

India HIV/AIDS Alliance (Alliance India)

invites talented professionals to consider joining our team in Delhi

Head: Corporate Alliances

(No. of Positions 01 - Full time)

About Alliance India:

India HIV/AIDS Alliance (Alliance India) is a diverse partnership that brings together committed organisations and communities to support sustained responses to HIV in India. Complementing the Indian national programme, we work through capacity building, knowledge sharing, technical support, and advocacy. Through our network of partners, we support the delivery of effective, innovative, community-based HIV programmes to key populations affected by the epidemic.

Alliance India works through NGO and CBO partners to support efforts that sustainably impact HIV. We place communities at the center and work to ensure that vulnerable and marginalised people are meaningfully involved in all aspects of our response, including sex workers, men who have sex with men, people who inject drugs, transgender individuals, and people living with HIV. Our programming and policy efforts are driven by evidence of what works; quality and accountability are core priorities in our interventions, technical support and grant management.

We are certified as a “Great Place to Work” a coveted certification that endorses and promotes a high-trust, high-performance work culture.

To learn more about our organisation, please visit our website: www.allianceindia.org

Summary of Responsibilities:

The Head: Corporate Alliances role will lead the organisation's resource mobilisation strategy, with a strong emphasis on Corporate Social Responsibility (CSR) and institutional funding. It is responsible for building, nurturing, and sustaining long-term funding partnerships that support the financial sustainability and expansion of the organisation's health programmes.

The position is accountable for driving revenue growth by converting corporate engagements into multi-year CSR and institutional partnerships. This includes owning the end-to-end business development process—from market mapping and leveraging the organisation's domain expertise to deal origination, negotiation, closure, renewal, and ongoing relationship management—while remaining aligned with the organisation's mission.

The incumbent will work closely with corporates and foundations to co-create scalable, compliant, and high-impact health programmes. The role also entails playing a key leadership function in positioning the organisation as a credible, impact-driven partner for corporates, foundations, and institutional donors, while contributing to organisational strategy and long-term planning.

Specific Responsibilities:

Growth Strategy and Developing Market

- Build and execute a 3–5-year fundraising strategy targeting CSR budgets, corporate philanthropic foundations, linked social investments.
- Develop a category specific value proposition, by developing appropriate concept notes, which is impactful and CSR oriented. For example, in areas like, nutrition, education & skilling, preventive health, NCDs, digital health, SRH, community health, WASH-in-health, etc.
- Lead donor and partner segmentation, account prioritization, and deal origination to finalisation through an in-depth market mapping.
- Responsible to own the end-to-end partnerships cycle including identifying leads, approaching, proposal development including budgeting, legal/contracting, and closure.
- Build and maintain a pipeline of opportunities with clear strategies, focus to reduce dependency on any specific donor, forecasting with quarterly/annual targets.
- Negotiate multi-year, multi-location partnerships and co-funding models; manage pricing, margins, and sustainability.

Donor Retention Strategies

- Act as the key point of contact for strategic accounts; ensure renewals, continuum of programmes, and its upscaling and expansion.
- Drive account plans with clear objectives, stakeholder maps, renewal timelines, and growth plays.
- Ensure timely and high-quality reporting, visibility, and impact storytelling to cement long-term relationships.
- Ensure highest level of employee engagement within programmes aiming at high level of participation from donors and programme sustainability.

Programme Design

- Take lead in developing bankable program designs with programmes /Strategic Information/ HR & Finance teams including development of logical frameworks, budgets, milestones, and outcomes.
- Translate corporate priorities like brand, ESG, employee engagement, geography, compliance, etc. into implementable health programs.
- Ensure robust M&E frameworks and impact measurement aligned with donor expectations with robust sustainability plans.

Governance, Compliance & Risk

- Ensure that the proposals and projects align with CSR regulations and donor policies; oversee contracting, due diligence, and audits in collaboration with rest of the teams.
- Responsible to Maintain pipeline and revenue governance (funnel health, forecast accuracy, risk registers, mitigation plans).

