



Job Position: Director - Source Sustainability

About Arghyam

Arghyam is a charitable organization set up in 2005 with an endowment from Rohini Nilekani with the vision of Safe Sustainable Water for All. Over the last 18 years, Arghyam has supported Govt and civil society organizations in 140 projects in 22 states across the country in diverse areas of groundwater, springs, water quality and rural sanitation. The work and body of knowledge generated by partnerships has shaped policy narratives, launched national and state level programs while directly impacting the lives of over 10 million people. Arghyam also runs the India Water Portal, an open knowledge bank for the sector with over 8 million readers.

Arghyam's approach for achieving its vision is to work on strengthening government systems using technology to implement participatory water security programs at scale.

We are driving a transformative opportunity to create large-scale societal impact by developing a unified national technology infrastructure for the Government of India's National Jal Jeevan Mission. As a recognized Digital Public Infrastructure (DPI) partner in the WASH sector, Arghyam is collaborating with the Government of India to advance digital water governance through participatory, technology-driven solutions.

By adopting a DPI approach—built on common registries, standards, and open, interoperable APIs—this initiative fosters innovation while strengthening state institutions and empowering communities. The focus is on leveraging digital infrastructure to scale participatory models for sustainable water management, ensuring transparency and inclusivity across all stakeholders, from local communities to the central government.

About the Position

India faces significant challenges related to water scarcity, inefficient usage, and deteriorating groundwater levels, which are exacerbated by the country's large-scale, complex and diverse water landscape. The federated governance structure, along with key programs like the Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA)



and the Jal Jeevan Mission (JJM), presents a unique opportunity to implement sustainable water management practices.

Arghyam is looking for a passionate, hands-on **“Director - Source Sustainability”** who will spearhead efforts to address these pressing water issues through innovative, scalable solutions with a focus on JJM source sustainability. We seek a dynamic individual who can converge strategies across these programs, fostering collaboration among stakeholders to achieve long-term water security.

Role of Director - Source Sustainability at Arghyam

The Director will be responsible for building and leading the source sustainability team. He/she will have to work closely with a cross section of actors such as civil society, government stakeholders, academia, water experts and other ecosystem players.

The Source Sustainability team at Arghyam would be responsible for working with the ecosystem to understand their needs, and work closely with the other themes and partners and help them in imagining, designing and rolling out solutions. The team is expected to have depth of knowledge of specified thematic areas, which includes knowledge of applicable processes, methodologies, standards, products and frameworks.

1 Integrating Government Schemes to augment JJM Program

- Develop and guide strategies for sustainable groundwater management, focusing on government schemes like MNREGA.
- Lead initiatives for groundwater recharge, demand management, reuse of grey water, conservation and hydrogeology.

2. Research, Innovation and Knowledge Sharing

- Stay updated on emerging trends and technologies in water sustainability, while applying hydrogeology.
- Foster partnerships with research institutions for innovative pilot projects.
- Lead knowledge-sharing initiatives to scale successful practices.

3. Policy Convergence, Thought Leadership and Collaborative Advocacy

- Advocate for sustainable water management by engaging with policymakers and stakeholders.
- Contribute thought leadership through publications and public forums.
- Build synergies across programs like JJM and MNREGA to influence policy outcomes

4. Identify and scale demand management practices in water

- Promote water-efficient practices through smart irrigation and conservation techniques.
- Collaborate with stakeholders to implement recharge, reduce and reuse solutions.

Skills and Qualifications:

- Over 15 years of experience in Masters in Environmental Engineering/Sciences, Natural Resource Management, hydrogeology or related fields, PhD would be preferable.
- Deep understanding of agriculture, GIS applications, water and wastewater sectors, government systems, and CSOs.
- Foster collaborative culture with strong interpersonal skills and networking
- Strong project management skills, including the ability to design for scale.
- Attention to detail and the capacity for continuous learning.
- Multilingual knowledge is a plus.

Join us in our mission to make a lasting impact on India's water security landscape. Your expertise and dedication will be pivotal in driving positive change and improving the lives of millions. If you are a dynamic leader committed to driving transformational change, we encourage you to apply for this role and be part of our journey towards a water-secure future for all.

Female candidates are strongly encouraged to apply.

Compensation: Competitive and commensurate with experience and abilities.

Location: Bangalore

Last Date of Application: 30th April 2025

To apply for this post, please e-mail your updated resume to: jobs@arghyam.org with a mandatory subject line **"Application for the post of Director-Source Sustainability"**.