

Training and Impact Associate, Coaching

Locations: Varanasi, Patna, Kolkata, Delhi, Mumbai

I. BACKGROUND

Aangan works with children in dangerous situations like child trafficking, child marriage, hazardous work and abuse. Our prevention model targets "hot-spots" across the country where children are most at risk - either because these are known red-light areas, sites of hazardous child labor or are associated with harmful traditions like high rates of child marriage and girl child discrimination. Here we work with parents, children and government officials to build strong care and protections that keep children safe

II. TEAM SUMMARY

The Training and Impact Associate is a part of Aangan's training team geared to implement the hotspot prevention model through coaching for community-based women apprentices. In 6 states prone to child trafficking, child marriage, hazardous work and abuse, Aangan trains cohort community women as barefoot child protection workers through classroom and following that up with consistent weekly/monthly one to one coaching (a first of its kind in India) to ensure that the apprentices are fully equipped with the skills and mindsets to implement the program in their communities. In turn the apprentices build capacity of families across the community, empowers children within communities and 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 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
- Strong motivating and inspiring skills to translate classroom learning in practice.
- Building Relationships, enabling and influencing others
- 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 in psychology /counseling/training adults
- 5+ years work experience

Please send your CV and Cover Letter to reuka@aanganindia.org and smita@aanganindia.org

Please mention “Training and Impact Associate, Coaching” in the email subject.