Other managerial and operational responsibilities

- Strictly follow the organisational work plan and individual activity plan and proactively contribute to the achievement of the strategic directions of the organisation, ensuring adherence to quality and timeliness of the deliverables.
- Act as a spokesperson and ambassador overall for Alliance India, always protecting and promoting its goodwill with a view to enhance the visibility and to create a brand image for the organisation.
- Uphold the mission/vision and values of Alliance India and to work within its equal opportunities' framework, demonstrating the behaviours and competencies as appropriate for the position.
- Closely work with the Corporate Finance team to facilitate smooth backend operations
- Complement the activities of the other departments within the team and provide support wherever required.
- Undertake other responsibilities not outlined above which are commensurate with a role of this nature in the charitable sector and which have been discussed and agreed between the line manager and the post holder.

Education

- MBA/PGDM (Marketing / Strategy / Finance / Sales / PR / General Management).
- Graduate/post graduate degree in health/ social science will be an added advantage.
- Executive education or exposure to CSR/ESG/sustainability/development finance will also be an advantage.

Experience

- 8 to 12 years of professional experience, in enterprise sales / strategic partnerships / key account management / business development engaging CXO/C-suite stakeholders.
- At least 3 to 4 years in a senior leadership / strategic role managing large-scale CSR or institutional funding portfolios.
- Demonstrated ability to close large, multi-year partnerships and manage complex deal cycles.
- Track record with CSR arms/corporate foundations and/or institutional funders (new business development, renewals, expansions).
- Proven track record of securing high-value CSR and institutional grants, including multi-year funding.
- Proven experience in developing impactful, scalable and result oriented concept notes aligning corporate visions.

- Proven network within Indian corporates (CSR Heads, CXOs, Foundation leadership) with references/closures.
- Experience working in the health sector (public health, healthcare delivery, nutrition, SRH, WASH, etc.) is strongly preferred.

Key Skills and expertise.

- Strong ability to think and operate like a business leader within a nonprofit context.
- An Entrepreneurial mindset with a strong revenue and sustainability focus.
- Proven capability to position social impact as strategic value for corporates.
- Strong credibility and executive presence with senior corporate stakeholders.
- Results-oriented, with the ability to close funding opportunities under tight timelines.
- Expertise in building value propositions that align health programs with corporate brand objectives, ESG and sustainability goals, regulatory CSR compliance.
- Deep understanding of corporate decision-making processes and investment cycles.
- Excellent negotiation and deal-closing capabilities for multi-year partnerships.
- Established network within the corporate ecosystem, including CSR Heads, CXOs, Foundation leaders, Senior Sustainability leaders
- Ability to leverage existing relationships and open new doors for funding.
- Comfortable working with targets, pipelines, and performance metrics.
- High resilience and persistence in donor engagement and follow-through.
- Strong influencing, presentation, and storytelling skills—able to translate health impact into compelling business narratives.
- High ethical standards and alignment with the organization's mission and values.
- High level of integrity, accountability, and professional credibility.
- Collaborative leadership style with the ability to work across functions and geographies.
- Should be available to travel 20 to 30% of time in domestic travels as required.

The position requires a strong commitment to HIV/AIDS and Sexual and Reproductive health and civil society initiatives in India and a demonstrated interest in engaging with relevant issues.

Alliance India is an equal-opportunity employer. Applications are welcomed and encouraged by people most affected by the epidemic and living with HIV and the members of the key population we work for.

As a matter of policy, Alliance India operates rigorous recruitment and selection procedures and checks.

The compensation package will be commensurate with qualification and experience. Interested candidates meeting the above criteria are requested to submit their resume along with a cover note to recruit@allianceindia.org before the closing date.

Please indicate the title of the position applied for in the subject line of your e-mail and mention your current salary details in the cover note. Cover note is mandatory, which should also include specific narrative on your suitability to the role and demonstrable examples of achievements.

The last date to apply for the position is 25th February 2026

India HIV/AIDS Alliance

6 Community Centre, Zamrudpur, Kailash Colony Extension, New Delhi – 110 048

Tel: (011) 4536 7700

Email: recruit@allianceindia.org

Website: www.allianceindia.org

Please note that we will not be able to notify all applicants. Only short-listed candidates will be notified about subsequent selection procedures.