



TRAINING COORDINATOR - PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN **Research, Partnership and Scaling – Project Nityam**

ABOUT SNEHA

A secular, Mumbai-based non-profit organisation, SNEHA believes that investing in women's health is essential to building viable urban communities. SNEHA is 450+ person strong, innovative and progressive organization that works on health and nutrition in urban slum pockets with women and their families. SNEHA follows the life-cycle approach to health and nutrition, by intervening at critical junctures (adolescence, preconception, conception, pregnancy, postnatal, infancy and toddlerhood, family planning) to ensure improved health and nutritional outcomes for women and children living in some of Mumbai's most vulnerable and deprived slums and in the Mumbai Metropolitan Region (MMR) as well.

SNEHA recognises that, in order to improve urban health standards, our initiatives must target both care seekers and care providers. We work with communities residing in informal settlements to empower women and communities to be catalysts of change in their own right and collaborate with existing public health systems and health care providers to create sustainable improvements in urban health. We have currently 11 programs running across SNEHA which are Maternal and Newborn Health (MNH), Child Health and Nutrition (CHN) – Aahar, Empowerment, Health and Sexuality of Adolescents (EHSAS), Prevention of Violence against Women and Children (PVWC) (e) SNEHA Centre, SNEHA Shakti, Healthy Cities Project (HCP), Samagra, Palliative Care, Livelihood Generation, Central Operations, Research and IM.

ABOUT THE PROGRAM

SNEHA's Program on Prevention of Violence against Women and Children (PVWC) aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilise communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritizes enhanced co-ordination of the state response to crimes against women through a convergence approach that works with government and public systems to reinforce their roles in assuring basic social, civil and economic security.

The project will work in the informal settlements of Wadala and Kurla in Mumbai. We will continue to frame our work in terms of primary, secondary and tertiary prevention, but the pandemic has also shown that we need to expand the purview and competencies of our work to include more men, while at the same time strengthening and sustaining our work with women. The program will implement three arms of community interventions: response-based intervention, couple-based intervention and volunteer-led intervention and action to address violence against women and girls in these communities. These interventions will focus on addressing and preventing violence against women and girls adopting three critical approaches. The response-based approach will focus on collectivization and group action, the couple-based intervention will explore educating couples on positive prevention strategies to prevent intimate-partner violence and the volunteer-led intervention will centre around volunteers leading intervention and taking action along with group members to ensure a coordinated response to women and girls survivors of violence. The project will follow the design of group education, organization of campaigns and events in the community and provide counselling, crisis intervention and extended services (legal and mental health counselling) to women and girls survivors of violence being referred to the counselling centres.

THE PROFILE

This position is responsible for planning, organizing, conducting, monitoring training activities & developing training modules along with documenting the trainings and processes as well as supporting the Program Coordinators in planning the capacity building sessions for the community team, public health care providers and other stakeholders across the two locations. The person will closely work with the Monitoring and

Evaluation Team to facilitate pre and posts tests and obtain, document analysis of the same. She is expected to coordinate with program teams specifically with coordinators for regular updates and reporting purposes.

JOB LOCATION

Wadala and Kurla

DUTIES & RESPONSIBILITIES:

Work package 1: Preparation of modules

- Design and create content for the modules as per the different approached followed location wise.
- Prepare content for couple's intervention in Wadala and build modules for volunteers in Kurla with the support from Program Coordinators, Associate Program Directors and Director.
- Prepare content for the existing intervention clusters in Wadala / Kurla to strengthen the groups and volunteers to build a sustainable community
- Translate the content into Hindi / Marathi for the community teams
- Prepare other content or BCC material as required

Work package 2: Capacity building of team

- Conduct mock sessions for the teams on the content developed
- Identify capacity building needs of the program team and organizing training as per the needs.
- Conduct periodic field visits along with the team to gauge training needs as arising from observations and feed it in the training modules.
- Prepare training calendar for the program with a training matrix that determines training priorities
- Prepare training reports for each training conducted

Work package 3: Community volunteers / members and Stakeholders

- Capacity building of program community volunteers by following training process including training need assessment with assistance with teams.
- Capacity building of program stakeholders by following training process including permission from stakeholders and related correspondence to succeed the capacity building initiatives.
- Prepare training reports for each training conducted

MANAGEMENT & REPORTING

- Effective coordination with team members.
- Ability to collaborate with a variety of stakeholders in the field.
- Work according to the ethical standards of the project and the organisation.
- Networking and coordination with community members and other stakeholders like health, legal and police system
- Training Coordinator reports and keeps both the APDs updated of their work

QUALIFICATIONS & EXPERIENCE

- Educational qualification: Master's Degree in Public Health, Social Work, Psychology or any relevant field from a recognised institution.
- At least 5 years work experience in the area of training and capacity building
- Willingness of working in a community setting is preferred.
- Experience of working in sector of gender, gender-based violence will be an advantage
- Effective training skills and excellent communication skills, including documentation.
- Well-versed in database management, data collection, MS Excel, Word, PowerPoint.
- Oral and written command of English, Hindi and Marathi



SKILLS & COMPETENCIES

1. Strong skills of people management, ability to convince and convey the messages of the program.
2. Skills in working on women centric issues
3. Strong interpersonal skills with an ability to be humble is required

4. Understanding the woman from her culture of marginalized urban settlements will be important
5. Working with the Coordinators and Counselors as a team

APPLICATIONS

Interested candidates can send their CV and a cover letter via email to damini.pandey@snehamumbai.org with the subject "Training Coordinator_Nityam"