



UN GLOBAL COMPACT NETWORK INDIA
Call for Expressions of Interest and Proposals

COUNTRY LEAD - CSR PORTFOLIO

Individual Consultancy | Two-Stage Technical and Financial Evaluation

Reference Number	UNGCNI/CSR/CL/2026
Position Title	Country Lead - CSR Portfolio
Type of Engagement	Individual Consultancy
Duration	Six Months (Note - Duration is extendable subject to satisfactory performance, availability of funds and programme requirements)
Location	Delhi - NCR Region; frequent field travel across programme geographies
Reports To	Deputy Director, UNGCNI
Number of Positions	One
Minimum Experience	Ten years of relevant work experience in CSR, development programme management and resource mobilisation
Date of Issue	01st Oct 2026
Last Date for Submission of Technical Proposals	25th Oct 2026, 17:30 hours IST (Note - This opportunity will be processed on a rolling basis . Candidates are therefore encouraged to apply at the earliest and continue to monitor the opportunity for updates, to avoid missing consideration in case the requirement is fulfilled before the stated closing date)
Applications Email	recruitment@globalcompact.in , with the reference number in the subject line

1. About the UN Global Compact Network India

The United Nations Global Compact (UNGC) is the world's largest corporate sustainability initiative, calling on companies to align their strategies and operations with ten universal principles on human rights, labour, environment and anti-corruption, and to take action in support of the Sustainable Development Goals (SDGs). The UN Global Compact Network India (UNGCNI) is the country's local network of the UNGC. It brings together businesses, civil society, academia and government to advance responsible business and sustainable development in India.

Beyond its convening and capacity-building work, UNGCNI designs and manages a portfolio of CSR-funded development programmes on behalf of corporate partners, working through implementation partners, research institutions and government systems. The portfolio spans education, water, agriculture and circular economy, with a strong emphasis on measurable outcomes, accountability and sustainability of impact.

2. Programme Context and Portfolio

UNGCNI is expanding its CSR programme portfolio and seeks an accomplished senior professional to strengthen programme quality, grow the donor and corporate partner base, and ensure that programmes deliver on their commitments. The position will work across the following thematic areas and project types:

Thematic Area	Nature of Work	Illustrative Programme(s)
Education and Skilling	STEM and digital learning in government schools; teacher capacity building; learning-outcome measurement; school-level systems strengthening	DigiArivu Project (Tamil Nadu)
Agriculture and Livelihoods	Farmer-centric interventions such as seed systems, climate-resilient agriculture, farmer producer organisations and market linkages	Indigenous Seed Conservation Project (Maharashtra)
Circular Economy and Sustainable Resource Use	Biomass and waste value chains; technology-enabled solutions; multi-stakeholder partnerships with industry and academia	Biomass Agri Waste to Wealth (Maharashtra)
	The programme seeks to improve the lives of informal waste workers while promoting sustainable plastic waste management	Plastic Waste Management (Uttar Pradesh)

Why this role

- Lead and shape a growing, multi-theme CSR portfolio at a respected UN-affiliated platform, with direct access to senior corporate leaders, institutional donors and government stakeholders.
- Own the full programme cycle, from concept note and donor pitch to implementation oversight and impact reporting.
- Influence how business engages with the SDGs, by building partnerships that deliver measurable development outcomes at scale.
- Work in a collaborative, leadership-driven environment that values integrity, evidence and long-term community impact.

3. Purpose of the Position

The position will serve as a senior technical and strategic resource to UNGCNI. The consultant will (i) design new programmes and proposals aligned with the priorities of corporate and institutional donors, (ii) mobilise resources and build a pipeline of new donors, (iii) ensure that ongoing programmes are implemented on time, within budget and to the agreed quality standards, and (iv) manage client and partner relationships so that UNGCNI remains a trusted, preferred partner for CSR investments.

4. Scope of Work and Key Responsibilities

Under the overall guidance of the Executive Director, the position will be responsible for the following:

A. Programme Design and Development

- Design new CSR programmes and projects, including problem analysis, theory of change, results framework, implementation strategy, budget, risk matrix and sustainability plan.
- Prepare high-quality concept notes, proposals, presentations and pitch documents tailored to corporate CSR policies, Schedule VII of the Companies Act, 2013, and donor-specific requirements.
- Conduct needs assessments, baseline and landscape studies, and review of evidence to inform programme design.
- Ensure alignment of programmes with the SDGs, national and state priorities, and the Ten Principles of the UN Global Compact.

