

Role: Development Lead

Prosperiti | May 2026

Who we are

Prosperiti builds state capacity to increase economic freedom in India. We produce insights on state-level regulation, identify opportunities for reforms, help build policy consensus, and assist in implementation. We release issue-specific [State of Regulation reports](#) and bi-weekly broadcasts ([insights](#) and [explainers](#)) to help states make informed decisions. In partner states, we provide design, drafting, and execution support. For the near term, our focus is to reform labour regulations and building regulations.

We have thus far supported five states in their reform journey. In Uttar Pradesh, we are assisting the state to introduce reforms to labour regulations. In Punjab and Odisha, we are supporting five departments to reform building standards. In Telangana, we have helped the state draft its [MSME policy](#). In Tamil Nadu, we assisted the MSME department to draft a chapter on ease of doing business for the [MSME Report](#). At the union level, we have provided research insights on land and labour regulations to the office of the Chief Economic Advisor and the Ministry of Finance. We continue to support the Deregulation taskforce and High-Level Committee with research, insights and reform proposals on state and concurrent list subjects. Our research insights have been featured prominently in the Economic Survey [2023-24](#) and [2024-25](#) and were shared during the Chief Secretaries' Conference [2024](#).

We are supported by philanthropic foundations and patrons: [The Convergence Foundation](#), [Nudge Institute](#), [Azim Premji University](#), [Godrej Foundation](#), Harish Bina Shah Foundation, Lal Family Foundation, and Tree of Life Foundation.

Who leads us

- [Bhuvana Anand](#), Co-Founder: 18+ years in better regulation, governance, public finance, and political economy, at Centre for Civil Society, DFID, JPAL, Deloitte's Emerging Markets Group, and the UN.

- [Baishali Bomjian](#), Co-Founder: 20+ years in business development, strategy, communications, organisation development, at Centre for Civil Society, Atlas Network, India Institute, Centre for Indonesia Policy Studies, and Agaati Foundation.

Who we are looking for

The Development team is the backbone of the organisation — securing mission-aligned funding, shaping Prosperiti’s public voice, and building the systems that enable scale and efficiency. Through strong fundraising, clear communication, disciplined execution, and rigorous reporting, the team helps drive Prosperiti’s long-term impact.

The Development Lead will work closely with the Co-Founders across fundraising, communications, and organisational systems. Key responsibilities will include (a) supporting donor engagement and stewardship, including managing donor communication, follow-ups, deliverables, reporting, and compliance requirements; (b) translating complex research and policy ideas into clear, persuasive, and accessible written, digital, and audiovisual communication; and (c) building systems to synthesise organisation-wide performance data into clear and effective reporting for teams, donors, board members, and partners.

We are looking for someone with at least 5 years of experience, ideally in a fast-paced or mission-driven organisation. Backgrounds in communications, media, business administration, management, or related fields would be valuable. Strong writing and speaking skills are essential, as is the ability to synthesise information from multiple sources into clear reports, updates, and narratives for funders and stakeholders. In addition, a basic grounding in liberal philosophy (why economic freedom matters) will help us align at the starting point.

An ideal Development Lead at Prosperiti is intellectually curious, highly organised, and execution-oriented. They are excellent communicators who enjoy turning complex ideas into compelling outputs. They are thoughtful, diplomatic, detail-oriented, and comfortable managing multiple moving pieces at once. Above all, they bring discipline, discretion, reliability, and ownership to their work.

For us, an ideal team member can shapeshift into various roles to achieve project objectives. S/he can balance opposites—can run solo or in a team, do small tasks or deep uninterrupted work. Our culture prizes openness to ideas, antifragility, honesty, drive for self-improvement, adaptiveness, and collaborative working. This is of course the dream; each of our team members is different in temperament and skills. What they do share is

curiosity about the world, a passion for what they choose to do, and an ability to relay with others.

Your profile today

- Masters's degree in mass media and communications, business and management, or any equivalent combination of training and experience.
- At least 5 years of experience in communication, fundraising, strategy, management consulting, or a mid-tier leadership role in a high-growth organisation.
- Strong analytical and communication skills, with the ability to translate complex ideas into clear, compelling narratives and outputs.
- Experience creating or contributing to high-quality communication products across formats (written, digital, or audiovisual)
- Proficiency in WordPress, SEO/SEM, and design software like Canva or Figma is desirable.
- Deep intellectual curiosity, entrepreneurial spirit and 'can-do' attitude, and with an enthusiasm for details, minutiae, and work process hygiene.
- Comfort with new technologies and tools, including AI, cloud-based platforms, and a working familiarity with tools such as LaTeX or Python
- Understanding of India's policy, economic, and governance landscape would be a plus.

