



Job Description

Role Title: Design Thinking Specialist	Location: Delhi
	Core / Field: Core

ORGANIZATION BACKGROUND:

Centre for Catalyzing Change (C3) is a registered non-profit Indian organization with the mission to empower women in all sectors of development. C3 has been working for over three decades on addressing challenges that girls and women face in our country at different stages of their life cycle. Our vision is a future in India where women and girls are fully empowered and equipped to realize their rights, access opportunities and achieve gender equality. At the core of our work and approach is a belief that achieving gender equality is essential to development, democracy and progress. Our technical expertise extends to incubating, implementing and scaling up programs focused on its thematic areas of youth education, gender and maternal health/reproductive rights, specializing in at-scale program implementation, monitoring and evaluation. Every year, Centre for Catalyzing Change reaches out to two million young people, women and community members through its programs on education, health and livelihood across 15 states of the country.

POSITION SUMMARY:

C3 is looking for a passionate and creative Design Thinking Specialist to join our team and help us drive innovation in our projects.

The Design Thinking Specialist will play a crucial role in guiding and implementing the principles of design thinking across C3. This role will focus on understanding and empathizing with the needs of our target audience, stakeholders, and communities to develop and deliver innovative solutions that drive positive change.

KEY ROLES & RESPONSIBILITIES:

- Design Thinking Facilitation:** Run design thinking workshops, brainstorming sessions, and collaborative problem-solving activities involving internal teams, external partners, and community members.
- Research:** Conduct extensive research, interviews, and surveys to deeply understand the needs, challenges, and aspirations of beneficiaries and stakeholders. Develop user personas and journey maps to inform design processes.
- Ideation and Prototyping:** Collaborate with cross-functional teams to generate creative ideas, concepts, proposals and solutions. Create and test prototypes to validate ideas and gather feedback for refinement.
- User-Centered Solutions:** Ensure that all projects and initiatives prioritize the end-user experience, emphasizing empathy, accessibility, and inclusivity in the design and development of programs and services.
- Data-Driven Decision Making:** Utilize data and insights to inform design choices and evaluate the effectiveness of implemented solutions. Continuously measure and iterate on projects for improved outcomes.

6. **Cross-Functional Collaboration:** Work closely with project managers, researchers, developers, and other stakeholders to integrate design thinking principles into project lifecycles.
7. **Miscellaneous:** Formulate action plans with clear objectives and milestones for implementing the proposed solutions. Align the solutions with the overarching organizational goals and objectives. Design a step-by-step implementation strategy for integrating the proposed solutions. Consider the potential challenges and risks associated with the implementation and develop mitigation strategies.

Note: The roles and responsibilities mentioned above are not exhaustive. Role holder will be guided to perform different tasks as necessitated by changing role within the organization and the overall objectives.

Required Qualifications & Skills:

- Master's degree in a related field (e.g., Design, Human-Centered Design, UX Design, Social Sciences, etc.).
- Proven experience in applying design thinking methodologies, strategic thinking, to solve complex problems, preferably in a non-profit or social impact context.
- Strong facilitation and communication skills, with the ability to collaborate effectively with diverse teams and stakeholders.
- Excellent research skills, including the ability to conduct interviews, surveys, and user testing.
- Proficiency in design thinking tools and software applications (e.g., Adobe Creative Suite, Figma, Miro, etc.).
- Commitment to social causes, with a passion for creating positive change through design.
- A portfolio showcasing previous design thinking projects and outcomes is highly desirable.
- Ability to communicate in Hindi and/ or other local Indian language would be an advantage.

OTHER DETAILS:

- The offer made to the selected candidate shall be commensurate with qualifications, experience and salary history.
- Last date for submission of application: 30th November 2023 (Depending on the responses and if we find the right candidate, we may close the position earlier)
- Please send your latest CV, with a covering letter at jobs@c3india.org
- **Please mention the position you are applying for in the subject line of your email.** The application must contain information about your current salary & benefits drawn (CTC).
- Only Short-listed candidates will be intimated.

C3 aims to be an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, or disability status. Women candidates are encouraged to apply.