

JOB DESCRIPTION

Chief Program Officer — COEP Transformation

COEP Technological University, Pune, Maharashtra

Job Position	Chief Program Officer (CPO)
Hiring entity / Location	COEP Technological University, Pune / COEP Main Campus
Engagement	Full-time (onsite) 03-Years Tenure. Initially for a 1-year contract, renewable up to 03 years subject to satisfactory performance and review.
Role type	Program Leadership & Direction — not domain expert
Direct reports	Program Manager/s (immediate)
Salary	Commensurate with the experience and competence

About the Transformation

COEP is on a journey to become an institution of international repute. To accelerate this, COEP is partnering with ApniLeap — a nonprofit initiative working towards India's Product Nation journey. Together, the Transformation focuses on three outcomes: enabling product and process innovation, driving industry-relevant research resulting in papers and patents, and embedding experiential learning through real industry projects.

PURPOSE OF THE ROLE

COEP's transformation is ambitious and the journey has just begun. The Chief Program Officer is the person who makes it real — translating strategy into coordinated action, holding owners accountable, and ensuring the leadership team stays focused on the bigger picture. In the early phase, this role spans both institutional change and industry-academia integration on the ground. As the program grows, a dedicated team will be built around this role.

SCOPE OF RESPONSIBILITY

End-to-end execution of the Transformation across three delivery pillars:

- Pillar 1 — Academics + Research
- Pillar 2 — Industry + Digital
- Pillar 3 — Infrastructure + International

Plus, four cross-cutting areas tracked directly: Governance, Faculty & People, Brand, and Rankings.

KEY RESPONSIBILITIES

- 1. Strategic Planning** Turn vision into a sequenced, executable plan — clear priorities, owners, and milestones at every stage.
- 2. Leadership & Governance** Connect the CTO, Pillar Leads, and senior leadership. Build a rhythm where decisions get made, commitments are kept, and progress is visible.
- 3. Risk & Course Correction** Stay ahead of what could derail the program. Drive decisions early and keep execution on track through change and ambiguity.
- 4. Execution Excellence** Hold pillar leads and theme owners to high standards — not just activity, but outcomes that move the transformation forward.
- 5. Building the Team** Grow and lead the program team. Build a culture of ownership and accountability within the transformation office.

WHAT WE ARE LOOKING FOR

Must-Have (Non-Negotiable)

1	Minimum 20 years of experience in senior management, complex function leadership, and change management — ideally from Management Consulting firms (Big Four or MBB) or large, multi-disciplinary organizations.
2	Proven track record of leading large-scale transformation programs — preferably within or for institutions advised by top consulting firms, spanning multiple stakeholder groups, cross-functional teams, and ambiguous environments.
3	At least 8–10 years of hands-on program or project management — not just oversight, but directly running complex, multi-stakeholder programs with full discipline.
4	Comfortable operating where the playbook does not exist — can build structure, sequence priorities, and course-correct without waiting for perfect information.
5	Ability to influence and hold senior stakeholders accountable without positional authority.
6	Sharp written and verbal communication — crisp briefs, steering review facilitation, and board-level presentations without preparation overhead.

Good to Have

- Leadership experience in R&D Alliances and Industry-Academia collaboration
- Prior exposure to education sector or institutional transformation
- Familiarity with ranking frameworks (NIRF, NAAC, QS) or EdTech models
- Experience managing cross-functional teams without direct line authority

Will Not Work

- Domain expert who wants to define strategy rather than drive execution
- Coordinator who manages calendars and trackers but cannot challenge owners or escalate decisively
- Candidate who needs a fully defined role before starting — this role will evolve as the program scales

ORGANIZATIONAL CONTEXT

A rare opportunity to directly contribute to India's Product Nation journey — by transforming how a leading engineering institution thinks, operates, and engages with industry. Reporting directly to the Chief Transformation Officer, you will work with senior leadership, industry partners, and a growing team. We are looking for someone who sees this as a mission.