Your role tomorrow

Here are 5 things you will do:

1. Fundraising: As a Development Lead, you will play a key role in managing fundraising operations and donor engagement. You will assist in drafting and organising grant proposals, donor reports, and follow-ups—ensuring inputs are well-sourced, fact-checked, and submitted on time. You will maintain donor filing systems and ensure all materials are well-structured and accessible. You will also support research to build a robust pipeline of prospective donors, including individuals and foundations. This includes preparing background briefs and helping craft customised proposals and pitch decks. For existing donors, you will help track engagement, support timely follow-ups, and assist in preparing progress updates, financial reports, and compliance documentation. This role requires strong

organisational skills, writing ability, and attention to detail, along with a proactive approach to managing donor relationships.

2. **Communications:** You will support the creation and coordination of communication outputs across Prosperiti's platforms. This includes outlining and drafting digital collaterals like one-pagers, carousels, and short videos. You will assist in managing production timelines for Prosperiti's [ReformScope](#) videos and liaise with service providers to ensure smooth delivery. You will also maintain Prosperiti's [website](#), [Substack](#), [LinkedIn](#), and [Twitter](#) accounts, and contribute to tracking content performance and identifying opportunities for digital growth. In your role, you will also be responsible for researching and identifying new event opportunities and obtaining speaker placements across different platforms, including conferences, podcasts, and talks.
3. **Training programmes:** You will support the development and execution of training programmes for government officers in partnership with national and state academies. The role involves coordinating with internal teams and external experts to shape programme concepts, curriculum, workshops, and learning materials. You will support outreach and pitching to government institutions, and oversee end-to-end logistics and operations. The role also includes coordinating speakers and participants, managing communication and timelines, maintaining alumni relationships, and tracking programme feedback and outcomes.
4. **Systems management:** As a Development Lead, you will build, implement and maintain internal systems for task tracking, reporting, and workflows. This includes auditing and upgrading existing systems, streamlining workflows, tracking efficiency metrics, and implementing tools that enable real-time, data-driven decision-making. As a systems-first, process-driven organisation, we are proud of our early digital infrastructure—your role is to take it to the next level by identifying gaps, adopting best practices, and ensuring seamless team adoption as we scale.
5. **Project and team management:** As Development Lead, you will oversee planning, budgeting, and spending in your work area. We work on multiple products simultaneously, and it is quite a task to manage all the moving parts. In your role, you will need to manage long-term commitments alongside short-term asks, track progress, and ensure timely delivery. You will also be responsible for the performance of your team of one to two Development Associates, ensuring strong work and process hygiene, conducting first level quality control, and helping younger team

members grow into their potential. This role also requires liaising with internal teams and external service providers, including communications partners, to ensure smooth execution and value for money.

What do you need to know about us

At Prosperiti, culture fit is a priority. We are looking for folks who can reflect honestly on our principles and values and see if the fit is mutual.

Our principles

- Nothing persuades like the truth.
- Eternal vigilance is sine qua non for liberty.
- Democracy is government by discussion.

Our values

- Work for a cause, not for applause.
- Knowledge first. Facts over opinion.
- Mutual enrichment over crude competition.
- Don't raise your voice, improve your argument.
- Great works are performed, not by strength, but by perseverance.

What's our offer

- Competitive compensation benchmarked to top think tanks, research institutions, and non-profit organisations in India.
- Sponsorship for executive training, leadership programs and opportunities to represent Prosperiti at national and international conferences.
- Opportunity to work with the Co-founders, advisors and leadership to build a fast-growing organisation.

How to apply

Location: Selected candidates will be based in Delhi (office address: 242, Okhla, Phase III, New Delhi-110020). Our work days are Monday-Friday from 10 am-6 pm.

Interview and offer process: Our selection process is designed to ensure alignment between the candidate's expertise, aspirations, and Prosperiti's mission and role requirements. This will include:

- Expression of interest [here](#)
- Case interview based on prompt
- Interview with Co-founders
- Reference check with referees
- Offer email with details of role, and compensation
- Offer call with Co-founder including feedback on the interview process, and discussion on role, and terms of employment

Application Deadline: Looking for a candidate who can join Prosperiti by 1 August 2026.