B. Fundraising and Donor Engagement

- Develop and execute a resource mobilisation strategy and annual fundraising plan, with clear targets for new and repeat funding.
- Identify, research and approach new donors, including corporate CSR departments, corporate foundations, philanthropic organisations, bilateral and multilateral agencies, and international donors.
- Lead donor meetings, presentations and negotiations through to signing of agreements or memoranda of understanding.
- Maintain a live pipeline of prospects and opportunities, with periodic reporting to UNGCNI leadership on conversion and funds raised.
- Respond to calls for proposals and requests for proposals, and coordinate consortium or partnership bids where required.

C. Implementation Oversight and Quality Assurance

- Oversee the implementation of assigned programmes to ensure delivery against work plans, milestones, budgets and quality standards.
- Conduct regular field visits, review meetings and partner reviews; identify implementation risks early and lead corrective action.
- Review utilisation of funds, expenditure against budget and compliance with donor and statutory requirements, in coordination with the finance team.
- Guide and mentor programme teams, ensuring clarity of roles, timely reporting and strong documentation.

D. Client and Partner Engagement

- Serve as the senior point of contact for corporate clients and donors; ensure regular, transparent and proactive communication.
- Manage relationships with implementing partners, research institutions, government departments and community institutions; resolve issues and escalate where required.
- Facilitate partner selection, due diligence, capacity assessment, agreement drafting and performance review.
- Represent UNGCNI at forums, steering committees, review meetings, and field events, and contribute to building its visibility and credibility in the CSR ecosystem.

E. Monitoring, Evaluation, Learning and Reporting

- Establish and oversee monitoring and evaluation systems, including indicators, data collection tools, dashboards and third-party evaluations.
- Review and approve narrative and financial reports, utilisation certificates and impact reports submitted to donors.
- Capture lessons learned, case studies and good practices to inform programme improvement and thought leadership.

F. Compliance, Governance and Risk Management

- Ensure compliance of programmes with the Companies Act (CSR provisions), FCRA (where applicable), income tax provisions, donor guidelines and UNGC safeguards.
- Maintain risk, grievance and safeguarding mechanisms; ensure ethical conduct and the highest standards of integrity in all engagements.

G. Knowledge, Thought Leadership and Team Support

- Contribute to policy briefs, knowledge products, webinars and events that position UNGCNI as a leader in responsible business and CSR.
- Provide technical guidance and capacity building to colleagues, and support internal planning, budgeting and portfolio reviews.

- Undertake any other related tasks assigned by UNGCNI leadership in line with the scope of this assignment.

5. Qualifications, Experience and Competencies

5.1 Mandatory Requirements

Criterion	Requirement
Education	Master's degree in Social Work, Development Studies, Public Policy, Management, Economics, Rural Management, Sustainability or a related field from a recognised university.
Total Experience	Minimum ten (10) years of relevant professional experience in CSR, development programme management or related sector
Fundraising	Demonstrated track record of mobilising CSR or donor funds, including preparing proposals/RFPs/TORs and closing partnerships with corporates, foundations or institutional donors. Candidates must state the value of funds mobilised.
Programme Design	Proven experience in designing multi-stakeholder development programmes, including theory of change, results frameworks and budgets.
Implementation	Experience of overseeing field implementation, including monitoring, risk management and donor reporting.
Thematic Knowledge	Experience in at least two of the following themes: education, water and sanitation, agriculture and livelihoods, circular economy or environment.
Regulatory Knowledge	Working knowledge of CSR provisions under the Companies Act, 2013 and related rules; familiarity with FCRA and donor compliance requirements.
Language	Excellent written and spoken English. Proficiency in Hindi is required; knowledge of other Indian languages is an advantage.

5.2 Desirable Requirements

- Experience with a UN agency, bilateral or multilateral organisation, leading CSR foundation, large NGO or CSR consulting firm.
- Experience of working with government departments at the state or district level.
- Experience of cross-border or foreign-funded partnerships and associated compliance.
- Exposure to ESG, sustainability reporting, impact measurement and the SDG framework.
- Established network among corporate CSR heads, foundations and development agencies.
- Professional certifications in project management, M&E or fundraising are an advantage.

5.3 Core Competencies

- Strategic thinking, with the ability to convert donor priorities into fundable programme concepts.
- Outstanding written and presentation skills, with the ability to influence senior stakeholders.
- Relationship building, negotiation and conflict resolution skills.
- Results orientation, accountability and attention to detail.
- Integrity, professionalism and sensitivity to gender, social inclusion and diversity.
- Ability to work independently, manage multiple programmes and meet deadlines.

