

www.peakvision.org

India Country Director

Full Time ▾

Closing Date: 7 Apr 2026

Location: Remote - India (timezone: UTC -1 to UTC +5).

Working Day: Flexible working hours throughout the week. Daily collective overlapping hours are 11:00-16:00 UTC. Our Full Time work week is approximately 40 hours.

Division: Delivery

Team: Partnerships; [Meet the Peek Team](#).

Travel: up to 30% travel per annum

Salary Range: 5,000,000.00 - 5,900,000.00 INR per annum.

*Peek benchmarks annual salary based on market ranges per jurisdiction.

Benefits: [Find out more information about the many benefits of working at Peek](#). Peek team members often say that working here is [more than just a job](#) — it's a chance to make a real impact alongside supportive, mission-driven colleagues.

To Apply: Submit your full application through our recruitment centre.

Millions of people worldwide are losing their sight unnecessarily. We are intent on changing this. Join a mission-driven [award winning team](#) who are intent on changing this.

- [Vision and eye health for all](#) - Why Peek exists and the problem we solve
- [What is Peek?](#) - How our product works
- [Kiyasi's Story](#) - A short film about some of the people who use and benefit from our tools
- WIRED magazine - [How Peek Vision Helped 1.5 Million People to See Again](#)
- Rolex Perpetual Planet Initiative - [Andrew Bastawrous: Global Vision](#)

The Role

The India Country Director is responsible for supporting Peek's strategy, partnerships, and presence in India, ensuring delivery of high-impact eye health programmes aligned to Peek's strategy. The role combines strategic stakeholder engagement, advocacy, product discovery and commercial acumen to position Peek as essential infrastructure for eye health in India.

Success in this role means delivering a clear, actionable India Country Plan. It includes building strong, trusted relationships across NGOs, INGOs, government, and the wider eye health ecosystem, and driving increased adoption of Peek across India. It also requires deep listening to customers and partners to inform product and platform evolution, alongside tangible progress towards adoption of sustainable, self-funding eye care models. The role is vital in shaping Peek's global strategy by bringing deep India market insights, partnership intelligence, and implementation learning into organisational decision-making.

Peek's culture promotes individual ownership, accountability and collaboration across and within teams. [Peek's staff](#) are distributed internationally around the globe and our customers and software users operate and deliver programmes in multiple countries. Travel to programmes using Peek in India will be part of the role (in line with Peek's Travel Safety Policy).

Responsibilities and Attributes

The 5 key responsibilities of the role are:

- Lead the development and execution of the India Country Plan, ensuring alignment with Peek's global strategy and translating strategic priorities into actionable programmes, partnerships and outcomes across India.
- Act as Peek's representative in India, leading partnership liaison with government stakeholders, communities, local NGOs, INGOs and the wider eye health ecosystem; represent Peek at relevant meetings and forums, working closely with the global Leadership team, systematically reporting insights, actions, and outcomes ensuring alignment and follow-through.
- Advocate for the adoption of Peek as the essential digital infrastructure for self-funding eye care programmes in India, influencing local institutional policy and system-level decision-making to enable scale, sustainability, and long-term impact.
- Support income diversification and sustainability in India by contributing to fundraising proposal development and working in close collaboration with Peek colleagues leading work on initiatives for self-funding eye care systems powered by Peek that enables hospital CEOs and CFOs to understand pathways to adoption, scale and long-term financial sustainability.
- Collaborate closely with Peek's Product group contributing to product development priorities and ensuring learnings from India inform global programme design and delivery.

The 5 key attributes we have identified for the role are:

- Strong leadership capability, with experience executing market strategies in complex, multi-stakeholder environments.
- Proven ability to build and manage senior-level relationships with government, NGOs, INGOs, and institutional partners, with credibility in advocacy and system-level change.
- Commercial and financial acumen, with experience supporting fundraising, understanding financing models and engaging organisational leadership on cost, value and scale decisions.
- Comfort operating at the intersection of technology, health systems, and service delivery, with the ability to translate programme and partner needs into actionable input for product and system development.
- Excellent communication and collaboration skills, with the ability to synthesise complex information, share insights clearly with senior stakeholders, and work effectively across distributed, cross-cultural teams.

Desirable attributes for the role are:

- Experience working in eye health, public health, or digital health systems in India or comparable contexts.

- Experience supporting or scaling technology-enabled service delivery models in low- and middle-income settings.

About Peek

1.1 billion people live with avoidable or preventable vision loss. This number is set to grow to 1.8 billion by 2050. The vast majority (90%) need just a simple pair of glasses or cataract surgery. So why do so many not have access to these simple, life-changing solutions?

Across the world, eye health professionals work tirelessly. But they face huge challenges. Resources are scarce, specialists are in short supply, patients don't arrive at appointments and outcomes can be hard to track. Many people with vision loss don't know a solution exists or struggle to reach care. They remain invisible to health services.

[Peek Vision](#) is a social enterprise that works with NGOs and governments to bring vision and eye health to everyone. Our software and data intelligence platform strengthens health systems and optimises school, community and workplace eye health services. With Peek, eye health providers can identify gaps and inequalities in their services. People who would have been invisible to health workers or hard to reach are made visible, so that nobody is left behind.

By 2050, we aim to prevent 1.25 billion people from needlessly losing their eyesight.

We are dynamic, impact-driven and [award-winning](#). Our products have been developed in collaboration with eye health providers, professional bodies and researchers. They reflect global best practices in health systems decision-making. We currently offer eye health providers:

[Rapid assessments](#): Software and tools to help programme planners understand their populations' eye health needs.

[Peek-powered programmes](#): Software to implement, optimise and evaluate eye health services in schools and communities.

Peek is powering eye health programmes in multiple countries. Millions of people have their vision screened using Peek each year.

Why work at Peek?

Our team is united around one goal: vision and eye health for all. Your work will have tangible impact, creating lasting improvements in eye health worldwide.

We are a team like no other - Our diverse, multidisciplinary team is recruited from a wide range of backgrounds, including technology development, public health, research, eye health, international development and the private sector. Peek promotes a high level of ownership and accountability within each role, with frequent collaboration between team members and across teams.

Working for Peek Vision provides a number of benefits - to find out more about our approach

to compensation and benefit provision, please visit our [Why work at Peek?](#) page on our website.

To apply, please submit your full application through our recruitment site by the closing date noted above.

Peek is an equal opportunity employer. Peek will not discriminate and will take measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, promotions, and other conditions of employment against any employee or job applicant on the bases of age, disability, gender, marital status, parenthood, race, religion or belief, sex, sexual orientation, or any other factor which may be deemed discriminatory. Further the diversity of our team is important and crucial to our impact and we seek to ensure our team has affinities or links to the communities where we are most active.

Please note: Peek is not able to hire or engage individuals under the age of 18 for any form of employment or contracting work. This includes internships, temporary roles, consultancy, or volunteer assignments. This policy applies in all countries where we operate and is in place to ensure we follow international child protection standards and local labor laws.

At Peek Vision, we take data protection seriously and are committed to ensuring the security and privacy of personal data. We comply with the UK General Data Protection Regulation (GDPR) and other applicable data protection laws. By submitting your application, you consent to the collection, processing, and storage of your personal data for recruitment purposes. Your personal information will be securely stored and will only be used for the purposes of assessing your suitability for employment opportunities within our organisation. We will retain your data for a reasonable period or until the completion of the recruitment process, whichever is longer. We will not share your information with third parties without your explicit consent, except when required for recruitment or hiring process or by law. If you have any concerns about the handling of your personal data, please view our [privacy policy](#) for more information, or contact us at the following address GDPR_Request@peekvision.org.