



## CHIEF EXECUTIVE OFFICER (CEO) -- REALITY TOURS & TRAVEL

### Location

Delhi, India (with frequent travel to Mumbai)

### Period of engagement

Start date is flexible but would ideally be in April (with a month-long period of overlap with our current CEO). We require a minimum commitment of 2 years.

### Position Overview

Reality Tours and Travel (RTT) is one half of a dynamic social enterprise that aims to raise awareness and resources to address social issues facing disadvantaged communities. The organisation is most well-known for its slum tours of Mumbai and Delhi, which highlight the small-scale industries and community spirit in its residential areas and dispel myths about the realities of urban slum life.

80% of the profits from the tours go to support the social work undertaken by sister organisation Reality Gives -- an NGO which runs and supports educational and other projects to improve the lives of our communities.

RTT has generated an enormous amount of publicity and goodwill (see details below). Our goal is to support responsible tourism like this across India and possibly beyond and we are looking for a dynamic and visionary leader to make this happen.

Although most of the organisation's turnover is generated in Mumbai, you will be based in Delhi and your role will be to consolidate and expand the fast developing operations there, managing and building the team. You will also be overall responsible for Mumbai's operations and your role will involve travelling between the two cities.

You will be part of a young, international organization and should bring a sense of passion and enjoyment to your work, have a dedication to social change, be able to work well with people of all backgrounds, and be prepared to bring a hands-on familiarity to all aspects of the business.

The role is a long-term, salaried position. The successful candidate will be a key part of the company's continued growth and development. Applications are welcome from all over the world.

### Main responsibilities

- Envision and execute a strategy for the expansion of the tour company in our current locations and beyond
- Manage the existing tours and meet regularly with key staff
- Manage and support our Operations Managers (Delhi / Mumbai) and Marketing Director (Mumbai)
- Manage budgets, accounts, and controls
- Achieve clearly defined, mutually agreed upon, revenue targets
- Actively seek out and meet with suppliers and potential partners.
- Network with relevant groups and communities in Delhi and beyond
- Report regularly to one of the two Founders





REALITY  
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### Skills and experience required

- You have experience working in the tourism and travel industry
- You have a clear vision of how to take Reality Tours forward
- You are a leader, have outstanding communication skills and experience leading a team
- You have experience managing budgets, accounts and controls
- You are detail oriented and a systems thinker
- You can work independently
- You are passionate about social change
- You are familiar with Indian culture and sensitive to its challenges
- You love to 'muck in' and 'get stuff done'

### About Reality Tours and Reality Gives

In September 2005, Chris Way (from UK) and his friend Krishna Pujari (from India), formed a tour and travel company called 'Reality Tours and Travel' (RTT) in Mumbai. The focal point of the company was local tours of Dharavi -- which is famous for being Asia's 'largest slum'. The educational tour highlighted the many different small-scale industries in the area (total annual turnover is approximately \$US 665 million) and also aimed to challenge the negative image of Dharavi, and of slums in general.

Since then our work has been covered extensively in the local and International press, including The Independent, The Daily Telegraph, The Times, The New York Times, The Economist, and Smithsonian magazine (USA). We've won international acclaim including the overall World Responsible Travel Award hosted by Virgin Holidays (2013), and in the WTTC Tourism for Tomorrow Community Award (2015).

In January 2014, we expanded our tours to the Rajasthan and Kerala regions and set up a new office in Delhi. We now employ almost 50 members of staff and welcome tens of thousands of people on our tours each year.

We are a genuine social business: 80% of profits from all our tours are invested in the Dharavi community. We do this through our sister organisation Reality Gives, which was set up in August 2009, and whose mission is to run and support educational and other projects to improve the lives of our communities.

For further information, please visit [www.realitytoursandtravel.com](http://www.realitytoursandtravel.com) and [www.realitygives.org](http://www.realitygives.org)

### Application Process

The application deadline is 16 February 2018, although the process will finish when we find the suitable candidate so we encourage you to apply as soon as possible.

Please email your CV and brief cover letter to [chris@realitytoursandtravel.com](mailto:chris@realitytoursandtravel.com). Once we have received your application we will share an additional application form.

