

Genpact Social Impact Fellowship

Website : <https://genpactfellowship.in/index.html>

What is GSIF?

Genpact Social Impact Fellowship (GSIF) is unique year-long program in partnership with EdelGive Foundation. The fellowship deploys passionate professionals to work with chosen NGOs on high-impact projects to bring a systemic change in the Indian social sector. Geographically spread across major cities of India, the Consultants work in areas of Education, Women Empowerment and Skilling Ecosystems. GSIF Consultants leverage process expertise, lean six sigma and design thinking skills to drive transformational social impact.



Vision: To help maximize the impact-potential of non-profits by utilizing Genpact's process expertise to solve organizational life-cycle barriers.

Mission: To engage process-experts for strengthening 100 mid-scale organizations working on education, gender, livelihood, thereby impacting 5.5 million lives by 2022.

Goal: Consultants work on short (6-9 months) or medium (9-12 months) projects aimed at improving organization processes to achieve meaningful outcomes.

Why should non-profits partner with GSIF?

- Leverage GSIF's process excellence expertise to scale up your impact and reach
- Set up processes or improve your existing process to make them more robust and achieve organizational goals
- Co-create efficient and sustainable solutions with effective use of Lean Six Sigma and design thinking methodologies

Refer to below link for Project highlights, Testimonial, Videos

<https://genpactfellowship.in/project.html>

Our Growth

2016-2017			2017-2018			2018-2019			2019-2020		
6	3	3	16	8	8	24	15	14	36	26	24
Fellows	Projects	NGOs	Fellows	Projects	NGOs	Fellows	Projects	NGOs	Fellows	Projects	NGOs

Our Impact

15+	100+	20%	25+	36 Lakhs
Non-Profit Organizations Impacted	Solutions designed to make NPOs more efficient	Reduction in cycle time of NPO Processes	Processes Set up/ Re-engineered to make NPOs growth ready	Lives touched

Selection Criteria for GSIF 5.0

The Organization shall:

- Be Legally registered as Trust / Society /Section 8 or Section 25
- Furnish 80G and 12A certificates, past 3 years Audited Annual Reports, past 2 years Audited Financial Statements, along with other relevant documents.
- Preferably have office in either Lucknow, New Delhi, Noida, Gurgaon, Jaipur, Chandigarh, Bangalore, Hyderabad, Mumbai, Pune or in one of the Metropolitan cities.
- Have an annual budget equal to or greater than INR 50 lakh.
- Have at least 16 Full time employees in the Organization, as on 31st October 2019.
- Preferably have its Project aligned with the verticals of Genpact CSR (Education, Youth Skills and employment, Women Empowerment – Employment, Health, Rights and Entitlement)
- Not have any legal case/ illegal activity reported against the Organization as per policy of Government of India.
- Agree to pilot the solution, with the support of GSIF team, and keep a tentative budget aside for the same.
- Agree to implement the Solution.
- Agree to report (M&E) to Genpact for 3 years post implementation of Solution to showcase its progress and impact on beneficiaries.

Expected Roles & Responsibilities

Of the NGO:

NGO shall ensure the following in order to help achieve the objective of the Fellowship:

- Designate a dedicated resource for the Project. Complete buy in and ownership for implementation of project.
- NGO shall provide any necessary information/documents/other resources required by the Consultant for Project execution.
- NGO shall take charge of the Project and ensure implementation.
- Shall organise a detailed induction for the fellow into the NGO to align him/her to the vision, culture and also to establish relevant connects.
- Agree to take care of the Travel and Living cost of Consultant / Sr. Consultant as per the T&L policy. Any travel (local or outstation) for the Project purposes shall be timely reimbursed by NGO as per the GSIF – Travel & Living Policy (mentioned on page 4).
- NGO shall convey to their admin/HR/finance teams to provide relevant support to the Consultant.
- In addition to the above, NGO shall provide any other support required to make the Consultant's stint a success in terms of project achievement as well as a positive learning experience.
- NGO shall conduct Pilot testing of the Solution provided by GSIF consultant, with its own budget.
- NGO shall implement the solution designed by GSIF and as per the implementation roadmap and shall report out the achievement of important numbers on a quarterly/ monthly basis to GSIF.
- NGO will report to GSIF on the agreed parameter (as per the approved log frame) for 3 years post exit of the Consultant.

