

Job Description	Consultant, District Capacity Building	Responsible to:	Lead – State Head	
Job Location	Any of the four districts: Bahraich, Gonda, Unnao and Shravasti	Duration	2 years	
Purpose	Population Foundation of India is implementing a three-year project to increase the adoption and use of family planning (FP) and sexual reproductive health (SRH) through responsive and sustainable systems in seven districts of Uttar Pradesh (Bahraich, Balrampur, Barabanki, Gonda, Sitapur, Shravasti and Unnao). Each district will have a two-member team comprising a Government Partnership Officer (GPO) and a CBO. We are looking for CBOs in four districts- Bahraich, Gonda, Unnao and Shravasti. The incumbent will be responsible for leading all capacity building efforts in one of the assigned districts. This includes improving technical knowledge on FP and SRH among health managers and frontline workers, planning and execute Social and Behaviour Change Communication (SBCC) campaigns and conduct need based trainings.			
RESPONSIBILITIES		COMPETENCIES	SKILLS AND EXPERIENCE	
<ul style="list-style-type: none"> • Planning, executing and documenting capacity building activities in the assigned district. • Work with the district officials to identify a pool of district and block level master trainers; build their knowledge and capacities. • Conduct trainings of frontline workers in family planning at block level and below levels • Develop an annual capacity building plan for the assigned district, with quarterly and monthly targets. • Provide inputs and contribute towards development of training modules, SBCC materials, assessment tools. • Facilitate trainings for programme managers, Panchayati Raj Institution (PRI) members, pharmacists, and other stakeholders with requisite quality and as per project timelines. • Supportive supervision to FP corners to ensure quality counselling, address early marriage, teenage pregnancy, contraceptive choices, emergency contraception ECP, medical abortions and promoting male engagement. • Document and regularly report on all training activities, outcomes and validations. • Support in planning and execution of awareness generation campaigns involving government and community stakeholders including support in use of 		<p>Reporting and documentation</p> <ul style="list-style-type: none"> • Maintain data base on all trainings and its outcomes. • Undertake post training assessments, mentoring visits to the field to ensure application of acquired knowledge and skills by the trainees. • Undertake regular documentation of training and other key activities and project impact. <p>Admin and Finance</p> <ul style="list-style-type: none"> • Ensure timely submission of indents and bills for trainings and SBCC related expenses. • Ensure that all trainings expenditure is undertaken in compliance with the program budget and organisational policies. <p>Other tasks delegated by the supervisor.</p> <p>KEY PERFORMANCE INDICATORS</p> <ul style="list-style-type: none"> • Timely delivery of trainings as per project commitments and annual district capacity building plan • Budget utilisation for trainings and SBCC activities • Ensure efficiency and effectiveness of all organizational projects/programs 	<ul style="list-style-type: none"> • Communication & influencing: Establishes excellent rapport with stakeholders and motivates them. • Striving for excellence: Understands and appreciates the critical role of capacity building in achieving intended program impact, ability to deliver high quality results within timelines. • Result Oriented: Takes ownership for results, demonstrates flair for quick thinking and possesses positive, pro-active, problem-solving approach. • Working together: Works successfully with partners, govt. departments and within the team to build overall efficiency and effectiveness. Maintains congenial working relationships with all the stakeholders. • Financial diligence: Complies with financial and due diligence processes. 	<ul style="list-style-type: none"> • Experience of facilitating capacity building and mentoring on FP / SRH • The candidate must possess a minimum of 4-5 years of relevant work experience. • Ability to work with the government officials at the block and district levels. • Excellent written and verbal communication skills • Experience of financial management, reporting of field expenses • Proficient in MS Office • Fluency in written and spoken Hindi and English. Ability work in Hindi (writing and typing) will be an advantage. • Commitment for inclusion and diversity <p>HOW TO APPLY</p> <p>Please send your updated CV with a covering letter describing your suitability for the position with following details:</p> <p>Current CTC: Expected CTC: District Preference1:</p>

