

# TATA TRUSTS

| Role Details |                      |                                              |
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| 1.           | Role                 | Programme Manager, Water Resource Management |
| 2.           | Grade                | Equivalent to Grade 4                        |
| 3.           | Program              | Water, Sanitation & Hygiene (WaSH)           |
| 4.           | Location             | Mumbai/Pune/Delhi                            |
| 5.           | Nature of Employment | FTE – 3 Years                                |
| 6.           | Reporting to         | Head, WaSH                                   |

## Role Overview:

We are seeking a Programme Manager, Water Resource Management with 7–10 years of experience to support our work on groundwater management, aquifer-based planning, water security, and climate-resilient natural resource management. The role requires strong technical expertise as well as strategic thinking, and the ability to work with civil society organisations, communities, government departments, and technical partners. The focus area would be programme design, partner support, technical reviews, evidence building, and scalable models for community-led water security.

## Key Responsibilities:

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| 1. | <b>Strategic Programme Design and Technical Advisory</b> <ul style="list-style-type: none"> <li>Contribute to the design of water security, groundwater management, aquifer-based planning, watershed, and climate resilience programmes.</li> <li>Apply strategic and design thinking to identify root causes of water insecurity and develop practical, scalable, and community-centered solutions.</li> <li>Support the organisation in developing programme strategies, technical frameworks, investment priorities, and long-term roadmaps for water and natural resource management.</li> <li>Provide technical input during programme scoping, partner selection, project design, proposal review, and grant planning.</li> <li>Assess the technical soundness, feasibility, sustainability, and scalability of proposed water interventions.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 2. | <b>Water Resource Planning and Management</b> <ul style="list-style-type: none"> <li>Guide hydrogeological assessments to understand water availability, recharge potential, aquifer characteristics, extraction patterns, and water quality risks.</li> <li>Lead or support aquifer mapping exercises using field data, secondary data, geological maps, remote sensing inputs, and community knowledge.</li> <li>Identify groundwater-stressed areas and recommend appropriate technical and community-led management strategies.</li> <li>Support the preparation of village, watershed, or landscape-level water security plans.</li> <li>Guide the design of groundwater recharge and water conservation interventions such as recharge shafts, check dams, percolation tanks, farm ponds, contour trenches, nala bunds, recharge wells, and other context-specific structures.</li> <li>Support demand-side water management, including efficient water use, and community-based governance of water use.</li> <li>Interpret geological and geomorphological conditions to guide site selection for water conservation and recharge measures.</li> <li>Use tools such as GPS, GIS, remote sensing data, borewell logs, pumping test data, water-level monitoring formats, and groundwater assessment frameworks.</li> </ul> |
| 3. | <b>Partner Support and Programme Implementation</b> <ul style="list-style-type: none"> <li>Provide technical guidance to civil society organisations, field teams, implementation partners, and community-based institutions.</li> <li>Review technical designs, field plans, budgets, and implementation approaches submitted by partner organisations.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

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|    | <ul style="list-style-type: none"> <li>• Ensure technical quality and sustainability of water conservation and recharge structures during planning, execution, and monitoring.</li> <li>• Translate technical concepts such as aquifers, recharge, water balance, water quality, and groundwater sustainability into simple and practical language for community understanding.</li> <li>• Facilitate or guide participatory water budgeting, aquifer literacy, groundwater monitoring, and community-led water management discussions.</li> </ul>                                                                                                                                                                                                                                                                                                       |
| 4. | <b>Data Analysis, Evidence Building, Monitoring and Learning</b> <ul style="list-style-type: none"> <li>• Analyse rainfall, groundwater level, water quality, irrigation, cropping pattern, land-use, and recharge-related data.</li> <li>• Develop simple but robust monitoring systems for tracking groundwater recharge, water availability, water use, and community-level outcomes.</li> <li>• Support baseline studies, technical assessments, impact reviews, learning studies, and evaluations.</li> <li>• Help translate field evidence into programme learning, strategy refinement, knowledge products, and decision-making for philanthropic investments.</li> </ul>                                                                                                                                                                         |
| 5. | <b>Government, Ecosystem and Partner Coordination</b> <ul style="list-style-type: none"> <li>• Liaise with relevant government departments such as Groundwater Survey and Development Agencies, Rural Water Supply, Agriculture, Watershed, Minor Irrigation, Panchayati Raj Institutions, and district administration.</li> <li>• Support convergence with government schemes related to water conservation, watershed development, drinking water security, irrigation efficiency, climate resilience, and natural resource management.</li> <li>• Build working relationships with technical institutions, research organisations, academic experts, civil society networks, and government agencies.</li> <li>• Contribute to sector-level learning, policy discussions, and collaborative initiatives on groundwater and water security.</li> </ul> |