6. Contract Terms

- Duration: Six Months from the date of signing (Note - Duration is extendable subject to satisfactory performance, availability of funds and programme requirements)
- Fee: lump-sum monthly professional fee, as quoted in the financial proposal and agreed in the contract, payable on submission of invoice and approval of deliverables. Applicable taxes, including TDS, and GST where applicable, will be handled as per existing provisions.
- Travel: travel required for the assignment will be undertaken as per prior written approval from UNGCNI and reimbursed on actuals, subject to the applicable travel policy. Professional fee quoted must be exclusive of such travel costs.
- Notice: either party may terminate the contract by giving 15 days' written notice.
- Confidentiality and intellectual property: all work products, data, documents and donor information developed or accessed during the assignment will remain the property of UNGCNI and must be kept confidential during and after the contract.
- Conflict of interest: the consultant must disclose any existing or potential conflict of interest and may not engage in work that competes with or conflicts with UNGCNI's interests during the contract period.

7. Selection Process

The selection will follow a two-stage process, with technical evaluation completed before any financial proposal is called for. Only candidates who qualify in the technical evaluation will be invited to submit a financial proposal.

Stage 1: Technical Evaluation (100 marks)

Part	Evaluation Criteria	Maximum Marks
1	Educational qualifications	5
2	Work Experience	20
3	Fundraising and donor engagement track record (value, diversity and repeat funding)	10
4	Programme design and implementation oversight experience	10
5	Thematic experience (education, water, agriculture, circular economy)	5
6	Approach note: understanding of the assignment, fundraising strategy and implementation approach	10
	Sub-total: Desk evaluation (Parts 1 to 6)	60
7	Presentation to the panel (fundraising and portfolio approach) + Interview	40
	Total Technical Score	100

Only candidates scoring at least 36 out of 60 in the desk evaluation will be invited for the presentation and interview. Candidates scoring a minimum of 70 out of 100 in the total technical score will qualify as technically responsive and will be invited to submit a financial proposal.

Stage 2: Financial Evaluation and Final Selection

Financial proposals will be requested only from technically qualified candidates, in the format provided by UNGCNI (see Annexure B), and will be opened only after technical evaluation is complete. The lowest financial proposal will receive 100 marks and others will be scored proportionately. The final score will be calculated as follows:

$$\text{Final Score} = (\text{Technical Score} \times 70\%) + (\text{Financial Score} \times 30\%)$$

The candidate with the highest final score will be recommended for engagement. UNGCNI reserves the right to negotiate the fee with the selected candidate. [Weightage of 70:30 is indicative and may be revised by UNGCNI.]

8. How to Apply

Interested candidates must submit the following documents as a single PDF (maximum 10 MB) at recruitment@globalcompact.in, with the subject line “**Application – Country Lead - CSR Portfolio – [Write Name]**” by the closing date mentioned above:

- Cover letter of not more than one page, stating interest and suitability for the assignment.
- Detailed curriculum vitae (maximum four pages), listing programmes managed, themes, funds raised and donors worked with.
- Technical proposal containing an approach note (maximum three pages) on how the candidate would approach programme design, fundraising and implementation oversight at UNGCNI over the first 12 months.
- Summary of three (3) relevant assignments, with the value of funds mobilised or programmes managed, and the name of the donor or client.
- Names and contact details of three (3) professional referees (to be contacted only for shortlisted candidates).
- Self-attested copies of educational certificates and experience certificates or relieving letters.
- Signed declaration of availability, conflict of interest and accuracy of information (Annexure A).

Please do not include any financial information in the technical application. Applications that include financial details at this stage, or that are incomplete or received after the deadline, may be rejected.

Only shortlisted candidates will be contacted. UNGCNI reserves the right to accept or reject any application, to cancel the selection process or to modify the terms of this call, without assigning any reason and without any liability.

9. Equal Opportunity and Code of Conduct

UNGCNI is committed to diversity and equal opportunity and encourages applications from qualified women and candidates from all backgrounds. Selected candidates must uphold the Ten Principles of the UN Global Compact and the UNGCNI code of conduct, including zero tolerance for fraud, corruption, sexual exploitation, abuse and harassment. UNGCNI does not charge any fee at any stage of the recruitment process.

10. General Terms, Equal Opportunity and Reservation of Rights

10.1 Equal Opportunity

UNGCNI is committed to diversity and equal opportunity and encourages applications from qualified women and candidates from all backgrounds. UNGCNI does not charge any fee at any stage of the recruitment process.