<p>new and existing communication tools (including digital) for integrated behaviour-change interventions.</p> <ul style="list-style-type: none"> Facilitate trainings and support strengthening of Rogi Kalyan Samitis (RKS) and Jan Aarogya Samitis (JAS) to enable demand generation and utilisation of FP and SRH services 	<p>in the district, ensure highest quality in training and reporting.</p> <ul style="list-style-type: none"> Reporting of all training processes, outcomes, and learnings on regular basis Excellent relationships with government officials and trainees at all levels 		<p>District Preference2: Notice/ Availability to join:</p> <p>Email to: hrpfi@populationfoundation.in latest by 20th June 2024.</p> <p>Please mention the position “District Capacity Building” in the subject line of your e-mail. Please note, only shortlisted candidates will be contacted.</p>
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About Population Foundation of India

Population Foundation of India (PFI) is a national non-government organization at the forefront of policy advocacy and research on population, health and development issues in the country. PFI leads advocacy efforts and works as a think-tank dedicated to promoting and advocating effective formulation and implementation of gender sensitive population, health and development policies, strategies, and programs in the country. Policy advocacy, social and behavior change communication, community action and knowledge management are some of the key strategies that PFI works on to achieve the organization's goals.

Over the years, PFI has played a catalytic role to address issues relating to gender equality, women empowerment and other social determinants. PFI is committed to serving the economically weak and marginalized sections of society in the high priority districts (HPDs) with poor socio-health-demographic indicators.

OUR STRATEGY

Reproductive health and family planning can positively influence and advance the newly laid out Sustainable Development Goals by addressing multiple targets and ushering in an era of development. Access to voluntary family planning has the potential to save lives and help break the cycle of poverty, stabilize population growth and ease the pressure on the environment. It is the most cost-effective development investment.

We believe that health, education and wellbeing of the population is crucial for sustaining just, equitable economic growth and development. For that to happen, change has to happen at three levels – individual, social and systemic or policy levels, ensuring that the country offers a conducive and enabling policy environment for girls and women to claim their rights, agencies of youth to be involved in demanding and supporting efficient and accountable governance and informed policy makers to inspire a vibrant future. PFI will act as a catalyst, a facilitator to offer compelling evidence-based scholarship, thought leadership and convention inform, inspire and initiate actions that will contribute to and strengthen our national plans and priorities. We will realize our mission by building leadership and public accountability, influencing social norms, reframing public discourse and collaborating with national and global initiatives in population studies and family planning. We believe that our mission will significantly contribute to India's commitment to achieving Sustainable Development Goals and FP2020 targets.

OUR VALUES

MUTUAL RESPECT

INTEGRITY

COURAGE OF CONVICTION

CORE VALUES

EQUITY AND JUSTICE

WOMEN'S RIGHTS

INDEPENDENCE

HUMILITY

OUR MISSION

To advance gender-sensitive, rights-based population and family planning policies and actions for a just, equitable and prosperous society.

STRATEGIC OBJECTIVE 1

To advance family planning and reproductive health as drivers of individual rights

- Girls and women are able to take informed choices for exercising their bodily rights without fear or inhibition
- Young people and women are able to access to high quality and affordable family planning services and reproductive health care

STRATEGIC OBJECTIVE 2

To position family planning and population measures as critical drivers of sustainable growth and development in India

- Family Planning and women's rights are national priorities that help realize higher growth and sustainable development.
- Strong rights-based policies, adequate budgets and efficient public institutions help build and sustain quality of life and wellbeing.

STRATEGIC OBJECTIVE 3

To ensure family planning and reproductive health becomes drivers of youth leadership for social transformation at scale

- Gender sensitive family planning and reproductive health rights and services form the fulcrum of all social development plans and actions
- Young people, particularly among women, are leading grassroots transformation towards a just and equitable social system

OUR APPROACH

ADVOCACY:

Global thought leadership, high quality evidence-based narratives to inform and inspire law makers for comprehensive family planning and reproductive health policies; shaping family planning discourses within sustainable

BEHAVIOR CHANGE:

Utilize power of technology and new-age media platforms targeted intervention on reproductive health education and gender sensitive behavior, attitudes and practices of the society, particularly young people

ACCOUNTABILITY:

Promote agency of youth, particularly girls and women, within community led participatory governance initiatives to enhance efficiency and accountability of public systems and delivery services