| Stakeholders                        |                                                                                                                  |
|-------------------------------------|------------------------------------------------------------------------------------------------------------------|
| Relationship (within organization)  | Internal Programme teams and Thematic Head                                                                       |
| Relationship (outside organization) | Partner organisations, technical experts, community institutions, government departments, research organisations |

| Skills & Competencies:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| <ul style="list-style-type: none"> <li>• The candidate should have strong working knowledge of: <ul style="list-style-type: none"> <li>○ Hydrogeology and aquifer systems</li> <li>○ Groundwater recharge and extraction dynamics</li> <li>○ Watershed and catchment planning</li> <li>○ Geological and geomorphological interpretation</li> <li>○ Water quality testing and interpretation</li> <li>○ Groundwater monitoring systems</li> <li>○ Site selection for recharge and conservation structures</li> <li>○ GIS and remote sensing tools</li> <li>○ Data analysis and technical report writing</li> <li>○ Programme design and technical review</li> </ul> </li> </ul> |
| <ul style="list-style-type: none"> <li>• Knowledge of tools such as QGIS, ArcGIS, Google Earth, Google Earth Engine, AutoCAD, MS Excel, GPS-based survey tools, and groundwater data platforms will be desirable</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Strong strategic thinking and ability to see the larger systems picture.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>• Strong technical grounding with practical field experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>• Good understanding of community-led and institution-led development approaches.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>• Strong analytical and problem-solving skills.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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| <ul style="list-style-type: none"> <li>• Ability to explain complex technical concepts in simple language.</li> </ul>                                                                                                                                                                                                                                                                                                              |
| <ul style="list-style-type: none"> <li>• Strong field orientation and willingness to travel.</li> </ul>                                                                                                                                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>• Good communication and stakeholder management skills.</li> </ul>                                                                                                                                                                                                                                                                                                                          |
| <ul style="list-style-type: none"> <li>• Strong documentation, synthesis, and report-writing skills</li> </ul>                                                                                                                                                                                                                                                                                                                     |
| <b>Essential Qualification &amp; Experience:</b>                                                                                                                                                                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>• Master's degree in one or more of the following fields:               <ul style="list-style-type: none"> <li>○ Hydrogeology</li> <li>○ Geology</li> <li>○ Water Resource Engineering</li> <li>○ Civil Engineering with specialisation in water resources</li> <li>○ Environmental Engineering</li> <li>○ Natural Resource Management</li> <li>○ Related discipline</li> </ul> </li> </ul> |
| <ul style="list-style-type: none"> <li>• 7–10 years of relevant experience in groundwater management, aquifer studies, watershed development, water security, springshed management, or natural resource management.</li> </ul>                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>• Demonstrated experience in groundwater assessment, aquifer mapping, recharge planning, hydrogeological surveys, and water resource planning.</li> </ul>                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>• Experience in the social impact, philanthropic, nonprofit, CSR, rural development, or government-supported development sector will be strongly preferred.</li> </ul>                                                                                                                                                                                                                      |
| <ul style="list-style-type: none"> <li>• Experience in designing or supporting programmes across multiple geographies will be an added advantage.</li> </ul>                                                                                                                                                                                                                                                                       |