

## **ABOUT SNEHA**

SNEHA (Society for Nutrition, Education and Health Action) is a Mumbai-based non-profit organization dedicated to improving the health, nutrition, and safety of women and children living in vulnerable urban informal settlements. Our mission is to empower urban women and children through integrated health and nutrition programs, education, and advocacy.

We work through a dual approach—engaging both care seekers and care providers. At the community level, we empower women and families to become agents of change, while simultaneously collaborating with public health and safety systems to drive sustainable improvements in urban health outcomes.

SNEHA's key programs include:

- **Maternal and Child Health**
- **Empowerment, Health and Sexuality of Adolescent**
- **Prevention of Violence against Women and Children**
- **Public System Partnership**
- **SNEHA Shakti**
- **Palliative Care**
- **Livelihood Generation**

Between 2016 and 2025, SNEHA directly reached over 620,555 women, children, and healthcare workers, and indirectly impacted a population of over 3.63 million across seven municipal corporations and three municipal councils in the Mumbai Metropolitan Region (MMR).

Today, SNEHA is a 500+ member organization with deep grassroots presence and a strong track record of reducing maternal and neonatal mortality, child malnutrition, adolescent anemia, and gender-based violence—key determinants of health equity for families and communities.

## **ABOUT THE PROGRAM**

Our vision of the EHSAS Programme is to enable the health and wellbeing of adolescents and youth, and transforming them into healthy, gender-sensitive and responsible citizens.

We employ a combination of four intervention strategies to achieve the objectives:

- Group work includes group sessions, training in using theatre and other art forms to explore and understand sexuality, and building peer counselling skills.
- Individual work includes mentorship, counselling, internships and peer support.
- Family work includes individual and group awareness and counselling sessions.
- Community interventions include awareness campaigns and building networks with local leaders, organisations, and other community bodies.

EHSAS seek to cultivate an environment suitable for discussion and acceptance of the problems faced by adolescents and to find solutions within the community to resolve these problems. We are looking at transference of knowledge coupled with attitude and behaviour change to create a pool of change-agents and peer-educators.

Currently the EHSAS intervention operates across the Mumbai Metropolitan Region. In order to sustain evidence-based impact of a model that integrates communities, schools, public institutions and civil society partners committed to health and wellbeing of young people, we are looking for a Research Coordinator.

## “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:

SNEHA - SOCIAL MEDIA HANDLES	
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	<a href="https://www.facebook.com/SnehaMumbai">https://www.facebook.com/SnehaMumbai</a>
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	<a href="https://www.linkedin.com/company/544355/">https://www.linkedin.com/company/544355/</a>
	<a href="https://www.youtube.com/@snehamumbai">@snehamumbai</a>

### PROFILE SNAPSHOT

Designation: Coordinator-Research

-  **Role:** Strengthen a research-oriented, evidence-based approach across the EHSAS programme through close collaboration with M&E. Drive implementation research, synthesize learnings, and lead documentation and dissemination efforts. Map the adolescent health research landscape and curate relevant knowledge to inform programme strategies. Foster a culture of learning by engaging communities, experts, and teams in research-driven discussions and workshops.
-  **Educational Requirement:** Postgraduate degree in health or social sciences from a recognized university.
-  **Experience:** Intensive experience of 5-6 years in qualitative research.
-  **Location:** MMR
-  **Reports to:** Program Director- EHSAS and dotted line to Director-Monitoring Evaluation and Research
-  **Apply:** Applications are to be sent on email to [belinda.menezes@snehamumbai.org](mailto:belinda.menezes@snehamumbai.org) with the subject line ‘Coordinator-Research’
-  **Date of publishing:** 06<sup>th</sup> Aug 2025

### COMPREHENSIVE OVERVIEW OF THE POSITION

1. Build a research-wise programme implementation team committed to evidence-based learning
2. Work closely with SNEHA’s Monitoring and Evaluation (M&E) team to strengthen a mixed method approach that integrates quantitative monitoring data with systematic qualitative evidence and evaluation frameworks
3. Map the adolescent and youth research landscape and build key and contemporary learning into a programme that is expanding at a fast pace

4. Create a data base for research papers on adolescent's health and empowerment
5. Lead evidence gathering, analyses, synthesis and publications based on the current EHSAS programme and projects that involve high quality implementation research
6. Spend time in communities involved in the research and represent SNEHA and EHSAS internally and externally to create more visibility for evidence-based adolescent and youth programme models
7. Organising research discussions and workshops to build a research-based intervention strategy on adolescent health and wellbeing
8. Supporting the programme and M&E team in developing a theory of change at the end of the longitudinal cohort implementation study
9. Work with coordinators in EHSAS to ensure that content and curricula are based on evidence and learning from the field
10. Exploring and building relationships with external expert resources to facilitate a learning environment for the programme and M&E teams

### **CRITICAL TRAITS**

- Research Orientation: Strong grounding in qualitative and mixed-methods research with a passion for evidence-based programme development.
- Strategic Thinking: Ability to map research landscapes, synthesize data, and integrate learning into programme frameworks.
- Initiative & Ownership: Self-motivated with the capacity to work independently and lead research-driven activities.
- Field Engagement: Willingness to spend time in communities and translate ground-level insights into research and programme strategies.

### **BEHAVIOURAL COMPETENCIES**

- Collaboration & Teamwork: Ability to work closely with M&E, programme teams, and external experts, fostering cross-functional learning.
- Communication Excellence: Strong verbal and written communication skills in English and Hindi, with the ability to represent SNEHA internally and externally.
- Facilitation & Influence: Comfortable leading research discussions, workshops, and contributing to theory of change development.
- Gender Sensitivity: Demonstrates awareness and responsiveness to issues of gender, sexuality, and marginalisation in adolescent health.
- Learning Agility: Enthusiastic about continuous learning and building institutional knowledge through documentation and dissemination.

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