

ROLE PROSPECTUS · SPM-PEI

# Senior Programme Manager

**Pure Earth India · New Delhi** — Leading multi-state programme excellence in environmental health and lead poisoning prevention — at scale, across government systems, and for lasting public impact.

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## Organisation

Pure Earth India (PE Lead India Pvt. Ltd.)

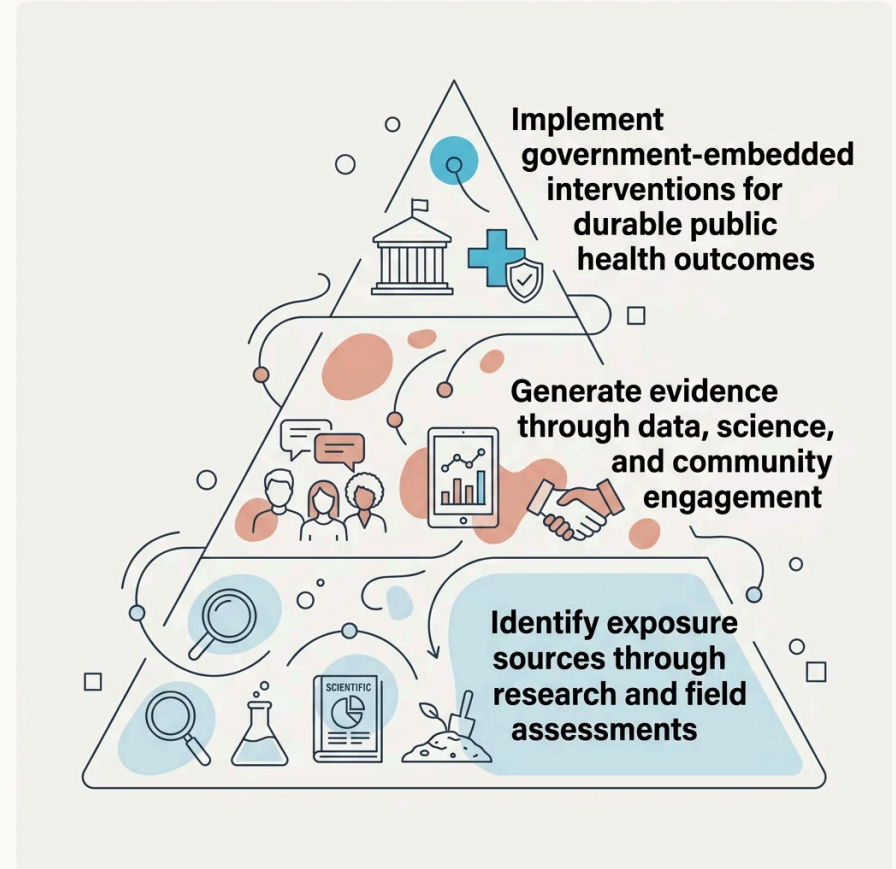
## Compensation

INR 24–36 lakhs per annum (gross), commensurate with experience

# A Global Mission. An Indian Imperative.

Pure Earth is a global leader in reducing human exposure to lead and other toxic pollutants – operating at the intersection of environmental science, public health, and policy. It partners with governments, research institutions, and local organisations to generate actionable evidence and embed sustainable, government-led solutions at national scale.

Lead poisoning is one of the world's most significant yet solvable environmental health challenges, disproportionately affecting children and vulnerable communities. Pure Earth is internationally recognised for its leadership in prevention and in building durable public systems for long-term impact.



PURE EARTH INDIA

# India Portfolio: Cross-Sectoral, Government-Partnered, Expanding

Pure Earth India leads the organisation's India programme – working with national and state governments to identify, reduce, and prevent toxic lead exposure across health, environment, manufacturing, and regulatory ecosystems.

## Current State Partners

Active partnerships in Tamil Nadu, Maharashtra, and Bihar – with emerging engagements across additional states.

## Strategic Funding

Multi-year support from **Bloomberg Philanthropies** and **The Audacious Project** to accelerate and scale lead poisoning prevention in India and globally.

## Growth Phase

Significant organisational expansion underway – new government partnerships, increased programmatic targets, and deepening institutional capability.

# A Pivotal Moment for a Seasoned Leader

## A Moment of Scale

Pure Earth India is expanding its multi-state portfolio with ambitious targets backed by major philanthropic investment.

## Complex, Cross-Sectoral Work

Effective delivery demands navigating multiple Ministries, regulatory ecosystems, and government systems across sectors and geographies.

## Strategy Meets Execution

The organisation needs a senior leader who can translate strategy into measurable, on-ground impact across a diverse, multi-donor portfolio.

**i** The SPM will serve as a **critical bridge** between organisational strategy and state-level execution — ensuring that Pure Earth India's growing ambition translates into measurable, durable public health outcomes for children and communities across India.

## THE ROLE

# Position at a Glance



### Location

New Delhi (Hybrid), with significant travel across programme states – currently Maharashtra, Gujarat, Karnataka, and Madhya Pradesh.



### Global Engagement

Functional engagement with Pure Earth's global headquarters and international programme network.



### Reporting

Reports directly to the India Country Director. Provides second-line leadership within the India country team.



### Compensation

INR 24–36 lakhs per annum (gross), commensurate with experience. One vacancy – Reference Code: **SPM-PEI**.

# Four Integrated Domains of Leadership

1

## Strategy & Programme Quality

Lead implementation across states – driving delivery, M&E, learning, and expansion opportunities aligned with India Country Strategy.

2

## Team Leadership

Build high-performance state teams; mentor staff; strengthen second-line leadership and ensure HR and statutory compliance.

