

Program Associate

Number of Positions: 1

Location: Patna, Bihar

Could this be the role for you?

Do you enjoy working with adolescent girls-not instructing them, but supporting them to lead?

Do you believe confidence grows through connection, not lectures?

Are you someone who can make sessions engaging, fun, and creative, keeping girls excited to participate?

Can you help them produce innovative, creative, collective safety content that turn their everyday experiences into action?

If you answered yes, then this role might be perfect for you. You will mentor and inspire girls, helping them build peer groups, take collective action, and grow in confidence while you learn alongside them. This is not a classroom role. It is about trust, creativity, and long-term relationship-building, where girls take the lead and you guide the way.

About Aangan

About Aangan & the Girls' Programme

Aangan works with children and adolescents in high-risk contexts such as child marriage, trafficking, hazardous work, and abuse. Our prevention approach focuses on strengthening community and system responses so that children especially girls are safer, heard, and supported.

A key learning from our work is that girls experience safety risks differently and often in silence. Even where adult systems exist, girls' own perspectives are not always visible. Our adolescent girls programme responds to this gap by building girl-led peer networks where girls connect with one another, talk openly about safety as a shared reality, and collectively create Safety Updates that reflect what they see and experience in their communities.

This is not a classroom training role. It is a facilitation and mentoring role rooted in trust, creativity, and long-term relationship-building working closely with adolescent girls over time as they build confidence, connection, and leadership.

Role Summary

The Program Associate will work closely with adolescent girls to build small peer groups where girls feel connected, confident and able to talk openly about their safety concerns. The role involves mentoring selected adolescent girl peer leaders from the community to run regular group meetings, support peer discussions and create collective safety updates in creative ways based on girls' everyday experiences. The Programme Associate will support girls to lead, reflect and learn together while engaging families and local stakeholders to strengthen support around them.

Key Responsibilities

- Mentor and support Girl Safety Leaders to form and sustain inclusive peer cohorts grounded in trust, confidentiality, and mutual respect.
- Facilitate reflective, girl-centred spaces where safety issues are discussed openly as shared realities, without pressuring girls to disclose personal harm.
- Support GSLs to observe, analyse, and document local safety risks through Mohalla Safety Updates, using creative and responsible formats (offline and digital).
- Coach girls to identify patterns, early warning signs, and protective strategies—strengthening safety awareness, digital and financial readiness, and help-seeking behaviours.
- Enable connections between cohorts and across networks, encouraging peer learning, shared voice, and collective confidence.
- Engage with families, schools, frontline workers, and community leaders to strengthen supportive ecosystems around girls, without compromising girls' autonomy.
- Document learning from the field, contribute to programme reflection, and support monitoring processes that prioritise quality of participation over numeric compliance.
- Navigate context-specific challenges related to mobility, access, consent, and safety in urban and peri-urban Bihar.

What We Expect

- **Minimum 3 years of hands-on experience** working directly with adolescent girls or youth collectives, preferably in community settings.
- **At least 2 years of experience** in child protection, gender, adolescence, or community-based programmes, with an understanding of gender and safety.
- **Demonstrated experience engaging with local systems** such as schools, police, Panchayats, or frontline workers is a strong advantage.
- **Strong facilitation and mentoring skills** with the ability to listen deeply, ask the right questions, and support young people without directing or controlling them
- **Ability to design and facilitate engaging, creative sessions using innovative tools** that keep girls excited to participate,
- **Comfort working in participatory, open-ended processes**, rather than through fixed scripts where outcomes emerge over time.
- **Fluency in Hindi and working proficiency in English**, including basic documentation and communication.
- **Willingness and flexibility to travel extensively** within the district and spend sustained time in communities

What This Role Requires

- Comfort working in open-ended, girl-led processes, where learning and outcomes emerge through dialogue, trust-building, and shared reflection rather than fixed lesson plans.
- Creativity to hold engaging, participatory sessions that spark reflection, expression, and collective thinking among girls.
- Ability to mentor and hold space for adolescent girls supporting their leadership, confidence, and voice without taking over or positioning oneself as the expert.
- Strong sensitivity to safety, consent, confidentiality, and power, especially when girls share personal experiences or discuss sensitive issues.
- Patience and consistency to work with gradual change, recognising that peer connection, confidence, and collective action develop over time.
- Emotional maturity to navigate ambiguity, resistance from families or systems, and uneven participation, without losing trust with girls.
- Comfort spending sustained time in communities and building relationships through presence, listening, and follow-through.

How to Apply

If you are interested and willing to take up this opportunity then please send us your updated CV and a cover letter that demonstrates relevant experience for this role at aangan.careers@gmail.com

Use the Subject Line: Application_Program Associate, Bihar Program