

Solar Engineering 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 Solar Engineering Manager will lead the full lifecycle of solar project implementation at Oorja, from system design and technical specifications to installation, operations, and maintenance. The role involves managing a growing team of engineers, ensuring quality control, contributing to procurement decisions, and supporting the deployment of solar irrigation and rooftop solar projects under Oorja's PPU, FMI, and EPC models. The candidate should have a robust understanding of solar PV systems, practical experience in managing rural installations, and strong people management capabilities.

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 Solar Engineering Manager include, but are not limited to:

1. Team Leadership & Technical Oversight

- Lead and mentor a multidisciplinary team of at least 7 engineers and technicians working across field locations.
- Assign responsibilities, set KPIs, and conduct regular technical training and performance reviews.
- Build a team culture centered on innovation, ownership, and continuous learning.

2. System Design & Technical Inputs

- Review and approve solar system designs for irrigation and rooftop applications, ensuring alignment with energy demands and site conditions.
- Conduct load calculations, sizing of PV arrays, pump/motor selection, and battery/storage planning when applicable.
- Integrate water resource availability, crop cycles, and farmer needs into design specifications.

3. Installations & Project Execution

- Oversee end-to-end installations including layout design, civil works, electrical connections, and system commissioning.
- Ensure adherence to installation standards, safety protocols, and technical documentation for every project.
- Coordinate with cross-functional teams to ensure project timelines and quality benchmarks are met.

5. Operations, Maintenance & Troubleshooting

- Develop and implement preventive maintenance protocols across all operational sites.
- Monitor performance of solar assets using remote monitoring tools and field visits.

- Lead root-cause analysis and resolution of recurring technical issues; ensure system uptime and service continuity.

6. Procurement & Vendor Management

- Evaluate technical specifications for key components (PV modules, inverters, controllers, pumps, etc.) and provide inputs into procurement.
- Build and maintain a vendor database, vet new suppliers, and support negotiations for bulk procurement and service agreements.
- Ensure inventory availability and supply chain coordination for system components and spares.

7. Documentation & Compliance

- Maintain project-level documentation including single-line diagrams (SLDs), system specs, O&M manuals, and handover reports.
- Ensure technical compliance with government regulations, subsidy programs (if applicable), and electrical safety standards.
- Contribute technical data and insights for donor reports and internal monitoring frameworks.

Qualifications & Skills

- Bachelor's degree in Electrical Engineering, Renewable Energy Engineering, or equivalent; Master's degree preferred.
- Minimum 5 years of experience in designing and implementing solar PV systems, with at least 2 years in a leadership role.
- Deep knowledge of solar irrigation and rooftop systems, particularly for rural or agricultural use cases.
- Familiarity with national and international PV standards, inverter technologies, solar water pumps, and remote monitoring tools.
- Experience working on EPC, FMI, or PPU business models preferred.
- Strong project management skills with the ability to juggle multiple installations simultaneously.
- Proficiency in MS Excel, and (optional) AutoCAD, PVsyst or other energy modelling tools where relevant.
- Fluency in Hindi; strong written and spoken English required.
- Willingness to travel frequently to rural and semi-urban (Rooftop Solar) and rural (Solar Irrigation Systems) sites for site assessments, quality checks, and team supervision.

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.