



Raising Impact
Guiding Philanthropy with Rigour

Position: Researcher

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 researchers with exceptional analytical ability and a commitment to following the evidence wherever it leads. 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 join the founding team composed of members from Sattva and Veddis Foundation. Alongside conducting rigorous analyses, you'll help strengthen research systems, support 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. 70% of your time will go towards research, while the remaining will be towards supporting everything else it takes to build RIO. We are looking for someone who will enjoy this breadth of work.

Research (approximately 70% of time):

1. Conduct deep research on cause areas identified by the team, investigate cost-effective solutions for them, and recommend funding opportunities that implement those solutions, leading to a cause area report that will be published. This includes:

- Developing workplans to guide both primary and secondary research, and analyzing data to arrive at actionable insights

- Critically reading, appraising and synthesising evidence (RCTs, systematic reviews, meta-analyses, working papers and grey literature) to assess the strength, quality and applicability of the evidence base to the Indian context
 - Building and conducting quality checks on cost-effectiveness models (CEAs), verifying accuracy, confirming inputs and their sources, and pressure-testing underlying logic and assumptions
 - Creating client-ready deliverables including presentations, reports, and other material
2. Explore funding opportunities that align with the team's criteria for recommendation and generate reports or other relevant material
 3. Conduct rapid research into specific problem areas or methodological questions relevant to the broader research being conducted at the time

Other tasks (approximately 30% of the time):

1. **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
2. **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
3. **Communications & collateral:** Building client- and funder-ready collateral (presentations, reports, one-pagers) and supporting RIO's external communications and thought leadership
4. **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:

- 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:

- 4-6 years of proven experience in executing research projects
- Adept with qualitative and quantitative research methods and tools; proficient in building presentations and white papers, using Excel (pivot tables, charts), and working with analysis software such as Stata or R
- Strong applied statistical skills, able to interpret effect sizes, confidence intervals, regression outputs and study-design limitations, and translate them into clear judgments about what the evidence does and does not support
- Able to read and comprehend technical evidence across sources (RCTs, systematic reviews, academic research, non profit monitoring & evaluation (M&E) data, government and survey datasets) and distil it into decision-relevant insights
- Ability to think critically; to break a problem into smaller parts and work toward solutions in a research or consulting setting
- Prior management consulting / research consulting experience in the impact sector is a plus

Communication Skills:

- Outstanding written and verbal communication with exceptional attention to detail; able to convey complex concepts and evidence clearly, and synthesise research into insights and recommendations
- Able to form and articulate a clear point of view especially in complex, ambiguous situations with limited data while remaining open to being challenged and to updating it

Stakeholder Engagement Skills:

- Able to manage stakeholders inside and outside the project: Communicating effectively with senior internal stakeholders and, with clients, being responsive and proactive in addressing concerns, and enabling and influencing their decision-making
- Willingness to explore diverse perspectives and embrace alternative viewpoints

Others:

- Comfort operating in an early-stage, 0-1 environment with limited structure; self-driven and able to run with tasks without handholding at a task level, 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
- Willingness to work in a fast-paced environment and adapt to ambiguity
- Highly conscientious and focused with a strong commitment to working hard and prioritising the most important tasks

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 25 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 in case you have any questions.
