

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
- Palliative Care

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 anaemia, and gender-based violence— key determinants of health equity for families and communities.

ABOUT THE PROGRAM

The Public System Partnership Program partners with seven municipal corporations namely Mumbai, Thane, Kalyan Dombivali, MiraBhayander, Vasai Virar, Bhiwandi Nizampur and Ulhas Nagar covering Mumbai Metropolitan Region and peri urban and rural areas namely Ambarnath-Badlapur, Kalyan, Bhiwandi and Palghar, and recently initiated the work in Nashik district. The main purpose is to impact Maternal and Child health indicators in vulnerable population.

ABOUT THE ADOLESCENT HEALTH PROJECT:

The objective is to support the public healthcare system in establishing and strengthening Adolescent Friendly Health Clinics (AFHCs) by building the capacity of healthcare providers and outreach workers ensuring delivery of comprehensive, adolescent-responsive health services. The initiative will support the regular implementation of weekly AFHC clinics at UPHCs through support and follow-up. Capacity-building sessions will be conducted for Medical Officers (MOs), PHNs, GNMs, ASHAs, and ICDS workers to strengthen their understanding of adolescent health issues align with the Rashtriya Kishore Swasthya Karyakram (RKSK)

Regular AFHC observations will be conducted to identify gaps and improve service quality. The project will also support frontline workers (ASHAs) in conducting adolescent health awareness sessions, mobilizing adolescents to access services, identifying peer educators, and facilitating referrals for health and wellbeing concerns. The project will further focus on strengthening convergence between communities, schools, ICDS workers, and Adolescent Friendly Health Clinics (AFHCs) in partnership with the public health system to improve adolescents' access to health services and support.

Overall, the initiative aims to create a more welcoming and responsive healthcare environment for adolescents while strengthening the confidence and skills of frontline workers and healthcare providers.

“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 and follow us on:

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PROFILE SNAPSHOT

Designation: Community Organizer

-  **Role:** The Community Organizer will support the strengthening of Adolescent Friendly Health Clinics (AFHCs) through regular observations and ensure service quality as per RSKS guidelines. The role includes supporting ASHAs in adolescent health awareness sessions, mobilizing adolescents for AFHC services, engaging peer educators, strengthening the capacity of ASHAs and Aanganwadi Sevikas on adolescent health and communication, and promoting convergence between ASHAs and Aanganwadi Sevikas.
-  **Educational Requirement:** HSC Degree
-  **Experience:** At least 6-8 years’ work experience in the social sector, with experience of working with Urban Primary Health Centers (UPHCs) and ASHAs preferred. Experience related to working with adolescent groups
-  **Location:** Mira Bhayander
-  **Reports to:** Program Officer
-  **Apply:** Applications are to be sent via email to lakhvinder.kaur@snehamumbai.org with the Subject line: **“Community Organizer”**
-  **Date of publishing:** 20th May 2026

DUTIES & RESPONSIBILITIES

1. Program Planning and Implementation

- Planning and implementing project activities in coordination with Program Officer (PO)
- Planning and organizing trainings of the Urban Primary Health Centers (UPHC) staff and ASHAs
- Assisting PO in arranging corporation level trainings for UPHC staff and ICDS workers.
- Supporting PO in implementing regular activities at community, UPHC level.
- Supporting PO in planning and organizing UPHC and MC level events.
- Any other role assigned by the program officer.

2. Collaboration and Capacity building of health facilities staff

- Building and sustaining effective rapport with different stakeholders including corporation, health facilities staff, ASHAs and ICDS workers.
- Capacity building of the ASHAs for Health Talk during AFHC.
- Support Program Officer in conducting periodic meetings with Urban Primary Health Centre (UPHC) staff and ASHAs to plan the strategies to improve the indicator for AFHC.
- Supporting ASHAs and Aanganwadi Sevikas at community level to mobilize adolescents for the youth group formation and club meeting, identifying peer educators at a community level and events.
- Support UPHC staff, ASHAs, ICDS workers and Program Officer to plan and conduct the community level and UPHC level events for adolescent groups.

3. Documentation

- Maintaining documentation related to all the activities, meetings and trainings, example – monthly descriptive reports, case stories, meeting minutes etc.
- Assisting PO in collating data for the reports
- Ensuring timely completion of all the activities and its error free data entry into commCare.
- Ensure accuracy in the data and data management

CRITICAL TRAITS:

- Oral & written command over Hindi and Marathi
- Knowledge of ASHA and ICDS roles, responsibilities, and incentives
- Empathy and Patience – Understands challenges faced by ASHAs, ICDS workers and supports them calmly
- Responsibility and Accountability – Takes ownership of work and follows through on tasks.
- Non-judgmental and respectful approach while interacting with adolescents, Ability to maintain confidentiality and ethical conduct
- Adaptability – Adjusts approach based on field realities and different learning needs
- Initiative – Proactively identifies issues and takes action without waiting for instructions
- Integrity – Maintains honesty in reporting and interactions
- Motivational and supportive approach towards frontline workers and peer educators
- Willingness to travel and work in community settings

BEHAVIOURAL COMPETENCIES:

- Strong communication and interpersonal skills
- Empathy and Relationship Building
- Collaboration and Coordination
- Facilitation and Mentoring Skills
- Problem Solving and Initiative
- Adolescent-Friendly and Gender-Sensitive Approach
- Accountability and Professional Conduct

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