

Engineering Manager

Full-time

Base Location: Bahraich district, Uttar Pradesh

Reporting Line: COO

Earliest Start Date: 1st March 2026 Apply

By: 15th February 2026



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 2035 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 an Engineering Manager - Solar Irrigation with minimum 5 years of hands-on experience in solar pump installations, operations and maintenance and a university degree in Electrical/Electronics Engineering. You will be primarily responsible for leading site feasibility assessments, system sizing, installation, testing, and commissioning of ground-mounted AC and BLDC solar irrigation systems. You will ensure that civil works, electrical safety, and quality standards are consistently met across all sites. You will lead troubleshooting and repairs, monitor system performance using IoT-based tools, maintain accurate technical logs, and coordinate with equipment suppliers and EPC partners for timely part replacements and warranty support. You will also be responsible for recruiting, training, and supervising field engineers and technicians, and supporting engineering planning and cost optimisation. This is a field-intensive role reporting 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

- **System Deployment:** Lead the end-to-end installation, testing, and commissioning of ground-mounted solar irrigation systems, ensuring full integration of electrical and mechanical components.
- **Civil Oversight:** Supervise site construction and manage local labor to ensure high-quality execution of civil works and borewell development.
- **Asset Management:** Drive the technical O&M of solar pumping infrastructure, including AC/BLDC systems, VFDs, controllers, and specialised sensors (flowmeters, etc.).
- **Technical Troubleshooting:** Act as the lead for fault diagnosis and repairs, implementing rapid-response solutions and component replacements to minimise system downtime.
- **Supply Chain Liaison:** Manage relationships with equipment suppliers to facilitate the rapid repair or warranty-based replacement of critical parts.
- **Site Feasibility:** Perform comprehensive technical audits of potential new sites to evaluate their suitability for solar irrigation technology.
- **Data & Performance Logging:** Systematically monitor, measure, and document operating parameters and performance metrics to maintain accurate digital and physical logs.
- **Technical Reporting:** Provide streamlined communication to the COO regarding major malfunctions, unresolved issues, or critical technical risks.

Roles and Responsibilities

1. Strategic Engineering & Innovation

- **System Design & Sizing:** Perform precise system sizing to align technical specifications with diverse business models across our product portfolio.
- **Strategic Planning:** Participate in management meetings to shape engineering strategy, expansion plans, and new business lines like agrivoltaics.
- **Security Innovation:** Design and implement innovative physical and technical safeguards to prevent water theft and equipment vandalism.
- **Data-Driven Growth:** Supervise the accurate provision of data for D-RECs and manage the Annual Maintenance Contract (AMC) services for the Oodyam portfolio.

2. Project Execution & Quality Assurance

- **End-to-End Installation:** Lead the installation, testing, and commissioning of ground-mounted solar pumping systems (AC/BLDC) within approved timelines and budgets.
- **Civil & Borewell Oversight:** Ensure borewell construction follows precise dimensions and methodologies, supervising local labor to meet company standards.
- **Rigorous QA/QC:** Conduct comprehensive quality assessments, including electrical safety testing, earthing integrity, and wiring polarity checks to ensure 100% SOP compliance.
- **Site Audits:** Conduct technical feasibility audits for new potential project sites.

3. Technical Operations & Maintenance (O&M)

- **Remote Monitoring:** Utilise IoT-based RMS and the **Solimm tool** to monitor pump performance, ensuring all cameras/SIMs are active and data is flowing.
- **Rapid Troubleshooting:** Diagnose and resolve mechanical/electrical faults within a strict <48-hour window. This includes VFDs, controllers, submersibles, and flowmeters.
- **Software Management:** Maintain and oversee the fault-resolution platform (Airtable), ensuring it remains the "single source of truth" for all technical issues.
- **Performance Logging:** Maintain meticulous logs of system parameters and maintenance history, escalating major malfunctions to the COO with supporting forensic evidence (photos/data).

4. Team Leadership & Supply Chain

- **Team Development:** Recruit, train, and mentor the engineering team and field technicians, conducting regular performance reviews to maintain high standards.
- **Vendor Management:** Select and manage EPC contractors for nationwide deployments; negotiate with national and local vendors to optimise CAPEX and OPEX.
- **Reporting:** Synthesise field data into professional monthly management reports for executive review.
- **Supply Chain Liaison:** Coordinate with suppliers for the prompt replacement of parts under warranty.

Key Performance Indicators (KPIs)

- **Uptime:** Maintaining system reliability through proactive IoT monitoring.
- **Response Time:** Resolving reported technical faults within 48 hours.
- **Cost Efficiency:** Successful price negotiations and budget adherence for new installations.
- **Data Integrity:** Accuracy of logs in Airtable and data provision for D-RECs.

Qualifications & Abilities

- University degree (at least B.Tech/BE) in Electrical Engineering/Electronics Engineering from a recognised institution with min. 2 year of on-field experience
- 5+ 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.