

**Position:** Research Analyst

**Employment type:** Full time

**Location:** Bangalore/Mumbai/Delhi

**Unit:** Raising Impact (RIO) incubated by Sattva Consulting and Veddiss Foundation

**About Sattva Consulting:**

Sattva Consulting (Sattva) is a global impact consulting firm from India. Since 2009, Sattva has been engaging with communities, business and government to achieve societal impact at scale. Sattva believes that civil society, business and government have a critical role to play in building an equitable and sustainable world, and actively partners with all stakeholders to enable impact through its advisory & orchestration services, knowledge and data platforms, and collaborative solutions and partnerships. Sattva's teams are based in India, Singapore, and Kenya and its work spans 25 countries and 5 continents. For more information, please visit: the website [here](#).

**About Veddiss Foundation:**

Veddiss is a global philanthropic foundation investing in organisations working at the intersection of technology, policy, and impact. With a mission to create deep and irreversible positive impact, it also works directly with the government on effective public service delivery. The foundation hopes to bring analytical rigour and a collaborative spirit to philanthropic investments in India. It has worked directly with multiple state governments and invested in some of the most innovative initiatives in the social sector. Since September 2021, the foundation has invested more than INR 150 crores towards evidence-backed high impact solutions . Read more about us [here](#) and [here](#), and some recent coverage about our work [here](#), [here](#), [here](#), [here](#) and [here](#).

**About Raising Impact (RIO):**

RIO is an evidence-led philanthropy advisory organisation guiding philanthropy with rigour. Indian philanthropy has enormous potential, but most giving is not guided by rigorous evidence. Donors often rely on personal networks or broad sector reports, and global models like [GiveWell](#) and [Founders Pledge](#), which research and recommend the most cost-effective charities so donors can give where there is maximum impact for each dollar spent, often miss the Indian and localised context.

RIO was incubated by Sattva Consulting and Veddiss Foundation to close this gap: we build rigorous, cost-effectiveness models specifically for India, combining deep local knowledge with a structured, evidence-led approach to help funders understand which interventions deliver maximum impact per rupee. RIO acts as a strategic bridge between three pillars: intentional philanthropists, expert implementers, and the existing body of evidence.

Our mission is simple: to maximise the impact of every dollar spent. Our advisory is accordingly built on three principles:

1. Evidence-Led - We integrate a data and evidence led approach to unpack key social problems
2. Regionally Rooted - We incorporate regional understanding to ensure contextually grounded insights
3. Cost-Effective - We prioritize interventions with the most significant impact per dollar

In the last 1.5 years, RIO has worked across cause areas including Early Childhood Care and Education (ECCE), agricultural livelihoods, and women's economic empowerment. Within the agricultural livelihoods space, we have influenced ~INR 10 crore of philanthropy toward more evidence-based, cost-effective solutions that help improve smallholder farmer incomes. We're aiming to channel significantly more donor capital the same way. For more information, please visit the website [here](#).

### **The Opportunity and Role:**

We are looking for an analyst who is analytical and enjoys problems that involve using data and evidence. We value intellectual honesty, curiosity, and epistemic humility - you should be comfortable questioning assumptions, updating your views as new evidence emerges, and clearly communicating both findings and uncertainty.

As an early-stage organisation, building Raising Impact means contributing beyond research. The chosen candidate will be part of the RIO team composed of members from Sattva and Veddis Foundation. Alongside supporting a team of researchers, you'll help with organisational priorities, and do what's needed to move the mission forward. We value people who take ownership, collaborate generously, give and receive feedback well, and are motivated by a shared commitment to excellence. You will also prioritize being 'cause neutral', with a focus on maximizing impact. You will get the opportunity to build core analytical and research skills while learning RIO's cost-effectiveness analysis (CEA) methodology, which you will then start building end-to-end.

This is a fantastic opportunity to ensure that philanthropic capital is unlocked towards the most effective and high-impact solutions. If you enjoy solving difficult problems, are comfortable with ambiguity, hold yourself to a high standard of rigor, and are motivated by the idea of shifting how philanthropy is done in India, you'll thrive here.

