

Designation: Training and Impact Associate

Location: Bharatpur, Rajasthan

Project Duration: 3 years

Aangan is looking to hire Training and Impact Associates for an exciting assignment on preventing child harm in Bharatpur, Rajasthan. If you have the ability to work hard, to listen, observe and analyze and most of all to coach and motivate community members and local government officials to take action to improve children's safety and protection, then give us a call.

I. About Aangan

Aangan works to prevent serious harm to children which to us means the interconnected issues of child trafficking, child labor, child marriage, violence and exploitation. We build and strengthen child protection systems to ensure that the most vulnerable children are supported, in school and assured of a life free of harm. Our model of child harm prevention targets 'hotspots' in six states where data indicates children are at high risk. Here we build local capability – community women, adolescent girls and boys and government officials – to collaborate on preventing and responding to child harm.

II. Team Summary

The Training and Impact Associate is a part of Aangan's field training team geared to implement the hotspot prevention model through coaching for community-based women volunteers and facilitating their engagement with local officials and community at large on child harm prevention. Aangan trains cohorts of community women as barefoot child protection workers through a combination of classroom instruction and consistent weekly/monthly one to one coaching to ensure that they are fully equipped with technical knowledge and skills to implement the program in their communities. In turn the community volunteers women build capacity of families across the community, empower children within communities and work with district/state officials.

III. Key Responsibilities

This is an exciting opportunity with the potential to achieve a multi-faceted role, which includes

- Lead coaching calls on a weekly/monthly basis with a group of about 20 –25 women apprentices who are responsible for mobilizing community to make community safe for children, empowering children within community to recognized early warning signs of harm and who also work in close coordination with the government.
- To motivate, inspire and guide women apprentices to implement the activities in their communities either through 1--1 meetings or calls.
- Ensuring the effectiveness and quality of the prevention model and problem solve creatively with the apprentices to address any challenges and barriers through 1-1 coaching.
- Through a set of guided questions understand and support the apprentices to analyse data, prioritize and implement actions in the communities and identify local resources and opportunities that could be relevant and accessed in the context of solutions.

- To understand priority risks and protection issues in each hotspot and support the apprentices in addressing them through a systematic action plan.
- Building relationship with apprentices to ensure a balance of progress against quantitative targets as well as high quality and deep work entrenched within the community
- As part of a training team, take part and present insights of each hot spot to push for collective actions

IV. Competencies and Skills

- Excellent communication skills
- Knowledge on different aspects of child protection
- Ability to follow a brief and work collaboratively with a team towards specific predetermined goals
- Demonstrable ability to motivate community members/officials to translate classroom learning in practice.
- Building Relationships and enabling platforms for cooperation and joint action
- Critical Thinking & Problem solving by asking the right questions. Having the ability to think on their feet and respond in a composed manner
- Strategic thinking skills so as to conceptualize multiple approaches to solving a problem
- Ability to multi-task and be resourceful in the face of uncertainty

V. Education and Experience

- Graduate/Postgraduate degree in psychology/sociology/training adults or relevant degree
- 2+ years work experience

Please send your CV and Cover Letter to purvanarain.aangan@gmail.com

Please mention "Training and Impact Associate, Bharatpur" in the email subject