Of the Consultant

The Consultant shall:

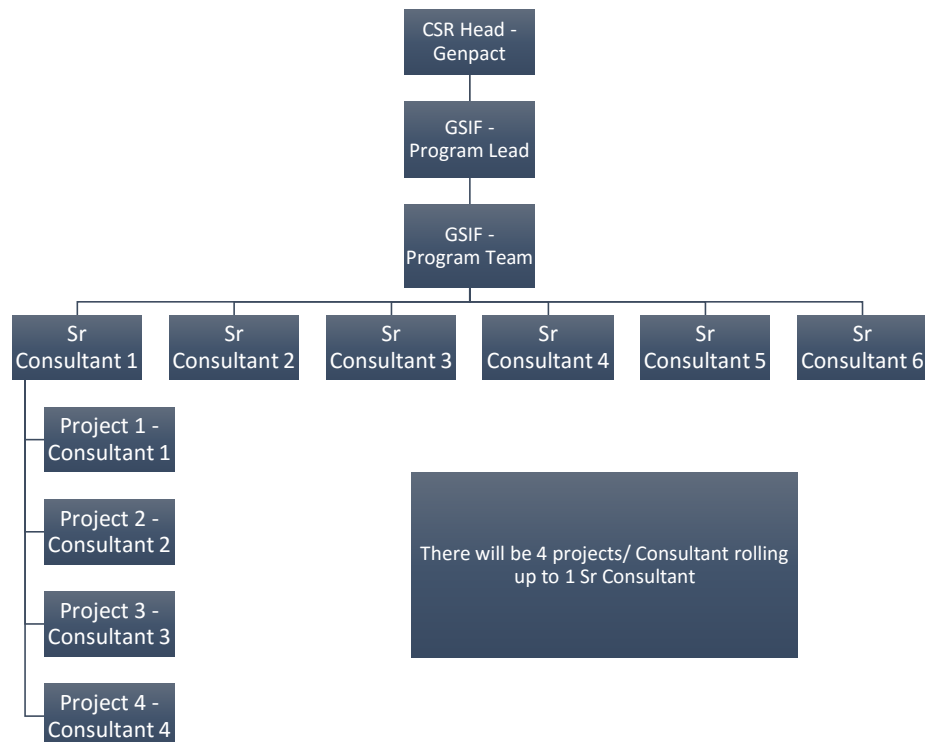
- Be based out of the NGO office, with 8 hours of work timing.
- Understand the Organization and the project
- Meet the internal stakeholders and recognize external stakeholders.
- Review the scope note and validate
- Go through the process of Define, Diagnose, Design, Deploy/ Pilot and design the solution.
- Design LFA/ M&E parameters for Monitoring
- Facilitate and conduct periodic review of the Project Status with the NGO SPOC.
- Complete important tasks within the given timeline and take sign off from different stakeholders.
- The Consultant shall report to the Sr. Consultant

Of the Sr. Consultant

The Sr. Consultant shall:

- Be responsible for 3-4 consultants/project
- Be based out of the NGO office or nearest Genpact office.
- For each project other than a Consultant, a Sr Consultant has been aligned
- Be the Senior resource on the project
- Review the progress of the project
- Conduct regular meeting with NGO, program team
- Approve all work before it is presented to NGO or Program team

GSIF Organogram



Important Timelines

Particulars	Shall Close/Be Completed By:
EOI/RFP Announcement	30/11/2019
Facebook Live Sessions with Genpact	20/11/2019 & 28/11/2019
Level 1 -Screening	25/12/2019
Level 2- Advance Screening	15/01/2020
NGOs' Interaction With Genpact	27/01/2020 - 07/02/2020
Final NGOs' Selection	29/02/2020
Start Of Fellowship With Consultant	01/08/2020
End Of Fellowship With Consultant	31/07/2021
Project Progress Report to Genpact	Regularly for 3 years until 2024

Travel and Living Policy

GRADE	METRO CITIES			OTHER CITIES (NON METRO)		
	Lodging provided by Company	Lodging not provided by Company		Lodging provided by Company	Lodging not provided by Company	
	Food + Conveyance (INR)	Accommodation (INR)	Food + Conveyance (INR)	Food + Conveyance (INR)	Accommodation (INR)	Food + Conveyance (INR)
SENIOR CONSULTANT	INR 1500 food+ Conveyance (intra city travels)	INR 3500- 5000	1500 (Food +intra city travels)	INR 1200 food+ Conveyance (intra city travels)	INR 3500- 5000	1200 (Food +intra city travels)
CONSULTANT	INR 1200 food+ Conveyance (intra city travels)	1800	1200 (Food +intra city travels)	INR 900 food+ Conveyance (intra city travels)	1800	900 (Food + intra city travels)

Leadership speaks



“Tiger” NV Tyagarajan
President & CEO, Genpact

GSIF is a game-changing initiative. Our focus is to build lasting social organizations which have the capability to create a lasting sustainable impact. This is the best part of CSR and you should be a part of it if you get a change!



Vidya Shah
CEO, EdelGive Foundation

EdelGive strongly believes since its inception in building organizational capacity and in the power of positive collaborations that can tremendously maximize impact and accelerate the pace of human development. By building and strengthening grassroots organizations, through GSIF we can help build scale and sustainability.



Sasha Sanyal
Business Leader - Insurance, CSR and Diversity
Leader, Genpact

GSIF fellows improve the operations of the non-profits so that they can scale, have greater impact on ground and transform millions of lives. It is amazing to see how fellows are leveraging our digital and process expertise, to create innovative solutions for non-profit organizations that are replicable, scalable, and sustainable.

