

## ABOUT SNEHA

SNEHA, a Mumbai-based non-profit with over 450 staff, focuses on improving health and nutrition in urban slums. Using a life-cycle approach, it addresses critical health and nutrition needs at key stages—from adolescence to family planning—aiming to enhance outcomes for women and children in vulnerable communities across Mumbai and the Mumbai Metropolitan Region.

It focuses on enhancing urban health by empowering both care seekers and providers. We work with informal settlement communities to drive change and partner with public health systems to ensure sustainable improvements. Our programs include Maternal and Child Health, Empowerment Health and Sexuality of Adolescents, Public System Partnership, Prevention of Violence against Women and Children, SNEHA Shakti, Palliative Care, and Livelihood Generation.

## 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, mobilize 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.

In collaboration with University College London, the Program is working on a major cluster randomized controlled trial (cRCT) testing the effects of community interventions for primary and secondary prevention of violence against women and girls. In informal settlements of Mumbai, we are testing the effects of community mobilization through groups and volunteers to prevent violence against women and girls. In India, 29% of women report physical violence in the last year, 7% sexual violence, and 30% multiple forms of violence, causing physical, mental, societal, and economic harms. Reviews suggest community mobilization as a promising approach, but there have been few large enough trials of prevention programs. Our community intervention has been developed over 16 years of programmatic experience and two years of preparatory research, and our understanding of its effects is encapsulated in a theory of change. We will compare 24 areas receiving support services, community group, and volunteer activities with 24 areas receiving support services only, primarily in terms of effects on occurrence of intimate partner violence and domestic violence in the last year. We will also examine disclosure of violence to support services, community attitudes to violence, bystander intervention, gender equality, and occurrence of non-partner sexual violence. Backed by public engagement, advocacy, and open publication, our vision is of a replicable community-led intervention to address the public health burden of violence against women and girls.

## "WHAT'S IN IT FOR ME" (WIIFM) - AT SNEHA

At SNEHA, our fundamental belief is that prioritizing people is key, demonstrating our strong dedication to nurturing a supportive and growth-driven atmosphere. We uphold an open-door policy that champions transparency and open dialogue. We actively invite employees to voice their ideas, feedback, and concerns, fostering a culture where innovation and teamwork can flourish.








**If you value excellence and are passionate about nurturing individuals, SNEHA is the perfect place for you!!**

For detailed Information visit our website: [www.snehamumbai.org](http://www.snehamumbai.org) and follow us on:

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## PROFILE SNAPSHOT

### Designation: Community Organiser

-  **Role:** The Community Organizer will be responsible for implementation of intervention activities in one intervention cluster and will be based in the community office.
-  **Educational Requirement:** Minimum HSC degree.
-  **Experience:** At least one-year experience of community work preferable in violence
-  **Location:** Wadala
-  **Reports to:** Program Officer
-  **Apply:** Applications are to be sent via email to [belinda.menezes@snehamumbai.org](mailto:belinda.menezes@snehamumbai.org) with the Subject line: "Female Community Organiser"
-  **Date of publishing:** 2<sup>nd</sup> June 2025

## COMPREHENSIVE OVERVIEW OF THE POSITION

The post-holder will implement the project activities in the intervention cluster. They will have community mobilization and group work skills. They will demonstrate flair, enthusiasm, innovation, and leadership when faced with challenges in community, and will provide immediate response to local occurrences. The Community Organizer will be willing to work on issues around gender and violence against women and children in the community. The Community Organizer reports to the Program Officer and maintains day-to-day contact with all her colleagues and supervisors.

## DUTIES AND RESPONSIBILITIES

### Overall efficient day-to-day implementation of activities in the intervention cluster

- Implement the plan for the intervention household with her program officer on a daily basis.
- Conduct intervention activities such as community mobilization, group meetings, training sessions, management of volunteers, and organizing events and campaigns.
- Refer and accompany beneficiaries to police, public health providers, and other organizations in the intervention areas.
- Make weekly and monthly activity plans with the supervisor.
- Collect data and report on a timely basis to the community program officer. Enter the field data on a software application.
- Maintain documentation required in the project such as details of identified and referred cases and case studies.
- Ensure confidentiality and anonymity of the beneficiaries in the project.
- Coordinate with MCH and Addiction PO for the MCH and addiction work/cases

## **CRITICAL TRAITS**

- Oral and written command of Hindi, Marathi and working knowledge of English.

## **BEHAVIOURAL COMPETENCIES**

- Achievement mind-set to accomplish project goals.
- Effective communication, personal and interpersonal skills.
- Ability to solve problems in the community.
- Commitment to community engagement.
- Sound values and work ethics.
- Open to diversity and respect for everyone.

**“Come and be a catalyst for innovation and positive change—apply today to shape the future with us!”**