Resource 1: Development Sector Landscape

About the document:

In this document, we have created a table that provides you with examples of different types of organizations that hire employees for various roles that exist in the development sector. The columns list the different organization types discussed in Video 4 (Types of Organizations) and the rows list the popular roles that exist in the sector, as discussed in Video 3 (Types of Roles). For example, if FSG is an organization in the column "development-focused enterprises" and row "consulting", it means that it is a profit-making enterprise that aims to create positive social, economic, or environmental change and hires employees specifically for consulting roles.

The objective of this document is to provide you with a starting point to begin your career in the Indian development sector. We expect that videos 3 and 4 will help you determine the specific role or organization type (or a combination of both), where you would like to work in the future, and this table will provide you some relevant organization names that you can explore to get started with your job search. You can identify more organizations using Google search or by connecting to relevant individuals through LinkedIn or other social media.

Our approach:

We chose 10-15 organization names for each organizational type and used their website and/ or spoke with people working in that organization to understand the different roles for which they hire employees. Using this data, we placed that organizational name in the relevant cell of the table.

Limitations:
- As mentioned earlier, the list of organizations mentioned in the table is not exhaustive, it's only meant to help you start your job search.
- There could be few cases where the categorization may not be fully accurate as we might not have received adequate information or an organization's work may have evolved with time.

- If an organization name is not mentioned for a certain role, it means that (based on our research) the organization does not hire employees specifically to perform that role. However, it is possible that the organization undertakes that role, but not as its primary function under which it hires employees. For example, if organization A hires consultants, and some consultants get staffed on research and advocacy cases from time to time, its name won't be mentioned in the 'research and advocacy' category because no specific employees are hired for the role.

	Academia	Philanthropic organizations	Multi-bilateral organizations	Corporates	Government	Dev-focused enterprises	NGOs/ NPOs
Consulting	Busara Centre for Social and Behavior Change; Ashoka Center for Social and Behavior Change	Central Square Foundation	World Bank, United Nations (UN); International Finance Corporation (IFC); United Nations Development Programme (UNDP); Asian Development Bank (ADB); United States Agency for International Development (USAID)	KPMG Infrastructure Governance Health vertical; BCG Public Sector Consulting and Strategy; McKinsey Public & Social Sector Practice; PwC Social Sector Advisory Services[1]	Invest India;Independent consultants to Government Ministries (e.g., Rural Development Ministry)	Dalberg; FSG; Samagra; Bridgespan; Sattva; IPE Global; Sensing Local; Oxford Policy Management (OPM)	Dasra; Clinton Health Access Initiative (CHAI)
Research and advocacy	Centre for Civil Society; Council on Energy, Environment	Central Square Foundation; Foundation for Economic	World Bank, UN; IFC; UNDP; ADB		NITI Aayog	Sattva; OPM	Pratham; Safar; Mazdoor Kisan Shakti Sangathan

[1] Corporate consulting firms may also do research projects relevant for the development sector, but they don't tend to hire employees specifically for the role

	and Water (CEEW); Centre for Development Studies; Centre for Policy Research; Vidhi Centre for Legal Policy; Universities like Ashoka, Krea, and JNU; Busara Centre for Social and Behavior Change	*Development*					*(MKSS); Janaagraha; Praja; Urban Design Research Institute*
Funding		*Bill and Melinda Gates Foundation; Michael and Susan Dell Foundation; Omidyar Network; Rohini Nilekani Foundation; Azim Premji Philanthropic Initiatives; Central Square Foundation; Ikea Foundation*	*World Bank; IFC; ADB*	*Infosys CSR team; Tata Consultancy Services CSR team; HDFC Bank CSR team*		*Kois Invest; Lok Capital; Menterra Venture Advisors; Village Capital*	
Impact assessment / M&E	*JPAL; Ashoka Center for Social and Behavior*	*Internal M&E Team of Azim Premji*	*Internal M&E teams of: World Bank; United*			*Gray Matters India; Sattva; Outline India;*	*Internal M&E team of: Indus Action*

	Change	*Philanthropic Initiatives*	*Nations; IFC; ADB; USAID[2]*			*Oxford Policy Management (OPM)*	<u>*M&E Experts:*</u> *Educational Initiatives; IDinsight*
Grassroots implementation		*Deshpande Foundation; Reliance Foundation; Azim Premji Foundation; Sitaram Jindal Foundation*	*United Nations; UNDP*		*Haryana CMGGA Fellowship; Prime Minister's Rural Development Fellowship*	*Pollinate Energy; Haqdarshak; Bijak; Rangsutra; Gram Tarang*	*Teach For India; Akshay Patra; CARE India; Water Aid; Save the Children; Hasiru Dala*

---

[2] The M&E Teams can exist for the entire organization or for specific projects. They are typically small in size