3

## Financial & Risk Management

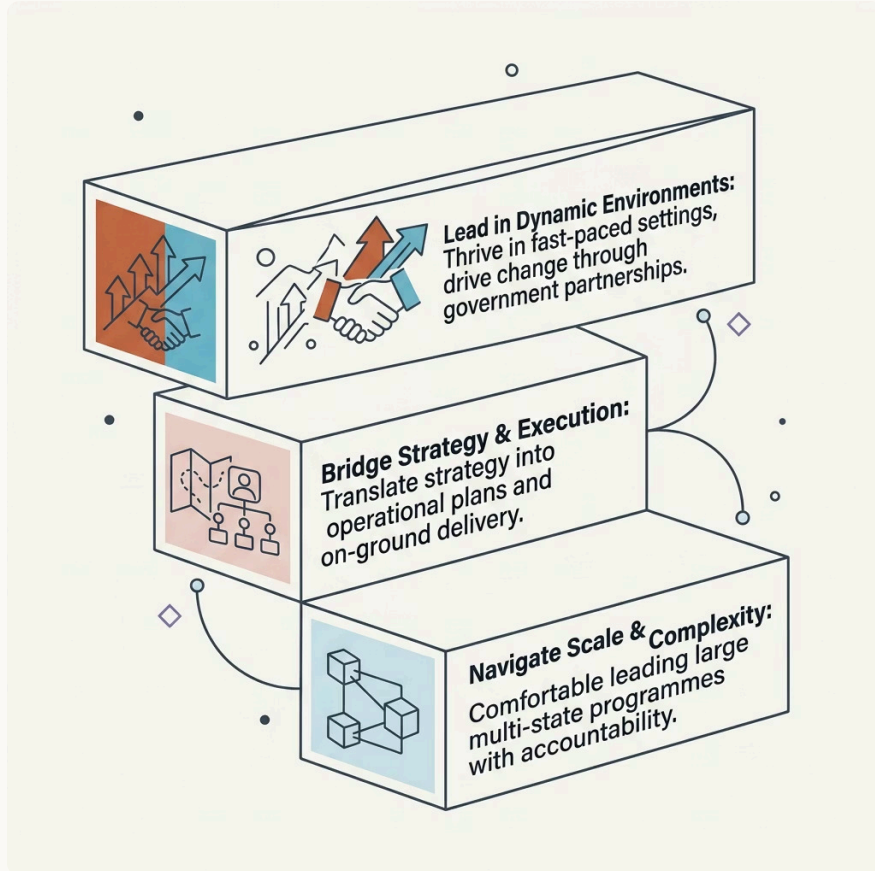
Oversee budgets, monitor delivery against targets, identify risks, and ensure donor compliance and reporting discipline.

4

## Representation & Partnership

Build government and donor relationships; represent Pure Earth in national forums; engage across Health, Environment, Industry, and Pollution Control Ministries.

# What Pure Earth India Is Looking For



**⚠ Important Note:** This is emphatically a **programme leadership** role. Candidates with purely technical or laboratory-based backgrounds, without substantive programme leadership experience, are unlikely to be suitable.

The ideal SPM is equally comfortable navigating government systems, managing diverse multi-geography teams, and engaging donors and philanthropic partners – with a relentless focus on outcomes and institutional impact.

# Essential Qualifications & Experience

## Academic Foundation

Postgraduate degree in Environmental Science, Public Health, Development Studies, Environmental Engineering, Social Sciences, or a related field.

## Essential Experience

- 8–10 years in programme management – public health, environment, or development sectors
- Large-scale, multi-state or national-level programme leadership
- Multi-donor portfolio management with financial and reporting accountability
- Stakeholder engagement across government, donors, and partners – at State and National levels
- Strategic planning, resource mobilisation, and proposal development

## Preferred Experience

- Familiarity with environmental health, pollution control, or related domains
- Translating research and evidence into intervention strategies at scale
- Designing or executing research studies and assessments
- Contributing to organisational strategy and programme growth

## Core Competencies

- Programme leadership and execution at strategic and operational levels
- Strong analytical, financial management, and problem-solving skills
- Excellent communication and complex stakeholder engagement

WHY THIS ROLE MATTERS

# Impact at National — and Global — Scale



## Public Health at Scale

Lead poisoning is among the most solvable yet neglected crises in environmental health. This role places a motivated leader at the heart of India's national response — driving systemic, government-embedded solutions for millions of children.



## National & Global Influence

Pure Earth India's work contributes to a global mission backed by world-class philanthropic investment. The SPM will help shape a programme model with real replication potential beyond India.



## Leadership in a Growth Phase

Joining at a defining expansion moment, the SPM will build institutional capability, strengthen state-level teams, and leave an enduring mark on one of India's most consequential environmental health efforts.

APPLY NOW

# How to Apply

Interested candidates are requested to apply online at the link below. Applications will be reviewed on a **rolling basis**.



**Application Deadline:** 22 May 2026

**Reference Code:** SPM-PEI

**Apply at:** [samsstc.com](https://samsstc.com) – [SPM Application Portal](#)

This search is managed by **Strategic Alliance Management Services Pvt. Ltd. (SAMS)**, 1/1B Choudhary Hetram House, New Friends Colony, New Delhi 110 025. Tel: 011-4081 9900. All applicant data is processed under the Digital Personal Data Protection Act, 2023.

## Equal Opportunity Employer

Pure Earth India provides equal opportunity for all qualified persons and does not discriminate on the basis of race, colour, religion, sex, gender identity, age, national origin, veteran status, disability, sexual orientation, or any other protected status.

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Learn more: [www.pureearth.org/india](https://www.pureearth.org/india)