

Solar Pump Engineer

Full-time

Base Location: Bahraich district, Uttar Pradesh

Reporting Line: COO

Earliest Start Date: 1st December 2025

Apply By: 3rd November 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 solar energy and sustainable agriculture. Our focus is on powering beneficial 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 for their farms. Oorja wants to close this gap. We finance, install and maintain solar pumping systems for community use. Oorja sells affordable solar irrigation 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 resilience. We operate in rural areas of northern India where farmers are currently reliant on polluting and expensive diesel motors for their energy needs.

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



Role Background

Oorja is seeking a Solar Pump Engineer with 2-4 years of on-field experience in solar pump installations, operations and maintenance and a diploma in electrical / electronics engineering. Your primary responsibilities will be to perform routine maintenance, troubleshooting and repairs on solar irrigation pumping systems, as well as assisting with technical site audits and installation and commissioning of new pumps. You should be comfortable diagnosing and repairing faults and conducting electrical and mechanical works on BLDC and AC submersible and surface pumps, motors, borewells, flowmeters, VFDs/controllers and other ancillary equipment. You must be able to work independently to achieve targets within set timelines and be highly motivated by customer satisfaction. You will report directly to the COO. You should own a motorcycle and have a valid driver's license. You will be joining a dynamic and talented team working together to make a difference to farmers' income and well-being.

Please note: This is a 100% field role involving hands-on electrical, mechanical and civil works on solar pumping systems. Please only apply if this excites you.

Key Duties

- Conduct electrical and mechanical works for installation, testing and commissioning of ground-mounted solar irrigation pumping systems
- Oversee construction and inspect quality of civil works and borewells (with support from local labour)
- Technical operations and maintenance of solar pumps (BLDC and AC systems, submersible and surface pumps) and any of their components (VFDs, controllers, motors, flowmeters, etc)
- Diagnose faults, troubleshoot and attend to repairs and part replacements
- Coordinate with suppliers for prompt repair or replacement of equipment/parts
- Conduct technical site audits of new potential sites for solar irrigation systems
- Measure and record system performance, operating parameters and other data in logsheets
- Escalate major faults, malfunctions and unresolved technical issues to COO.

Roles and Responsibilities

For this position, you will be expected to serve a key role in our Engineering team. Your responsibilities include, but are not limited to:

- Conduct electrical and mechanical works for installation, testing and commissioning of ground-mounted solar irrigation pumping systems within timelines and budget set and approved by supervisor, including:
 - Supervise construction of civil works and borewells (with support from local labour)
 - Electrical and mechanical works as required for installation of submersible and surface AC/BLDC pumps (including borewell construction).
- Provide quality assurance assessments for projects implemented; conduct electrical safety and quality testing and commissioning; check electrical installation for sound wiring, polarity, earthing and integrity of terminations
- Operate and conduct routine maintenance, troubleshooting and repairs on solar irrigation pumping systems, including but not limited to PV modules, mounting structures, balance of systems equipment, inverters, VFDs, power meters, safety systems, pumpsets, AC and BLDC motors, flowmeters and other ancillary equipment, to ensure systems meet the performance and reliability needs of customers

- Diagnose and troubleshoot any technical problems; check, inspect, configure, replace, install and test different components; conduct repairs or issue replacement parts within <48 hours of first notification; keep record of technical issues and prepare monthly technical report for reporting to COO
- Stay close to and travel frequently to all project sites and adhere to O&M guidelines provided through in-house training and technical manuals and to all applicable standards and safety requirements
- Conduct routine maintenance inspections and reports on a regular basis: measure and record system performance, operating parameters, maintenance and other relevant data from pump sites and customers in a logsheet; provide regular written technical reports in the company's prescribed format to supervisor; participate in team calls; provide the management team with field insights regarding the technology, customer behaviour and challenges faced during technical operations
- Implement standard operating procedures (SOPs) for installation, repairs and maintenance; ensure best practice O&M is completed to ensure maximum reliability of all services
- Provide guidance and support to Solar Technicians and Site Assistants to diagnose and repair faults; outline steps and components required so technical issues are promptly resolved
- Coordinate with suppliers and distributors for prompt repair or replacement of equipment and spare parts
- Keep a daily log of all repairs and maintenance conducted and technical issue status on company's software platform
- Escalate major faults and malfunctions or unresolved technical issues (including vandalism or theft of components) to supervisor as soon as possible, together with necessary evidence (photographs, videos, field reports, diagrams, etc.) for filing of warranty claims
- Conduct technical site audits of new potential sites for solar irrigation systems
- Support with any other engineering or operations related tasks as required from time to time.

Qualifications & Abilities

- University degree (at least B.Tech/BE) in Electrical Engineering/Electronics Engineering from a recognised institution with min. 1 year of on-field experience
- 2+ years of hands-on experience handling solar PV installations and troubleshooting, ideally in a rural environment
- Understanding of and commitment to following safety procedures
- Excellent knowledge of electrical system components and their integration, including PV, controllers, wiring, grounding and earthing; knowledge of AC induction and BLDC motors and cooling systems will be a benefit
- Native Hindi; spoken and written command of English is desirable
- Ability to self-motivate and drive to work independently
- Ownership of a motorcycle with valid driver's license (mandatory)
- Ownership of a laptop (preferable)

Reporting Relationships

- Reports to COO

What We Offer

- A highly enthusiastic, self-driven and international team

- A melting pot of diverse talents – development professionals, researchers, engineers, farmers, scientists and community mobilisers
- Competitive remuneration package
- Financial support for health and accident insurance
- One Saturday per month off
- Interesting field of work where you will build your understanding of solar technology 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 agritech industries, among the fastest-growing segments of the Indian economy
- The chance to make a difference and to help improve people's lives.

How to Apply

Even if you do not meet all the criteria, we still encourage you to apply. Please apply by filling the online application form here – www.oorjasolutions.org/apply-now.

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 endeavours 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.