



JOB DESCRIPTION: TRAINING COORDINATOR-TRAININGR EHSAS

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, an innovative and progressive organisation 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 the most vulnerable and deprived slums in the Mumbai Metropolitan Region (MMR).

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 different programs running across SNEHA. Empowerment Health and Sexuality of Adolescents (EHSAS) is one such programme focusing on adolescent health and well-being.

ABOUT THE PROGRAMME

Our vision of the EHSAS programme is to enable the health and wellbeing of adolescents and youth, and transform them into healthy, gender-sensitive and responsible citizens. The programme's focus is on:

1. Health,
2. Gender equality,
3. Sexuality,
4. Prevention of violence against women and children,
5. Youth participation

An important learning from our intervention has been that the programme requires a long-term plan with creative strategies to sustain the interest of adolescents, and this helps in reducing the rate of attrition. The information provided through participatory group education sessions if coupled with interesting activities, wherein adolescents get an opportunity to explore precarious and unanswered questions, leads to self and peer learning. We also use information, communication and technology.

After collecting learning from the experience of building the EHSAS model over a decade, we have now begun the journey of testing our model with a three-year-long longitudinal cohort study with young people called **SABAK**. This study will understand and evaluate:

1. The impact of convergent interventions on health and wellbeing indicators in young lives
2. The Influence of long term programmes and advanced inputs on critical life choices and
 - a. negotiation skills during transition from adolescence to adulthood
3. The perceptions among parents of participating adolescents with regards to (i) health seeking, (ii) role of gender in parenting and (iii) parenting practices that influence their children



Along with this study, SNEHA's EHSAS programme is implementing the **SAFAR (Sustainable Adolescent Friendly systems to build Agency and Resilience)** project in different areas in Mumbai and Thane city with the following objectives:

1. Expand the scope of a comprehensive adolescent health programme through schools to ensure management of mental health concerns, improvement in nutrition, improvement in knowledge on sexual and reproductive health and rights (SRHR)
2. Engage and enable teachers and parents to become adolescent competent and improve their communication with young people
3. Strengthen convergence of schools with Adolescent Friendly Health Clinics (AFHCs) in partnership with the public health system
4. Build a well-informed citizenry of youth as Non-Specialist Workers (NSWs) to provide psychosocial first aid to young people and enhance their agency

Profile:

Considering the depth of intervention planned across the SABAK and SAFAR projects, staff competency building, group education and capacity building initiatives with young people will be a crucial strategy. A **Programme Coordinator (Training and Capacity Building)** would be a mentor for young people who are gradually assuming active roles in initiating positive change. This person will also add value to staff capacity building within the dynamic sphere of adolescent and youth development. This position is crucial for capacity building of different stakeholders like teachers, health post staff etc.

Roles and Responsibilities

1. Mapping capacity building needs of adolescents, youth, community groups and programme team members and reviewing relevant content
2. Supporting content design based on principles of Instructional Design (ID) and Facilitation; drawing up plans for periodic capacity building inputs for youth and staff
3. Developing and updating modules for community/school-based group education sessions
4. Being a mentor to young people to fulfil their capacity building needs through close connect with them on a regular basis; reviewing current narratives in adolescent and youth development and bringing it back to the team across existing platforms
5. Organising and facilitating sessions and workshops internally and in conjunction with external resource persons/organisations to enhance conceptual understanding and skills among youth and staff members on the thematic areas of gender, sex, sexuality, sexual and reproductive health and gender-based violence, citizenship education and leadership development; skills based developed like communication, classroom facilitation, team work, leadership
6. Documenting observations from sessions and workshops and periodically compiling stories of change in association with the programme team and researchers
7. Supporting the team in the community / schools for intervention with adolescents and parents and working in association with organisational resources designated for learning and development
8. Supervising the quality delivery of group education with adolescents on a regular basis



9. Developing sessions plans and facilitating sessions with teachers, parents, health post staff, ICDS staff etc.
10. Facilitating project processes for strategic planning, budgeting and review, employee evaluation and organisational learning; handling finances and administrative responsibilities
11. Monitoring and evaluation of capacity building and inputs in keeping with programme objectives and strategies and in conjunction with Monitoring and Evaluation personnel within EHSAS, for both SAFAR and SABAK
12. Developing Information Education Communication material with different tools like Canva
13. Programmatic reporting and documentation (to internal and external stakeholders)

Reporting

The position reports to the Associate Program Director and is based in Mumbai.

Requirements: Skills and Experience

1. Educational qualification: Master's Degree or higher in Social Work, Sociology, Psychology, Education or related disciplines/fellowship in the development sector
2. 3-5 years of experience of working in the development sector in community-based projects – content building and delivery experience in youth development desirable
3. Prior experience of working with young people preferred, including capacity to facilitate group processes – keenness to use digital/social media for building capacities
4. Command over English and Hindi (spoken and written)
5. Effective project management (planning and implementation) & documentation skills
6. Ability to design and develop modules for different target groups

Personal Attributes and Managerial Competencies

1. Ability to work in a team and create equal opportunities for all
2. A gender perspective that integrates understanding of team members and young people
3. Empathy and openness to absorb learning from all contexts
4. Effective team management and delegation – setting clear expectations, tracking progress and communicating information people need in their jobs
5. Ability to work with a variety of stakeholders like teachers, health post staff etc.
6. Problem solving ability and ability to multi-task and work simultaneously on different projects
7. Working effectively through established systems, procedures and people interactions to get work done

Application

Application to be sent damini.pandey@snehamumbai.org