

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

ABOUT 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. Using a socio-ecologic model as a framework for action at different levels to prevent violence, the program works on primary prevention, secondary intervention and tertiary prevention.

ABOUT THE PROJECT

Using a socio-ecologic model as a framework for action at different levels to prevent violence, from the individual to the home to the community to society, the programme tackles the interplay between levels and intersectional factors through primary, secondary and tertiary prevention strategies. Primary prevention seeks to stop domestic violence before it occurs. Secondary prevention seeks to prevent violence from continuing or escalating and respond to mental health needs. Tertiary prevention seeks to minimise the impact of violence and restore safety, mental health and wellbeing.

The programme implements a Community Stewardship Model across Dharavi, Govandi and Kurla, with the aim of building strong community ownership and collective action to prevent and respond to gender-based violence (GBV) against women and children. The programme will continue to strengthen and deepen the Community Stewardship Model by exploring innovative approaches, including couple-focused interventions, deaddiction, and the integration of maternal and child health into primary and secondary GBV prevention and response. Through institutional partnerships, the programme works closely with the legal system (DLSA), protection system (Police), and public health system to strengthen linkages, improve coordination and ensure a more integrated and sustainable response to violence.

To expand programme impact and deepen sustainability, the programme is scaling its Community Stewardship approach to new geographies within Govandi, while strengthening community ownership and linkages with existing systems and services. Furthermore, the programme drives cross-sectoral convergence, to integrate violence prevention and response interventions at the primary and secondary levels with SNEHA's other health programmes being implemented in Malwani, Mankhurd and Bhiwandi. This integrated approach will leverage existing health platforms and community networks to strengthen early identification, prevention, referral and support for women and children experiencing violence

"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: Associate Program Director

-  **Role:** The role provides strategic and operational leadership for SNEHA's GBV programs, including leading multi-site interventions, managing teams, ensuring quality services, strengthening health, police and legal partnerships, and overseeing data, compliance and field operations.
-  **Educational Requirement:** Master's degree in Social Work, Public Health, Gender Studies, Development Studies, or a related discipline
-  **Experience:** The candidate should have 10–12+ years of relevant experience, with strong technical expertise in GBV prevention, women's empowerment, or child protection, along with a proven track record in strategic planning, designing, implementing, and scaling complex social intervention models.
-  **Location:** Across Mumbai, Kurla
-  **Reports to:** Program Director
-  **Apply:** Applications are to be sent via email to recruitment@snehamumbai.org with the Subject line: **"Associate Program Director"**
-  **Date of publishing:** 07th Oct 2026

DUTIES & RESPONSIBILITIES

1. Program Strategy and Strategic Leadership

- Translate strategic organizational vision into actionable operational blueprints, driving cross-project convergence to maximize community impact.
- Partner with the Program Director on high-level strategic planning, logical framework execution, and portfolio risk management.
- Direct program design, budgeting, grant proposal development, donor communications, and strategic reporting.
- Contribute to organizational vision and cross-program synergy

2. Program Implementation and Quality Assurance

- Oversee multi-site implementation of the Community Stewardship project, including community outreach, volunteer engagement, deaddiction, RMNCH integration, couple intervention, counseling, and mental health services.
- Monitor operational milestones, deliverables, and quality metrics in strict adherence to donor-approved Logical Framework Analyses (LFAs).
- Mentor Program Coordinators in resource management, workflow optimization, and performance tracking.

3. Institutional Collaboration and Capacity Building

- Deepen institutional linkages with the District Legal Services Authority (DLSA), Mumbai Legal Services Authority (MLSA), Main Mediation Centre, local law enforcement, and Nirbhaya Squads.
- Oversee the work of Legal Coordinator, lawyers to ensure timely filing of court cases, execution of out-of-court resolutions, and compliance with court orders. Concurrently, collaborate with clinical psychologists to ensure integrated, high-quality mental health support and psychosocial care for survivors.

4. Satellite Center Integration & Cross-Programmatic Scaling

- To drive the integration with respective teams in health Programs – Malvani, Mankurd and Bhivandi
- Establish cross-functional workflows, operational oversight, and service-delivery standards across satellite locations.

5. Monitoring, Evaluation & Data Governance

- Champion data integrity and quality control across all project monitoring and reporting platforms.
- Track program key performance indicators and outcomes and utilize performance metrics to inform adaptive management decisions.
- Prepare reports for internal and external stakeholders
- Use data for program improvement

6. Finance and Compliance

- Monitor budgets and expenditures
- Ensure full compliance with organizational policies, legal mandates, contractual terms, and donor financial frameworks.
- Manage risks and contract

CRITICAL TRAITS

- Demonstrates strong ownership and takes accountability for program outcomes.
- Shows a proactive and achievement-oriented approach to driving results.
- Maintains high integrity and ethical standards in all professional interactions.
- Remains adaptable and composed in dynamic and challenging field environments.

BEHAVIOURAL COMPETENCIES

- Effectively leads and motivates diverse, multidisciplinary teams toward common goals.
- Builds strong relationships and communicates effectively with stakeholders at different levels.
- Handles conflicts constructively and maintains positive working relationships.
- Adapts communication and approach to different teams, communities, and cultural contexts.
- Demonstrates strong collaboration while managing complex stakeholder relationships.

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