

Field Operations Senior Manager

Full-time | Field Team

Base Location: Nanpara

Travel: Frequent travel to nearby districts, national & international travel as and when required

Min. 5 years' experience

Reporting Line: CEO

Desired Start Date: **ASAP** (April 2025)



About Oorja

Oorja (www.oorjasolutions.org) is an award-winning social enterprise based in New Delhi. We are on a mission to empower 1 million farmers globally by 2030 with the agricultural solutions they need to sustainably increase their income and quality of life.

Oorja is a Farming-as-a-Service company working at the intersection of sustainable agriculture and renewable energy. Our focus is on powering productive-use appliances that help users to generate stable incomes, create jobs, and mitigate carbon emissions. Despite urgent need, around 90% of marginal farmers cannot afford to invest in solar technology to meet energy needs on their farms. Oorja wants to close this gap. We install, operate and maintain decentralised solar energy infrastructure for community use. We use these assets to sell affordable and reliable solar irrigation and milling services on a pay-per-use basis to smallholder farmers, without any upfront cost to them. We also offer offline and digital advisory services to strengthen climate adaptation and resilience amongst farmers. We operate in rural areas of northern India where farmers are currently reliant on polluting and expensive diesel motors for their energy needs and have ambitions to scale up our unique solution globally.

Our core strengths are our inclusive, customer-centric business model and a diverse and driven team with shared passion for sustainable development. Some of our investors and partners in this mission are:



Role Background

The Field Operations Senior Manager will oversee and optimize Oorja's field operations across multiple districts. This role involves managing field offices, supervising field teams, ensuring high-quality service delivery, and maintaining strong relationships with partners and vendors. The ideal candidate will have a strong background in field operations management, financial oversight, procurement, and team leadership.

How to Apply

If this opportunity appeals to you, please send your application by filling the brief online application form before **Monday 7th April** here – www.oorjasolutions.org/apply-now.

Roles and Responsibilities

The key responsibilities for the Field Operations Senior Manager include, but are not limited to:

1. Leadership & Field Operations Management

- Oversee daily operations across multiple field offices and ensure seamless execution of Oorja's core services.
- Coordinate scheduling, logistics, and service delivery for solar irrigation services under all of Oorja's models: Pay Per Use (PPU), Fixed Monthly Instalments (FMI), Engineering, Procurement and Construction (EPC) as well as for our Rooftop Solar services to homeowners.
- Establish and enforce standard operating procedures (SOPs) to streamline workflows and ensure consistency in quality across sites.
- Troubleshoot operational issues as they arise, ensuring quick and effective resolution in coordination with field and engineering teams.
- Serve as the Senior Operations Manager for all field offices (Bahraich, Barabanki, Hardoi, and any new locations).
- Provide leadership and support to 30+ employees, including technicians, field officers, and support staff and act as part of the Senior Leadership team at Oorja, providing a bridge between the Head Office and the Field Office teams.
- Conduct regular site visits to oversee project execution, monitor system performance, and engage with stakeholders.

2. Field Financial Oversight

- Manage monthly and annual budgets for field offices and operations.
- Monitor service usage, cost recovery, and revenue collections from Pay-Per-Use and other business models.

- Prepare and review financial reports, identify inefficiencies, and lead cost-optimization efforts.

3. Procurement & Vendor Coordination and Management

- Oversee procurement processes, engaging with multiple vendors for equipment, civil works, and spare parts.
- Vendor selection and onboarding: Identifying and selecting the best vendors to meet the organization's needs, and ensuring that they are properly onboarded.
- Contract management: Drafting, reviewing, negotiating, and managing contracts with multiple vendors to ensure that they meet the organization's requirements and are legally binding.
- Vendor performance management: Monitoring vendor performance against key performance indicators (KPIs) and ensuring that vendors are meeting their contractual obligations.
- Vendor lifecycle management: Managing the entire vendor lifecycle, from selection to offboarding, to ensure that vendors are managed effectively throughout their engagement with the organization.
- Relationship management: Developing and maintaining positive and mutually beneficial relationships with vendors to enhance the customer experience.
- Risk management: Identifying, assessing, and mitigating vendor-related risks to protect the organization's reputation and assets.
- Purchase goods or services that meet the quantity and quality expectations of the organization
- Track inventory, manage Oorja's warehouse, restock goods when needed.
- Data management and reporting: Collecting and analyzing vendor data to identify trends, opportunities for improvement, and cost savings.
- Compare available goods with industry trends to determine appropriate pricing.