10.2 Harassment, Sexual Exploitation and Abuse of Authority

UNGCNI does not tolerate harassment, sexual harassment, exploitation, discrimination, fraud, corruption or abuse of authority. All selected candidates will undergo relevant checks and are expected to uphold the Ten Principles of the UN Global Compact and the UNGCNI code of conduct and to adhere to the respective standards and principles at all times.

10.3 Rolling Call and Continuing Applications

This call is a continuing (rolling) recruitment exercise. The date mentioned on the first page is the date for the first round of evaluation and is not a final closing date. Applications received after that date will continue to

be accepted and will be evaluated in subsequent rounds, until such time as UNGCNI selects the final candidate(s) and announces on its website.

Early submission of an application does not give a candidate any preference or priority, and late submission does not disqualify a candidate while the call remains open. UNGCNI may conduct technical evaluation in batches and at such intervals as it considers appropriate. Candidates are advised to check the UNGCNI website for updates on the status of this call.

10.4 Selection of One or More Candidates

UNG CNI reserves the right to select one or more candidates from this call, depending on programme requirements and availability of funds. UNGCNI may also retain the applications received and consider the candidates for other similar consultancy or other positions with UNGCNI that have a similar scope of work, experience and educational requirements, without issuing a fresh call. Applying under this call will be taken as consent for such retention and consideration.

10.5 Rights Reserved by UNGCNI

UNG CNI reserves the right, at its sole discretion and without assigning any reason, to:

- accept or reject any application, in whole or in part, at any stage of the process, including after technical evaluation or after financial proposals have been received;
- shortlist, or decline to shortlist, any candidate, and to decide the number of candidates to be invited for the presentation, interview and financial round;
- negotiate the fee and terms of engagement with any candidate;
- cancel, suspend, extend or re-issue this call, or amend its scope, terms, evaluation criteria or timelines, at any time before the contract is signed;
- not make any selection or engagement if it determines that no candidate meets its requirements or that funds are not available; and
- verify any information, documents or references provided by a candidate, and disqualify the candidate or terminate any engagement made on the basis of false, misleading or incomplete information.

10.6 No Obligation, No Claim

- This call is an invitation to submit applications only. It is not an offer of engagement and does not create any contractual, employment or other legal obligation on UNGCNI. A contract will come into effect only on signing of a written agreement by both parties.
- Candidates bear all costs of preparing and submitting their applications and attending the selection process. UNGCNI will not reimburse any such cost.
- UNGCNI will not be liable to any candidate for any claim, loss, cost or damage arising from the cancellation, modification or outcome of this selection process, and the decision of UNGCNI will be final and binding. UNGCNI is not obliged to give reasons for its decisions or to enter into correspondence about them.
- Any attempt to influence the selection process, including canvassing or approaching any member of the selection panel, UNGCNI staff, its governing members or donors, will result in immediate disqualification.

10.7 Confidentiality and Data Protection

Personal information submitted by candidates will be used only for the purpose of this selection process and for the consideration of the candidates for other similar positions as described in Section 10.4, and will be handled in accordance with applicable data protection laws of India.

Annexure A: Declaration by the Applicant

To: The HR, UN Global Compact Network India

Subject Reference: UNGCNI/CSR/CL/2026, Country Lead - CSR Portfolio - [Write Name]

I, _____, hereby apply for the above assignment and declare that:

- All information furnished in this application is true, complete and correct to the best of my knowledge, and I understand that any false statement may lead to disqualification or termination of contract.
- I have the required availability to undertake the assignment for the stated duration.
- I do not have any conflict of interest in relation to this assignment, other than as disclosed below.
- I have read and accept the terms and conditions of this Call for Expressions of Interest and Proposals.
- I consent to UNGCNI verifying my credentials, employment history and references.

Conflict of interest, if any: _____

Signature: _____ Name: _____ Date: _____

Place: _____

Annexure B: Financial Proposal Format

(To be issued only to technically qualified candidates, and to be submitted separately in a password-protected document.)

S. No.	Description	Unit	Amount (INR)
1	Professional fee, all-inclusive of all overheads, communication, office and personal expenses, and exclusive of GST (if applicable)	Per month	
2	Total professional fee for 06 months (Item 1 × 06)	06 months	
3	Travel and field-visit costs (reimbursed on actuals as per policy; not to be included in Items 1 and 2)	As per actuals	Not to be quoted

Amount in words: _____

Signature: _____ Name: _____ Date: _____