



Regional Manager – India

Position description
April 2025


alluvium
group

Who we are

The Alluvium Group

At Alluvium Group, we are dedicated professionals making a lasting impact for society, nature and the environment. Our multidisciplinary and technical expertise combined with an agile and innovative mindset set us apart in the industry. With a strong commitment to employee ownership, we foster a sense of belonging and shared success.

We offer a flexible working environment, profit sharing, professional memberships, ongoing training and development as well as international opportunities. Our internal research program reinvests 10% of profits into pioneering projects, promoting continuous growth and innovation. Every employee helps shape our direction and elevate industry standards.

We are driven by change, guided by science, and sustained by impact.

This role will lead the Alluvium Group's presence in India.

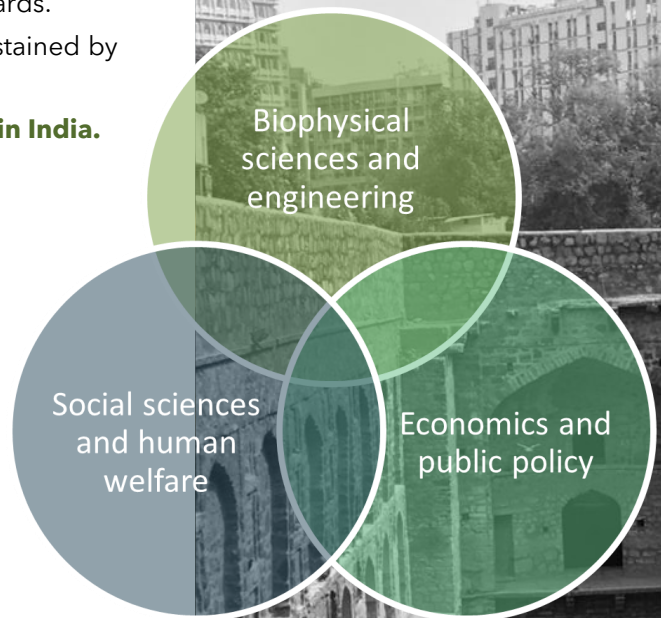
The Alluvium Group in India

The Alluvium Group is one of India's leading providers of climate resilience and water resources management services. India is facing huge challenges in adapting its population and economy to a rapidly changing climate. Alluvium takes a science based, ecosystem-focussed and collaborative approach to working with government, private sector and communities to address these challenges. Through this approach we are helping to build a greener and more resilient India.

We have had success in building towards this vision. We have helped bring innovative approaches such as ecosystem-based adaptation and water sensitive cities into India. We are currently delivering a portfolio of projects across India. Our clients include World Bank, United Nations Development Program, Ministry of Jal Shakti, Municipality Development Authorities, the Tata Group and Mahindra.

We have grown to more than 10 staff based across offices in Delhi, Bangalore and Chennai.

But our potential impact in India ahead of us. We need your help in growing a thriving Indian business providing trusted and innovative consulting services at the intersection of people and nature.





About this role

We are looking for a dynamic leader for our team in India.

We are looking for a Regional Manager to lead the Alluvium Group's presence in India including driving the growth of our India team. The role will be responsible for building a sustainable business in India through building Alluvium's reputation as a trusted and innovative provider of services at the intersection of people and the environment.

We are looking for someone that:

- Is a recognised leader in their chosen discipline and have a passion for contributing to resolving the complex environment and community issues facing India.
- Understands that technical excellence and inspiring a team are critical to making a positive impact and for the ongoing success of a business.
- Shares our themes of culture, impact and value; and will reflect this in decision making and business development choices.

New Delhi is preferred location (other metro cities such as Chennai, Bangalore and Mumbai will be considered).

What you will be doing in this role

- Having a positive impact on people and the environment through winning and delivering projects.
- Setting strategy and undertaking business planning under the Group's overall strategy .
- Establishing and meeting team goals in line with strategy and planning.
- Managing and growing a high-performing team.
- Monitoring of project delivery and business financial health.
- Driving business development activities with a focus on government, multi-lateral and private sector clients.
- Developing and/or maintaining relationships with key potential and existing clients and partners.
- Hiring and training personnel.
- Professional development of team members.
- Leading India team engagement with Group initiatives such as the Alluvium Foundation (a not-for-profit) and our Research and Insights Program.
- Developing and leveraging relationships across the Alluvium Group including with teams in Vietnam, Australia and Fiji.

Skills and Experience

Strategic skills and experience:

- A genuine curiosity in the work we do and a desire to have a positive impact on people and the environment in India
- Deep understanding of the Indian market for expertise within the Alluvium Group
- A growth mindset
- Demonstrated experience in developing and executing business strategy
- Prior experience building high performing teams in professional services and consulting
- Experience in and passion for driving exceptional technical and financial performance
- Financial acumen in a consulting environment
- Demonstrated ability in communicating information, including high level writing skills

- Excellent industry profile and network
- Demonstrated initiative and drive and ability to work in time pressured environments
- Ability to identify and manage risk

Technical skills and experience:

- PhD or Master's Degree in relevant field
- More than 15 years' experience including project delivery and increasing role in business management
- Experience delivering projects for private sector clients is desirable



What we offer

An award-winning workplace that is listed as one of the Great Places to Work for women. Our people contribute significantly to our culture and success.

- Competitive remuneration commensurate with skills and experience and subject to negotiation.
- Opportunity to work with and interact with recognised leaders in the field.
- Profit share.
- The opportunity to become a shareholder in the Alluvium Group (over 50% of our staff are shareholders) benefiting from dividends and capital growth.
- Opportunities to grow your professional skills and experience through international study tours, Group supported research programs , Group-wide training .
- Opportunities to work with senior leaders across the business on research topics through our Research and Insights Program.
- Exposure to through leadership and innovation through the Alluvium Foundation.
- Career development through the wide range of opportunities we can provide and mentoring from industry leaders.
- Laptop computer and phone plan for work and personal communications.
- Health insurance provision.
- Flexible working arrangements (home and office).
- Opportunity to work internationally and access international projects.
- Potential future leadership opportunities in other geographies such as Australia.
- The Alluvium Group has an active reconciliation program, is listed as a Great Place to, operates as a carbon neutral business and is a certified BCorp.



To apply for this exciting role:

Please email a CV and short cover letter (max two pages) outlining why you are the right candidate for this role to khyati.gupta@alluviumgroup.in. Applications will be considered on a rolling basis.

If you would like more information on the role, please contact Simon Tilleard for a confidential discussion (simon.tilleard@alluvium.com.au)

Please note:

1. Only applications sent directly to the email on this page and containing all the required information will be considered.