5. Financial & Cash Management

- Manage cash flows and expenses for all field offices, ensuring transparency and efficiency.
- Optimize operational budgets by reducing unnecessary expenses while maintaining service quality.
- Work closely with the finance team to track costs, generate reports, and improve cost-effectiveness in operations.

6. Team Leadership and Capacity Building:

- Recruit, train, and mentor engineering and field teams, ensuring strong technical and operational capabilities.
- Supervise field teams, including site operators, field engineers, and local staff across multiple locations.
- Conduct recruitment, onboarding, and periodic training sessions to strengthen field-level capacities.
- Establish performance metrics and lead regular reviews to assess and improve team effectiveness.
- Foster a culture of accountability, problem-solving, and continuous improvement within the

team.

7. Monitoring, Reporting & Compliance

- Ensure adherence to safety regulations, engineering standards, and company protocols.
- Maintain detailed records of system performance, operational issues, and maintenance activities.
- Provide monthly reports on technical performance, challenges, and field insights to the senior leadership team.
- Continuously seek innovative solutions to improve system efficiency and field operations.

8. Partner and Stakeholder Relationship Management:

- Serve as the primary liaison with local implementation partners, community leaders, and stakeholders.
- Represent Oorja in partner meetings, field visits, and district-level forums.
- Ensure alignment between Oorja's objectives and partner expectations through clear communication and collaboration.

Qualifications & Skills

- Bachelor's degree in Business Administration, Rural Management, Operations, or a related field.
- At least 5 years of experience in field operations or implementation roles in rural India, preferably in renewable energy, agriculture, or WASH sectors.
- Fluency in Hindi and English.
- Willingness to (re)locate to Nanpara (UP) and willingness to travel regularly to rural sites.
- Strong understanding of solar PV systems, irrigation technologies, and rural electrification projects.
- Experience in procurement, vendor negotiations, and budget management, specifically for solar irrigation systems design and procurement.
- Proven experience in financial oversight, team supervision, and partner engagement.
- Proven leadership experience managing large field teams in multiple locations.
- Strong problem-solving and analytical skills, with a proactive approach to technical challenges.
- Excellent communication and stakeholder management skills.
- Proficiency in field data collection, reporting, and monitoring tools.
- Ability to work independently and thrive in rural, field-based environments.

Other Requirements:

- Must have a working motorbike for local travel.
- Willingness to travel across Uttar Pradesh on a regular basis, and across India on an ad hoc basis as required.

What We Offer

- A highly enthusiastic, driven and ambitious team
- A melting pot of diverse talents – development professionals, researchers, engineers, farmers, scientists and community mobilisers
- Competitive remuneration package
- Interesting field of work where you will build your understanding of solar technology, sustainable agri-food systems and the development sector
- Close mentorship for career development
- A flat and open work culture and friendly work environment
- Experience and responsibility at an award-winning company in the renewable energy and agri-tech industries, among the fastest-growing segments of the global economy
- The opportunity to make a difference and to help improve people's lives.

Equal Opportunities and Non-Discrimination Statement

Oorja Development Solutions India Private Limited is an equal opportunity employer that values and respects the importance of a diverse and inclusive workforce. It is the policy of the company to recruit, hire, train and promote persons in all job titles without regard to religion, race, caste, gender, place of birth, sexual orientation, marital status or disability status. Oorja endeavors to provide a safe, diverse and comfortable workplace. Oorja will not adversely discriminate, and prohibits other adverse discrimination at the workplace, against any person on its premises, whether that person is in its employment or otherwise. If you can contribute to our organisation, you are welcome, regardless of your roots, religion, age or gender.