

IIM KASHIPUR
FOUNDATION FOR INNOVATION AND
ENTREPRENEURSHIP AND DEVELOPMENT

Date: 07-01-2025

Hiring Notice

About IIM Kashipur FIED- The Foundation for Innovation & Entrepreneurship Development (FIED), incubation center of IIM Kashipur has been playing a pivotal role in establishing a thriving ecosystem for innovation and entrepreneurship in Uttarakhand. Focused primarily on Agriculture Technology and Agri entrepreneurship, FIED extends its efforts into other areas such as Tourism, Education, and Sustainable Technologies. Dedicated to fostering national economic advancement, FIED offers resources, intellectual assistance, mentorship, collaborative workspaces, and facilitates funding, firmly embracing the boundless potential of entrepreneurship.

About Project- In partnership with the Uttarakhand State Rural Livelihoods Mission (USRLM), the IIM Kashipur Foundation for Innovation and Entrepreneurship Development (FIED) is implementing a structured rural incubation program supported under DAY-NRLM of National Rural Livelihood Mission aimed at strengthening women-led and SHG-based enterprises across Uttarakhand. Under this collaboration, 150 growth-oriented enterprises will be identified, guided, and supported through formalization, business planning, market linkage, governance strengthening, and access to finance. The initiative focuses on improving market readiness, expanding local employment opportunities, and helping enterprises achieve sustainable revenue growth, while creating replicable rural enterprise models that can be scaled across districts in the state.

Qualifications for the personnel to be employed under the project-

Name of Post	Qualification, Experience, and Responsibilities
Project Lead	<p>Qualification</p> <ul style="list-style-type: none">Post-Graduate degree in Business Management / Rural Management / Development Studies / Economics / Accounts / Agri-Business Management / Entrepreneurship or allied disciplines ORA professional qualification such as CA / ICWA / CMA / CS or equivalent.Additional certifications or exposure in manufacturing operations, enterprise development, incubation, or large-scale program management will be an added advantage. <p>Experience</p> <ul style="list-style-type: none">12–15 years of progressive experience in setting up, scaling, and/or managing a manufacturing or enterprise-led business, preferably in the food processing, handicrafts, agri-based, or allied sectors, in a senior leadership role.Proven experience with end-to-end business operations, with direct responsibility for Profit & Loss (P&L), revenue growth, cost control, and financial sustainability.Strong exposure to sales, marketing, business accounts, compliance, and financial management of enterprises.Demonstrated experience in enterprise development, incubation, livelihood promotion, or rural entrepreneurship programs, preferably in government-

	<p>funded or large development programs (DAY-NRLM, SRLMs, GoI schemes, or multilateral projects).</p> <ul style="list-style-type: none"> • Deep understanding of SHG ecosystems, producer collectives, value chains, rural markets, and micro-enterprise scaling pathways. • Extensive industry networks and partnerships across manufacturers, buyers, financial institutions, technology providers, and sector experts. • Proven track record in leading multi-disciplinary teams, program planning, execution, monitoring, and data-driven decision-making. • Strong communication skills in English (written and verbal); working knowledge of the local/state language is desirable. • Proficiency in MS Office, digital MIS platforms, dashboards, and reporting systems. <p>Key Responsibilities</p> <ul style="list-style-type: none"> • Provide overall strategic direction and leadership for enterprise development and manufacturing-linked incubation initiatives, ensuring business viability, scalability, and financial sustainability. • Lead the identification, screening, and onboarding of growth-oriented women-led / SHG-based enterprises as per defined eligibility norms (sector, turnover, geography, and inclusion criteria). • Drive enterprise diagnostics and growth planning, including formalization, business planning, sales strategy, financial literacy, compliance readiness, and access to finance. • Oversee the entire incubation and enterprise development lifecycle—diagnostic assessment, enterprise development plans, mentoring, capability-building interventions, exposure visits, and performance tracking. • Strengthen sales, market linkages, and buyer partnerships, leveraging industry contacts to unlock sustainable revenue opportunities for enterprises. • Interface and build strong working relationships with government officials, SRLMs, district administrations, CLFs, financial institutions, industry experts, technical agencies, and private sector partners. • Ensure effective program governance, monitoring, MIS reporting, documentation, and evaluation, in compliance with DAY-NRLM / GoI guidelines, audit norms, and reporting requirements. • Lead and mentor internal teams, consultants, and field units—providing guidance, performance oversight, and capacity building. • Facilitate the development of replicable incubation models, SOPs, knowledge products, case studies, and best practices for scale-up and national dissemination. • Act as the overall accountable authority for program outcomes, enterprise performance, stakeholder coordination, and impact delivery. <p>Salary: Up to INR 10 lakhs per annum (maximum). The salary offered will not exceed 15% of the candidate's current monthly remuneration.</p>
Business Manager	Qualification

- Post-Graduation in Business Management, Rural Management, Development Studies, Economics, Accounts, or other related disciplines OR Professional qualifications such as CA, ICWA/CMA, CS, or equivalent.
- Preference will be given to candidates from premier institutions such as IRMA, IIMs, IITs, NITs, and other reputed national institutions.
- The prescribed educational qualification may be relaxed, in consultation with the State Rural Livelihoods Mission (SRLM), for candidates possessing substantial and relevant professional experience.

Experience

- Minimum three years of professional experience in enterprise promotion, enterprise management, or business operations, preferably in functional areas such as:
 - Production / Operations
 - Sales & Marketing
 - Procurement / Supply Chain
 - Finance & Accounts
- Demonstrated experience (minimum 3 years) in facilitating export of products from community-based organizations such as SHGs, FPOs, cooperatives, or rural enterprises - including documentation, compliance, logistics, and coordination with export agencies.
- Hands-on experience in sales and marketing of products produced by SHGs, FPOs, cooperatives, or rural/community enterprises including pricing, branding, packaging, and channel development.
- Prior experience working with MSMEs, producer enterprises, SHGs, FPOs, CLFs, or incubator-led enterprise programs will be an added advantage.

Roles & Responsibilities

- Provide hands-on mentoring, business advisory, and field-level support to approximately 60–75 enterprises selected under the incubator program.
- Travel extensively across assigned geographies to support enterprises in business planning, execution, and scaling.
- Ensure that supported enterprises achieve targeted growth milestones and comply with defined business, financial, and governance KPIs on a:
 - Monthly
 - Quarterly
 - Annual basis
- Monitor enterprise performance, document progress, and identify gaps requiring technical or functional intervention.
- Coordinate with functional specialists and subject-matter experts to facilitate specialized technical support as required by enterprises.

- Prepare and submit periodic progress reports, case studies, and performance dashboards to the Project Lead.
- Support the Project Lead in program implementation, stakeholder coordination, and continuous improvement of enterprise outcomes.

Salary: Up to INR 12 lakhs per annum (maximum). The salary offered will not exceed 15% of the candidate's current monthly remuneration.

Online Application Link- <https://fied.accubate.app/ext/survey/13342/apply>

Date of Interview- 30th January 2026

Location of Interview- FIED Office, 2nd Floor, Academic Vihara, IIM Kashipur, Kundeshwari, Kashipur, Udhampur Singh Nagar, Uttarakhand (India).

Instructions-

- Interested candidates must apply online and report in person at IIM Kashipur with their CV on the date of the interview.
- Applicants must compulsorily fill-up all relevant fields of the online application.
- Incomplete/incorrect application form will be rejected.
