with analysis.
- An orientation towards, and passion for, 'client-delight': you are always asking yourself 'what can we do to improve our customer/client experience?'
- Excellent powerpoint and excel skills. High levels of comfort with new technology and software (e.g. we use Airtable and Qualtrics extensively and are often testing new platforms).
- Superb communication skills, both verbal and written.
- Strong experience in, and comfort with, people management and mentorship.
- Great core skills of problem solving, teamwork, and project management. And great soft skills, plus the understanding that they're not really "soft" at all
- Knowledge and passion about supporting business to tackle global challenges.
- Comfort in a fast-paced, entrepreneurial environment; awesome ability to prioritize and manage multiple workstreams; general interest in and orientation towards technology.

Other characteristics that will help you succeed in this role and be a great cultural fit: you have a bias towards 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.

About our team and our culture: we are a fun and hardworking global team that is full of smart, mission-driven folks who combine an entrepreneurial spirit with a commitment to make a positive change in the world.

We consistently hear from our clients that the best thing about 60 Decibels is the people.

To get a feel for our slightly nerdy, not-take-ourselves-too-seriously vibe, check out our monthly newsletter, [The Volume](#).

Interested in applying?

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

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Location: The Senior Associate will work in our office in Bengaluru.

Compensation: 60 Decibels offers a competitive salary and benefits package and the opportunity to work in a flexible, fun and supportive environment. The salary for this position is INR 2.7 million to 4.3 million, commensurate with experience.

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 (1-2 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 your passionate about (in work or otherwise), your ambitions for your future, or whatever else you think is relevant in explaining who you are.
 - b. Video 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?

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- > 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](#).