Product Manager

Full-time | Head Office team
Base Location: Remote
Min. 2-4 years' experience
Reporting Line: Chief Technology Officer
Desired Start Date: November - December 2025
Deadline to Apply: Friday, 24th October 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.

We are a Farming-as-a-Service company working at the intersection of sustainable agriculture and clean energy. Founded in 2016, Oorja aims to address the climate crisis by promoting clean solar energy in India through inclusive and affordable solar-powered irrigation solutions. Oorja leverages decentralised solar PV infrastructure to provide clean energy and climate-smart solutions that meet the needs of farmers and farming based institutions. Our farmer-centric business models enable transition from fossil fuels to clean energy thereby reducing carbon footprint, boosting productivity, increasing income, long term saving and enhancing climate resilience of communities, contributing to the SDGs.

Role Background

Oorja is seeking a Product Manager to lead the design, development and adoption of digital and technology products. This role is central to Oorja's digitization roadmap, including the integration of our new ERP platform and the evolution of our "Dhoop" mobile app ecosystem.

The Product Manager will oversee the product lifecycle from vision and strategy to execution and adoption. They will coordinate across functions to ensure digital tools are intuitive, scalable and aligned with Oorja's operational needs and business model. This includes managing relationships with external software development firms, leading internal product sprints, overseeing user testing and ensuring high adoption among team members and end users.

The ideal candidate combines strong technical understanding with practical experience in product management, process optimization and change management in low-connectivity, low-tech contexts.

How to Apply

Please only apply for this role if you have at least 2-4 years' experience in product management, software or technology project management, with a proven track record in managing product lifecycles, driving user adoption, and coordinating multi-stakeholder technology projects.

If this opportunity appeals to you, please send your application by filling the brief online application form before **Friday, 24th October 2025,** here – www.oorjasolutions.org/apply-now.

Roles and Responsibilities

As Product Manager, you will be responsible for leading the development, integration and adoption of Oorja's digital products, including online dashboards, ERP system, IMS system and "Dhoop" mobile platform as well as any other solutions that support Oorja's digitisation and scaleup strategy. You will translate operational challenges into user-centric digital solutions that enhance efficiency, data visibility and customer experience. Your role will bridge technology, operations and business strategy to ensure that Oorja's digital ecosystem supports scale, sustainability and impact.

Product Leadership and Strategy

- Define and lead the vision, strategy and roadmap for Oorja's digital products and tools, aligned with organisational goals.
- Translate field operations and business needs into product requirements, prioritising features that create measurable impact for farmers and internal users.
- Develop strategies to use technology for cost optimisation, process automation and potential monetisation opportunities.
- Work closely with leadership to identify and design new digital services relevant to Oorja's Pay-Per-Use and Farmer Advisory models.
- Benchmark against global digital product trends to ensure Oorja's tools remain relevant, scalable, and accessible.
- Support the Data Analyst in maintaining integrated, secure, and reliable data systems across all tools, developing dashboards and analytics for real-time insights, and using data to guide product development and business improvements.

Product Development and Execution

- Lead the end-to-end product lifecycle: user research, requirement definition, feature design, prototyping, testing, deployment and iteration.
- Manage product sprints and backlogs using agile methodologies, ensuring timely delivery and high-quality releases.
- Collaborate with engineering teams and external software partners to translate business needs into functional and scalable digital products.

- Develop low-code or no-code prototypes to validate features quickly with field teams before full-scale rollout.
- Ensure usability and reliability of digital tools in low-connectivity environments through robust offline functionality.

Adoption, Training, and Change Management

- Develop and execute comprehensive adoption strategies for ERP, Dhoop and other digital platforms.
- Design and deliver training materials, user guides, and onboarding workshops for both internal teams and field operators.
- Establish feedback loops with end users and field teams to drive continuous product improvement.
- Cultivate a digital-first culture across Oorja, encouraging engagement, ownership, and regular use of data systems.
- Track product adoption and engagement metrics, identifying and resolving bottlenecks in usage or implementation.

Cross-Functional Collaboration and Stakeholder Management

- Act as a bridge between technology, operations, finance, business development and field teams to ensure alignment across all product initiatives.
- Manage relationships with technology vendors, developers, and consultants, ensuring quality and accountability.

Qualifications & Skills:

- Bachelor's or Master's degree in Engineering, Computer Science, Information Systems, or related discipline.
- Minimum 2-4 years of experience in product management, technology project management, or software development.
- Proven experience managing ERP or digital product implementation in a growing organisation.
- Familiarity with no-code or low-code platforms and Oorja's current tech stack, including Odoo, Looker Studio, WordPress, Python-based frameworks, database management, API design (GraphQL, REST), Power BI.
- Demonstrated ability to lead cross-functional teams and manage multiple stakeholders.
- Experience driving tech adoption and change management in low-connectivity or low-tech environments.
- Excellent organisational, analytical, and communication skills.
- Enthusiasm for sustainable development, agriculture, and renewable energy.

Key Performance Indicators (KPIs)

Performance for this role will be measured against clear deliverables that reflect both strategic leadership and operational execution. Indicative KPIs for the Product Manager include:

Area	Key Indicators	Targets / Measurement
1. ERP Integration and Digital Systems Deployment	• ERP system rollout and integration across Fundraising, Operations, Business Development and potentially HR • SOPs and user manuals	• ERP fully operational by agreed milestones • 90% of processes digitised • 100% of core workflows documented
2. Product Development and Delivery	• Timely delivery of new product features and releases • Execution of platform updates (Dhoop V2, V3) • Reduction in manual processes	• ≥ 2 major releases per year • 50% reduction in manual/excel sheet-based processes by end FY 2026
3. User Adoption and Engagement	• Adoption rate of ERP and Dhoop VI • Active user engagement (weekly/monthly) • User satisfaction and training effectiveness	• ≥ 80% active user adoption within 6 months • Data collection and user feedback collected for continuous improvement • ≥ 4/5 average satisfaction score in user surveys
4. Cost Optimisation and Process Efficiency	• Efficiency gains through technology • Improved financial tracking and forecasting • Process optimisation initiatives	• Demonstrated time/cost savings in workflows • ≥ 3 technology-driven process improvements per year
5. Capacity Building and Change Management	• Internal training and onboarding sessions • Development of digital adoption champions • Cross-team collaboration and reporting efficiency	• ≥ 4 digital literacy or training sessions annually • Adoption champions in each department • Clear evidence of improved collaboration
6. Innovation and Continuous Improvement	• New digital tools or integrations piloted • Field-level impact and feedback • Knowledge sharing and insights	• ≥ 2 innovation pilots per year • Case studies documenting technology impact • Regular learning briefs shared with senior leadership

Other Requirements:

• Willingness to travel periodically to project sites.

- Must have a working laptop and reliable internet connection.

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.