### **Key Responsibilities:**

*This is a role at an organisation in its zero-to-one journey, and the work reflects that. 50% of your time will go towards research, while the remaining will be towards supporting everything else it takes to build RIO. This split may shift with the season and needs of the team. We are looking for someone who will enjoy this breadth of work.*

### **Research (approximately 50% of time)**

Support the research team on cause area and funding opportunity investigations, contributing to cost-effective solution analysis and the cause area reports we publish. This includes:

- Executing primary and secondary research under guidance, and analysing data to arrive at actionable insights
- Reading and summarising evidence (RCTs, systematic reviews, meta-analyses, working papers and grey literature), and summarising monitoring and evaluation (M&E) reports from grantees and partner organisations

- Conducting rapid research into specific problem areas or methodological questions relevant to ongoing work
- Quantifying available funding in a cause area, generating theories of change, conducting literature reviews, and copy-editing

**Other tasks (approximately 50% of the time):**

- **Project management:** Establishing and running project planning and governance so workstreams stay on track; identifying and mitigating key project risks in consultation with the project lead
- **Go-to-market & funder engagement:** Supporting funder-facing efforts from prospect research and outreach to preparing briefing and pitch material, to help channel more philanthropic capital toward cost-effective solutions
- **Communications & collateral:** Producing written communications that translate complex research into clear, accessible content for external audiences such as blogs, articles, LinkedIn posts, op-eds, and public-facing summaries of our reasoning and grant decisions
- **Organisation building:** Supporting a range of tasks a young organisation needs such as supporting key operational and grantmaking processes, and helping shape how RIO works as we grow

**Key Qualifications & Experience:**

**Education:**

- Bachelor's or Master's degree in management / economics / public health / social sciences, systems / strategic design, engineering / arts, or another quantitative / STEM discipline from a competent program in India or abroad

**Research Experience:**

- 1-3 years of relevant experience in research, analysis, consulting, or a related role
- Comfortable with user-centered qualitative and / or quantitative research methods, tools, and approaches; proficient in making presentations and using excel tools such as pivot tables / charts, writing white papers, and knowledge of analysis software - Stata, R etc.
- Ability to read and comprehend technical evidence (RCTs, systematic reviews, academic research, NGO M&E data, government and survey datasets) and summarize the main points accurately
- Ability to think critically; problem solving and analytical skills in research / consulting environments; ability to break a problem down into smaller problems and arrive at solutions
- Prior management consulting / research consulting experience in the development sector is a plus

**Building & Communication Skills:**

- Outstanding verbal and written communication skills with exceptional attention to details to produce engaging, accurate public-facing content such as blogs, articles and LinkedIn posts
- Able to convey complex concepts and evidence clearly and effectively and proficient at synthesizing research findings into insights and tangible recommendations
- Organised and proactive in supporting project management; able to communicate effectively with senior internal stakeholders and support the team in client and funder engagements
- Beginning to form and articulate a point of view on the evidence, while remaining open to being challenged and to updating it

**Others:**

- Comfort operating in an early-stage environment with limited structure; learning to run with tasks independently, while knowing when to seek input
- Curiosity and versatility, eager to learn across cause areas and to adopt new tools and technologies, including AI, to improve efficiency and quality

*We cultivate a supportive and inclusive work environment for all our employees and reinforce diversity in our workplace. All applications regardless of race, religion, caste, color, place of origin, gender, sexuality, disability, and age will be welcome and will be fairly evaluated as per the requirements of the role.*

**Compensation:**

The compensation is competitive with the best of Indian philanthropy pay scales and flexible to accommodate the right candidate's experience and qualifications. As a guide, the compensation is expected to be up to INR 12 lakhs

**Application:**

Submit your resume and express your interest in the role in this Google form - [HERE](#).

**Next Steps:**

You may expect to go through a 4-6 round evaluation process, which includes a screening, *an assignment, a technical interview, and a behavioral interview.*

*We are accepting applications on a rolling basis until mid August 2026. Due to the anticipated high volume of applications, we will do our best to respond to everyone. However, we will primarily reach out to candidates selected to advance in the process. Please write to [info@raisingimpact.org](mailto:info@raisingimpact.org) in case you have any questions.*

\*\*\*