ABOUT SNEHA

SNEHA is a leading public health organization dedicated to improving the health, nutrition, and safety of women and children living in vulnerable urban informal settlements. Through integrated health, nutrition, education, and advocacy initiatives, SNEHA empowers communities while addressing critical issues such as maternal and child health, prevention of violence against women and children, and access to quality healthcare.

SNEHA follows a two-pronged approach by working simultaneously with both care seekers and care providers. At the community level, it empowers women and local communities to become agents of change, enabling them to take ownership of their health and well-being. At the same time, SNEHA partners with the public health system and healthcare providers to strengthen service delivery, improve the quality of care, and create sustainable, long-term improvements in urban health outcomes.

During the years 2016-26, SNEHA directly worked with over 763,900 women, children, and healthcare workers, and indirectly reached a population of over 5 million in the Mumbai Metropolitan Region (MMR) and other parts of Maharashtra. We also work in partnership with the Government and with NGOs in other parts of India. 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 PROGRAM

The Public System Partnership Program works with seven municipal corporations across the Mumbai Metropolitan Region, peri-urban and rural areas, and has recently expanded to Nashik. It aims to improve maternal and child health outcomes among vulnerable populations by collaborating with municipal corporations and the State Health Department to strengthen public healthcare systems, streamline antenatal care and establish emergency maternity referral systems. The program also promotes community participation through Mahila Arogya Samitis (MAS), which are gradually integrated into the public health system to ensure the sustainability of these initiatives.

ABOUT THE PROJECT

The initiative aims to strengthen Adolescent Friendly Health Clinics (AFHCs) at Urban Primary Health Centres (UPHCs) by building the capacity of healthcare providers and frontline workers in line with the Rashtriya Kishore Swasthya Karyakram (RKSK). It supports regular weekly clinics, staff training, service quality monitoring, adolescent awareness sessions, community mobilisation, peer educator identification and referrals. The program also promotes coordination between healthcare providers, schools, communities and ICDS workers to improve adolescents' access to quality, comprehensive and responsive healthcare services.

"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: Consultant Clinical Psychologist

- **Role:** The counsellor will engage adolescents in friendly, non-judgmental conversations about their growing needs, body changes, challenges, and concerns, creating a safe space for them to express themselves, learn and adopt healthy behaviors. The role also includes building healthcare providers' capacity in adolescent mental health, basic counselling, and communication skills to enable sensitive and supportive interactions with adolescents. The aim is to help adolescents make informed decisions, develop healthy behaviors and access appropriate support when needed.
- **Educational Requirement:** Masters Clinical Psychologist
- **No of Positions:** 2 (1 in Mira-Bhayander and 1 in Kalyan-Dombivali)
- **Experience:** At least 3 to 5 years' work experience with adolescent counselling are preferred. Freshers with relevant qualification and strong interest in working with adolescent can apply.
- **Location:** KDMC / MBMC
- **Reports to**: Associate Program Director
- **Apply:** Applications are to be sent via email to **recruitment@snehamumbai.org** with the Subject line: **"Consultant Clinical Psychologist"**
- **Date of publishing:** 12th Nov 2026

DUTIES & RESPONSIBILITIES

Adolescent Engagement and Counselling Support

- Engage adolescents attending AFHC clinics and in communities through friendly, non-judgmental conversations about their needs, body changes, challenges, and concerns. Create a safe space for adolescents to ask questions, express themselves, and learn about healthy behaviors.
- Provide counselling and guidance on the six RKSK thematic areas: nutrition, sexual and reproductive health, mental health, substance misuse, injuries and violence, and non-communicable diseases.
- Conduct group sessions with adolescents to encourage open discussions, address common concerns and promote healthy behaviors.

- Identify adolescents requiring additional psychosocial or mental health support, provide appropriate counselling and facilitate referrals when needed.

Capacity Building of healthcare providers and program team

- Build the capacity of Medical Officers, ANMs, ASHAs other health post staff along with program team on adolescent health, basic counselling, communication skills and responding to adolescents' needs
- Support and provide handholding to health post staff to strengthen AFHC clinics and address implementation gaps.
- Guide healthcare providers in creating a friendly, respectful, and supportive environment for adolescents at AFHC clinics.

Community-Based Adolescent Mental Health Support

- Observe sessions conducted by peer educators, identify areas where they need support, and provide appropriate guidance and handholding to strengthen their engagement with adolescents.
- Guide ASHAs in communicating with adolescents and parents about adolescent health needs and the services available at AFHC clinics
- Conduct group sessions with parents and adolescents on adolescent development, physical and emotional changes, communication, and encourage open communication, and promote adolescent health and well-being Capacity building of program team on adolescent related emotional, psychological, and behavioral aspects, its identification, and referrals etc. Support the program team in conducting sessions for school teachers on basic counselling skills for the wellbeing and referral of adolescents to UPHCs for accessing AFHC services as per the need.

Documentation and Reporting

- Coordinate with health post staff, ASHAs, peer educators and the PSP program team to plan and implement adolescent health activities.
- Maintain records of counselling, group sessions, health post visits, capacity-building activities, referrals, and follow-ups.
- Share periodic updates on implementation progress, emerging adolescent needs and gaps requiring attention with the program lead.
- Document learnings and case stories and suggest improvements to strengthen AFHC services and adolescent engagement across the selected health posts.

CRITICAL TRAITS

- Demonstrates empathy and patience while working with adolescents.
- Maintains a non-judgmental, respectful, and supportive approach.
- Demonstrates integrity, confidentiality, and ethical conduct.
- Shows initiative, self-motivation and the ability to work independently.
- Demonstrates accountability, reliability, and effective time management.
- Adapts flexibly to changing situations and field requirements.
- Demonstrates an understanding of adolescent development and sensitivity towards adolescent well-being.

BEHAVIOURAL COMPETENCIES

- Effective communication and interpersonal skills.
- Ability to engage adolescents and facilitate individual and group sessions.
- Ability to provide supportive mentoring, training, and technical guidance to multidisciplinary teams.
- Strong collaboration and teamwork skills, with the ability to work with programme teams, schools, families, and community stakeholders.
- Willingness to learn and engage in continuous and reflective practice.
- Responsiveness to adolescents' needs and emerging concerns.

ADDITIONAL REQUIREMENTS

- Willingness to travel and work in community settings.
- Good oral and written communication skills in English, Hindi, and Marathi

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