

CBM India Trust

Position Profile

CBM India Trust is committed to improving the quality of life of people with disabilities. CBM addresses disability as a cause and consequence of poverty in the most disadvantaged communities of the world. We work in partnership with local, national, and international actors with the aim of creating a more equal society for all. Our vision is to have an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential

Position: Team Coach

Location: Bengaluru, Chennai, Mumbai

Reporting to: City Manager/Area Manager

Objective

The **Team Coach** plays a key role in leading, mentoring, and motivating a team of fundraisers who engage with the public on streets, in malls, and other outreach venues. You will not only drive performance through hands-on leadership but also contribute to building awareness about CBM India's mission and securing both one-time and long-term donations. This role also monitors field operations and updates the report on a timely basis to the Line Manager.

Main Responsibilities

- Actively engage with individuals in public spaces and inspire them to support CBM India through one-time and recurring donations.
- Lead and manage a team of fundraisers operating in diverse locations, including streets, corporate premises, malls, RWAs, and other outreach venues.
- Coach, train, and motivate your team to consistently exceed both financial and non-financial KPIs.
- Lead by example by fundraising alongside your team in the field.
- Deliver compelling presentations to communicate CBM India's mission and the impact of its programs.
- Support the recruitment process and assist with the initial field training of new team members as needed.
- Stay well-informed about CBM's vision, goals, and current initiatives to effectively communicate with potential donors.
- Participate in regular training sessions, reviews, and team discussions aimed at continuous improvement.
- Set and achieve donor acquisition targets on a daily, weekly, and monthly basis.

- Foster a collaborative team environment by sharing best practices and fundraising techniques.
- Maintain accurate and timely records and reports related to team performance and donor acquisition.
- Perform any additional duties assigned by the Line Manager.

Qualifications and Experience

- Any Graduate & Above
- 1 yr to 3 years as Team Coach/Leader or in a similar position.

Key Competencies

- Prior experience in face-to-face fundraising is preferred.
- A good understanding of CBM India's brand, values, and an overall awareness of its programs and activities.
- Knowledge of marketing principles with a strong commitment to ethical fundraising practices.
- Willingness and eagerness to learn and grow within the role.
- Strong interpersonal and communication skills, with the ability to connect with diverse audiences.
- A goal-oriented self-starter who can lead proactively while also contributing as a hands-on team member in a collaborative environment focused on results.
- Proven team-building and people management skills.
- Ability to communicate ideas effectively, both verbally and in writing.
- Proficient in Microsoft Office applications (Word, Excel) and experienced in using donor relationship management databases.
- Strong organizational skills with the ability to prioritize tasks, meet deadlines, and deliver high-quality work.

Other Requirements

- The future job holder is expected to adhere to CBM India's policies and procedures, commit to CBM India's Child Safeguarding Policy and Code of Conduct, and follow CBM India's safety and security protocols.

CBM India encourages persons with disabilities and women to explore this important opportunity.

Send your resume to hannah.benjamin@cbmindia.org or click/tap the [Apply Now button](#) to complete the application form.