Program Associate | 3%tion: Kolkauayta (extensive traveulpl to and South 24 Parganlas); No. of oyl: 1

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Aangan is looking to hire you, if:

- you want to be w1à **%%** part of developing institutionalised platforms for dialogue between communities, Panchayats and schools across districts of North and South 24 Parganas so as to established protective mechanisms ensuring safety of children in the context of recurrent climatic hazards
- passionate about adolescent girls' issues of safety and protection
- you are someone who doesn't like to be tied down and enjoy challenging travel to remote locations of both the Parganas
- have strong interest in building resilient communities within the realm of disaster preparedness and keeping children safe.

What's in it for you?

Work at scale: You get the opportunity to interact, engage and flex your expert facilitation muscles to inspire, motivate and mobilize communities to collectivise and make their demands to appropriate authorities across 2 disaster prone districts of N & S Parganas

Be a part of a unique programme: Through your interactions with communities, adolescent groups and Panchayats, you will get the opportunity to understand, identify the key gaps and opportunities to enable change to ensure children are supervised during and after climatic hazard conditions.

Opportunity to participate in the solution: You get to play a key role in building systems within the Blocks where the voice of young adults, adolescents and women are heard and plan community-based solutions to ensure children are in schools, safe and supervised.

You prefer the 'rolling stone' life: This programme allows one to travel extensively (approx. 16 days in a month) across 2 districts to train and mobilize communities and local stakeholders like school and Panchayats.

Prospect to inform policy level changes: Through your understanding of the field data and trends, you will get the scope to contribute to proposals on disaster preparedness and mitigation based actions, practices and policies.

What does a Program Associate's role include?

At Aangan, our Program Associates enable marginalised communities to participate in decisions that affect them and their children directly. They help build trust as well as create strong communication channels between the community (specifically women and girls) and the local administration.

To keep this ecosystem humming, our Program Associates get to the root – a. they engage meaningfully with women and young adults in the community b. create platforms for communities and local administration to share child harm trends and data from their communities to raise concerns and access their rights to safety, education and participation c. they coach community representatives until they are able to take concrete steps to ensure safety of children from various harm and risks.

Program Associate will understand the trends emerging from the engagement with the communities and the stakeholders and prepare appropriate and informative reports.

As a Program Associate, a typical day might include the following:

- Inspire local administration to acknowledge the unsafe situations faced by children in their disaster prone communities and build systems to supervise that children are in schools, safe and supported
- Motivate communities to relook into survival strategies adopted during disasters and its impact on the safety of children in the long run
- Guide communities to get together and voice their issues so that the process and product of collectivization is owned by the community.
- Lead training sessions with community representative groups from 2 districts in West Bengal to ensure that they,
    - can facilitate safety conversations with adolescent girls
    - can facilitate community-based solutions with the support of local governance systems
    - support vulnerable families to become resilient to reduce and respond to child harm in the communities
- Get field based information and present the data in need based formats.
- Contribute to the design of training sessions to be used across Aangan's intervention in the State
- Be a part of a pool of Program Associates at Aangan who contribute to building internal capacity for training and facilitation
- Document learnings and insights to be able to feed into the district's strategy to achieve desired outcomes
- Document learnings from trainings to be able to feed into the organisation's training plans and build internal capacity

The job might be for you if:

- You are an engaging facilitator who has led many a successful large group conversation
- You have the interest to work and mobilise local stakeholders like school principals, panchayat systems etc to act and respond to ensure children are supervised during and after climatic disasters and are in schools, safe and supported
- You are able to skilfully traverse the line between facilitating and coaching/mentoring
- You believe that listening directly from community is essential to creating solutions that impact them
- You are a clear communicator and you speak eloquently

Competencies and Abilities

- 2+ years of prior training experience
- Excellent communication skills
- Proficiency in Bengali and English
- Creative and critical thinking ability
- Mindset to work in team
- Adept at meeting deadlines
- Ability to motivate an attitude of learning before, during and after the sessions
- Willingness to listen and learn and respect different perspectives brought into the sessions
- Organized and ability to manage time well
- Willingness to travel to remote areas

Education and Experience

- Post Graduate
- At least 5 years of experience with training groups of adults and children
- At least 2 years of experience in the area of Child Protection or community-based work

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Interested candidates please write in to us at Our Process:

1. This advertisement speaks to you
2. You're available and excited by this opportunity
3. You email us/call us/reach out to us in some way
4. We assess your fit for this role through our hiring process.
5. If the stars and fitment align, you're a part of Team Aangan!

Given the nature of our work, we would prefer female candidates.