



**Job Description – Subject Matter Expert – Social Empowerment Vertical  
(Women Empowerment Initiative)**

<b>Designation</b>	Subject Matter Expert – Social Empowerment Vertical (Women Empowerment Initiative)
<b>Department</b>	NA
<b>Location</b>	Jaipur
<b>Employment type</b>	Consultant (third party payroll)
<b>Report to</b>	Project Leader
<b>Positions reporting to this role</b>	None

**Organization Background**

Established in 2007, Educate Girls (a project of 'Foundation to Educate Girls Globally') is holistically tackling issues at the root cause of gender inequality in India's education system that has helped to ensure over 90% enrolment and higher attendance as well as improved school infrastructure, quality of education and learning outcomes for all girls. Our comprehensive model helps communities assess their school situation, initiate action plans and empowers them to sustain positive results at the lowest cost. Educate Girls believes that if girls in the most backward gender gap districts are educated now, they will have the potential to enter the formal economy, gain employment and lift their families out of poverty. By leveraging the government's existing investment in schools, Educate Girls delivers measurable results to a large number of beneficiaries and avoids duplication or parallel delivery of services.

Because of the sustainability and scalability of the model, Educate Girls has grown from a 500-school pilot project in the Pali district of Rajasthan to now serving thousands of schools, reaching millions of children in some of India's most remote areas. The non-governmental organization has a management and outreach office in Mumbai and operations in Rajasthan and Madhya Pradesh and is committed to launching interventions in multiple new geographies across India over the coming years.

For further details about organization please visit [www.educategirls.ngo](http://www.educategirls.ngo)

**Our Values**

<b>Gender Equality</b>	Being able to treat people equally irrespective of gender
<b>Integrity</b>	Possess the ability to “know and do” what is right
<b>Excellence</b>	Being outstanding or extremely good, striving to lead by performance excellence
<b>Collaboration</b>	Working effectively and inclusively with a range of people both within and outside of the organization
<b>Empathy</b>	Being able to understand and share the feelings of another and use that understanding to guide our actions

**Our Competencies**

<b>Strategic Thinking</b> – Think big yet act focused	<b>Taking Ownership</b> – Feel responsible & accountable	<b>Analytical Thinking</b> – Stay true to your data
<b>Developing Talent</b> – Growing and taking people together		<b>Ensuring Alignment</b> – Think differently but work together

✓ **Scope & overview of the role:**

An MOU has been signed by Foundation to Educate Girls Globally and Department of Women Empowerment of Rajasthan accordingly Educate Girls and GOR shall jointly make efforts towards the inclusive and holistic development for the adolescent girls and women.

The purpose of the MOU is to strengthen the role of key stake holders of women empowerment in planning and implementing the programme in the selected districts, blocks and villages. The state team further will create the leaders (who will take the model up) for replication of the model in the state as well as, in different parts of the country.

The project is based on the core enabling and enhancing areas of adolescent girls and women between the age group of 10 to 35 yrs. Including accessibility of education, livelihood opportunities, reproductive health issues, Leadership roles, Gender-Equality, Reproductive and other Life skills issues.

To implement this project effectively a Programme and Implementation Unit (PMIU) is setup in the state office in Jaipur. The Project is mainly focused on the following key verticals:

- Access to quality education
- Access to Social empowerment issues
- Access to skills for livelihood
- Access to political and legal dimensions

The elaborative intent of the above verticals is as follows:

- Attempts to ensure the reach of adolescent girls to education through different educational platforms ;
- Increase the levels of self-image and self-confidence in women so that they may also play a positive role in the development;
- To help the State Government in effective implementation of its various schemes, play an active role, to help Saathins, Self Help Groups, women, adolescent girls etc.
- To connect elderly adolescent girls and women to the skill development programmes/ entrepreneurship programmes for their better livelihood option.
- To prepare a positive environment in support of efforts/attempts made to prevent violence against women and for that, to make both men and women as equal partners.
- To enable the women/ adolescent girls to the degree that they could raise questions in a critical fashion; and making the information and knowledge as a base, could receive education; and become so skilled that they could earn their livelihood and contribute towards the development of society.

**To work on the above cohesive areas of empowerment processes educate girls requires individuals who will be capable of working efficiently and professionally at State level and have a good experience to working with senior level officers of government.**

Intention of Social Empowerment vertical is:

- Create a positive environment in selected areas for providing platform for Women and Adolescent Girls Social Empowerment through Women and Kishori Samuh.

- Creating Community Hubs for AGs and Women for single point solutions.
- Providing Life Skills to Women and AGs
- Launching Campaigns against Child marriage and GBV
- Increase access to Social Security Schemes.

✓ **Areas of Responsibility:**

Major Responsibility--

The Subject Matter Expert will work closely with the Project lead and senior government officials, and drive program quality in assigned districts in the state.

The person will -

- Develop strategy for the vertical in sync with organizational priorities.
- Develop annual plan, effective monitoring mechanism and oversee budget of the program.
- Develop and train teams on Basic life Skills for Women and Adolescent Girls.
- Ensure delivery of activities to achieve the goal of the project.
- Create visible indicators for capturing positive change in Adolescent Girls and Women due to programme interventions.
- Design and implement campaign against Child Marriage and Domestic Violence and Gender based Violence.
- Develop modules and team of master trainers who could further conduct training programmes of various stakeholders against Gender based violence and discrimination.
- Plan for ensuring maximum utilization of Government sponsored schemes and programmes for empowerment of Women and Girls like BBBP.
- Develop Advocacy strategy for empowerment of Adolescents and Women.

Supportive role-

- Provide support to team at district and block level and ensure effective implementation of the project.
- Frequent field visits to other districts and ensuring proper monitoring of the program activities
- Oversee regular reporting, collate inputs from managers and coordinators and review the report drafts and other project deliverables.
- Attend State level meetings and effectively share the progress of the project, challenges faced and recommend timely amendments in the intervention process.
- Ensure capacity building of the team through regular mentoring and feedback mechanism.
- Share key data, stories, insights and feedback about the program implementation with all the concerned stakeholders.
- Ready to work with large and small cross-functional team in participatory environment.

✓ **Education Background:**

- Post graduate with a minimum of 55% marks in any Discipline/MSW

✓ **Work Experience:**

- A minimum 7 to 10 years of experience in development sector with focus on women and Girls and prevention of GBV and child marriage.

- ✓ **Skills Set:**
- **Soft skills:**
  - Gender sensitive
  - Good communication and written skills both in Hindi and English
  - Have the desire and ability for advocacy for girl child education.
  - Demonstrated leadership skill, innovative and creative thinking.
  - Convergence and coordination skills, enabling smooth functioning with various departments concerning women and child Rights
  - Should be willing to work with the mainstream system, deprived communities and other like-minded civil societies and organizations.
- **Technical skills:**
  - Basic understanding of Women and Child Rights.
  - Knowledge on social security schemes.
  - Familiar with Computer skills including MS Office proficient, PPT, Excel
  - Data analysis and reporting.
- ✓ **Travel requirement:**

Willingness to travel up to 25% of the time at the state/district/village level in programme geographies
- ✓ **Maximum Age limit:**

Up to 50 years

"Educate Girls is committed to achieving 50/50 gender balance in its staff. Female candidates are strongly encouraged to apply for this position."