

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
Public System Partnership
Empowerment, Health and Sexuality of Adolescent
Prevention of Violence against Women and Children
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 anemia, and violence prevention against women and children—key determinants of health equity for families and communities.

ABOUT THE PROGRAM:

Our vision of the EHSAS Program is to enable the health and wellbeing of adolescents and youth, and transform them into healthy, gender-sensitive and responsible citizens. The program's focus is on: 1. Health, 2. Gender equality, 3. Sexuality, 4. Prevention of violence against women and children, 5. Participation

ABOUT THE PROJECT- SAFAR:

An important learning from our intervention has been that the program requires a long-term plan with creative strategies to sustain the interest of adolescents, and this helps to reduce the rate of attrition in the program.

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 in our programme.

SNEHA's EHSAS Programme is now implementing SAFAR (Sustainable Adolescent Friendly systems to build Agency and Resilience) project in different areas in Mumbai, Navi Mumbai and Thane city with the following objectives:

- 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)
- Engage and enable teachers and parents to become adolescent competent and improve their communication with young people
- Strengthen convergence of schools with Adolescent Friendly Health Clinics (AFHCs) in partnership with the public health system
- Build a well-informed citizenry of youth as Non-specialist Workers (NSWs) to provide psychosocial first aid to young people and enhance their agency

“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: Program Officer- Counselling

- ✚ **Role:** The role of a counsellor is necessary for screening, identification and planning treatment for adolescents in schools, communities and health posts with mental health issues. the role also requires enabling EHSAS team to integrate mental health intervention
- ✚ **Educational Requirement:** Post Graduate in Counselling/Clinical Psychology
- ✚ **Experience:** 1 or 2 years of experience in school counselling practices preferably. Freshers can also apply
- ✚ **Location:** Navi Mumbai (willingness to travel within)
- ✚ **Reports to:** : Clinical Psychologist
- ✚ **Apply:** Applications are to be sent via email to belinda.menezes@snehamumbai.org with the Subject line: "Program Officer- Counselling-Navi Mumbai"
- ✚ **Date of publishing:** 28th August 2026

COMPREHENSIVE OVERVIEW OF THE POSITION

CORE RESPONSIBILITIES

1. Mental Health Screening & Intervention

- Screen adolescents in EHSAS schools and communities for mental health concerns and plan appropriate interventions with the program team.
- Provide health-based counselling and preliminary assessments for referred adolescents through Adolescent Friendly Health Clinics at Urban Primary Health Centres and hospitals.
- Demonstrate effective approaches for engaging with and addressing adolescents with mental health concerns.

2. Parent Engagement & Psychoeducation

- Conduct parenting modules and psychoeducation sessions with parents to strengthen awareness and understanding of adolescent mental health.
- Build the capacity of parents to recognize and respond to mental health and emotional concerns among adolescents.

3. Capacity Building & Technical Support

- Build the capacity of teachers, health-post and ICDS staff to identify adolescents with mental health concerns.
- Build the capacity of program staff to deliver sessions on emotional resilience, stress management and mental health.
- Coordinate capacity-building workshops for Non-Specialist Mental Health Workers (NSMHWs).

4. Supervision & Support to Non-Specialist Workers

- Supervise counselling sessions conducted by NSMHWs and provide supportive feedback to strengthen subsequent sessions.
- Provide ongoing guidance and technical support to NSMHWs in addressing adolescent mental health concerns.

5. Case Documentation & Professional Development

- Maintain appropriate case records, assessment documentation and other required formats while ensuring confidentiality.
- Participate in peer supervision and capacity-building sessions with other Clinical Psychologists.

6. Program Implementation Support

- Assist the EHSAS team in introducing and implementing mental health interventions across new sites and schools.

BEHAVIOURAL COMPETENCIES

- Self-initiation and ability to work independently.
- Self-monitoring and accountability for assigned responsibilities.
- Flexibility and adaptability in managing time and field requirements.
- Ability to build and maintain effective relationships with diverse stakeholders.
- Collaborative approach and ability to work effectively with programme teams and different stakeholders.
- Sensitivity and empathy while working with adolescents and families.
- Ability to communicate effectively and handle challenging or sensitive situations.

CRITICAL TRAITS

- Ability to conduct mental health screening, analyze findings and plan appropriate interventions for adolescents identified with mental health concerns.
- Ability to assess cases, seek appropriate inputs and support critical case interventions.
- Sound decision-making ability with the best interests of the adolescent at the centre.
- Understanding of adolescent health and mental health policies, particularly relevant government programs.
- Strong interpersonal communication, facilitation and presentation skills.
- Ability to analyze and interpret complex documents and information.
- Fluency in English, Hindi and Marathi.
- Ability to communicate and negotiate effectively with multiple stakeholders.
- Interest and understanding of adolescent mental health issues.

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