

JOB DESCRIPTION:

Designation : **PROGRAM DIRECTOR(PD) – Strategy & Implementation - Program on Prevention of Violence against Women and Children (PVWC)**
Reporting to : **Executive Director**

ABOUT SNEHA

A secular, Mumbai-based non-profit organisation, SNEHA believes that investing in women's health is essential to building viable urban communities. SNEHA targets four large public health areas: Maternal and Newborn Health, Child Health and Nutrition, Sexual and Reproductive Health and Prevention of Violence against Women and Children.

Our approach is two-pronged: it recognises that in order to improve urban health standards, our initiatives must target both care seekers and care providers. We work at the community level to empower women and slum communities to be catalysts of change in their own right and collaborate with existing public health systems and health care providers to create sustainable improvements in urban health.

THE PROGRAM – PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN (PVWC)

SNEHA's Program on Prevention of Violence against Women and Children aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilise communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritises enhanced co-ordination of the state response to crimes against women through convergence approach that works with government and public systems to reinforce their role in assuring basic social, civil and economic security. Primary preventive interventions are carried out through community outreach programs and campaigns. Secondary interventions for survivors of violence are provided through a comprehensive service-oriented system.

THE PROFILE

The **Program Director** provides strategic and operational leadership in the programmatic and administrative realms. Specific areas of responsibility include programmatic leadership and development which include program strategizing, implementation, supporting evidence building, financial and administrative oversight, human resource management and capability building of team. The incumbent also contributes to SNEHA-level operations and development of the organisation's vision and achievement of its goals.

The Program Director works closely with the Program Director of PVWC - Research, Advocacy and Scaling, as well as other Program Directors at SNEHA. She/he will maintain day-to-day contact with Associate Program Director/(s) for direction and oversight.

ROLE:

1. Defining, setting and driving a vision that enhances the circle of influence for gender based violence, and mental health at the intersection of violence in collaboration with the other PVWC PD as well as other senior management team at SNEHA
2. Identifying and realizing opportunities for resourcing the vision

3. Defining and achieving impact of the program and program goals.
4. System and community advocacy for specific issues in collaboration with other PVWC PD and SNEHA in general
5. Integrating and leveraging opportunities to scale PVWC across the organization, working closely with other Program Directors and Associate Program Directors
6. Developing stakeholder partnerships with the Government, other NGO's, community health organizations, ICDS, Health providers, multi-lateral organizations, funding organizations and others to implement program as well as collaborate with other PVWC PD to influence and support policy and scale impact
7. Developing and managing people in the program, supporting staff capacity building, team cohesion and motivation
8. Acting as via media and initiating/contributing to organization policies, decisions, values
9. Compliance with SNEHA's policies, processes and controls across PVWC program and Domain functions
10. Undertaking relevant studies with other PVWC PD to enhance (knowledge and) implementation effectiveness as well as contribute to GBV Resource Center
11. Any other as required by the organization with mutual agreement

COMPETENCIES:

1. In depth understanding of gender based violence against women and children and mental health at the intersection of violence
2. Understanding of gender based violence against women and children and mental health policies at the local, state and national and global levels
3. Strategic program management to achieve program outcomes within approved budgets
4. Communication, collaboration and networking with stakeholders – government, public health systems, Police, other NGO's, funders, community and other stake holders
5. Ability to build effective, motivated teams
6. Conceptual understanding of M&E and contribute to research and documentation and utilize data and research to enhance program effectiveness
7. Monitor and evaluate effectiveness of programs, using SNEHA's M&E system
8. Ability to report program progress and outcomes
9. Ability to understand policy and match program outcomes to policy requirements
10. Collaborating with other program teams at SNEHA to enhance response to gender based violence
11. Ability to disseminate through presentations, publications etc.

OUTCOMES & BEHAVIOURS

1. Achieving deliverables across projects and program
2. Building knowledge and skill base on GBV across SNEHA's other program teams
3. Building staff capacity, retention of staff and second line leadership
4. Developing new partnerships and sustaining existing partnerships with stake holders that can enhance program outcomes
5. Strategic program funding and managing donors and other partners
6. Demonstrating leadership, culture, values of SNEHA
7. Ensuring consistency and continuity, sharing, being transparent, seeking and giving inputs, representing SNEHA as a whole, taking initiative and responsibility of being well informed about the organization
8. Upholding equality, parity, non- discrimination
9. Valuing strengths in people

PREFERRED QUALIFICATIONS, EXPERIENCE AND COMPETENCIES:

- Master's Degree in Social Work/ Public Health or other relevant subjects
- More than 15 years of overall work experience preferred, with at least 5 years' experience leading a program in an NGO
- In depth understanding of gender based violence and mental health at the intersection of violence