



SEARCH

Society for Education, Action and Research in Community Health



Organization Profile

History: Inspired by the life and philosophy of Mahatma Gandhi, and equipped by their medical training in India, and subsequent training in public health and research at the Johns Hopkins University, the doctor couple Abhay and Rani Bang, founded Society for Education, Action and Research in Community Health (SEARCH) in 1986. SEARCH is a Non-Governmental Organization (NGO) working in the poorest, semi-tribal district, Gadchiroli, in the state of Maharashtra, (India), 1000 km away from Mumbai.

Vision: SEARCH's vision is 'Aarogya-Swaraj' which means 'People's Health in People's Hands', by empowering individuals and communities to take charge of their own health, and thereby, help them achieve freedom from disease as well as dependence

Mission: Mission of SEARCH is service, training, empowerment and research in health of the communities as expressed in its name.

Headquarters: Of SEARCH is 'Shodhgram', located 17 km from the district headquarters of the Gadchiroli district. The campus, spread over 47 Acres, is modeled over a mix of Gandhian Ashram, tribal village and modern facilities. It has more than 80 buildings including hospital, research center, training centers, training hostels, library, administrative offices, guest houses, tribal museum, community centers, mess cum dining facilities, residential facilities for 120 staff, solar plant, playground, organic farm and a small lake.

With a team of 150+ professionals and 150+ Community Health Workers, SEARCH has emerged as one of the most reputed and credible grass root service and research organization in India. SEARCH strives to make important breakthroughs to solve public health problems in India and around the world, over past 36 years by:

1. 120-bed hospital providing health care to 55,000 patients annually from 2500 villages. Specialist OPDs, tele-consultation and subsidized surgery camps are also organized along with existing services to ensure enhanced health services for poor patients.
2. Community health services in 125 villages.
3. Home-based mother, newborn & child care in 88 villages.
4. Prevention and deaddiction of alcohol and tobacco across 1400 villages of Gadchiroli district.
5. Life skill and reproductive health education for youth and women across Maharashtra.
6. Conducting rural health care research to improve rural health services and evidence-based advocacy to influence policy.

7. Training of trainers from different parts of the country and abroad for implementation of the Home-based newborn care program. HBNC is India's national policy implemented through 8 Lakh ASHA across the country.
8. 'NIRMAN', the social leadership development program for youth across India.
9. Mental health services to patients at hospital, block and village level.
10. Tribal health services in 48 villages through community health workers.
11. Mobile Medical Unit to provide diagnostic, preventive, curative, and referral services in tribal villages.
12. Spine and Joint health care to reduce musculoskeletal pain, burden and disability in Gadchiroli.

Job Specifications

1. Position: Program Manager, Public Health
2. Reporting to: Director, SEARCH
3. Location: Shodhgram, Campus of SEARCH in Gadchiroli district

Key Deliverables

1. Program Planning & Operations:

- Preparing Annual Plans, Budgets, monthly operational plans, and ensuring monthly appropriate reports from each team member including necessary coordination within sub teams of the program.
- S/He will rigorously implement programs including material (equipment, medicines, stationery etc.) & supply chain and ensure meticulous field records management.
- S/He will be responsible for coordination and supervision of various activities including care provision through mobile medical unit, community-based health care, developing strategies for health literacy material, troubleshooting any challenges as well as ensure quality processes through field supervision.
- S/He will ensure the overall supervision of the program through weekly review meetings, reporting in the Team Leader's meetings as well as update the Director on the progress.

2. Human Resource Management:

S/he will ensure appropriate recruitment of different HR for the program, from Community Health Workers to Medical Officer, personnel management, service records maintenance, facilitate necessary trainings for professional development, develop individualized personnel appraisal system and coordinate the same with Joint Director.

3. Community Mobilization:

S/he will ensure community mobilization (Village Gram Sabha, Village leadership, Youth and Women's Groups, CHWs) through various activities including the annual Tribal Health Parliament.

4. Training:

S/he will ensure appropriate training including identifying needs of various levels of Health Workers (CHW, Supervisors, Health Educator, Medical Staff, Pharmacist, Program Coordinator, Outreach Medical Officer, policy fellows & social workers), designing training modules, scheduling and organizing training programs including all necessary preparation; imparting training and conducting assessment as well as recruiting the necessary manpower.

5. Research:

S/he will be responsible for writing and/or supervise writing of research study protocols, getting ethical committee approvals, training manpower for the study, conducting the study and helping in interpretation of data, participating in writing research papers and submitting for publication-follow up with the journals, resubmission to other journals as well as presenting the research findings in scientific meetings.

6. Financial Management:

S/he will ensure appropriate budgeting & expenditure and submission of reports to Director, SEARCH including regular monitoring of spending under the grant as well as preparing quarterly and annual progress report for internal review to submitting to funding agencies.

7. Networking & External Stakeholder management:

S/he will ensure appropriate communication with external stakeholders including guests/health system/district administration; plan program of visitors/interns/students/volunteers in SEARCH for tribal health programs and ensure awareness building at district level through development of case studies.

8. Monitoring and Evaluation:

1. Coordinating with Dy Director Monitoring and Evaluation for planning and conducting periodic surveys, data collection, management, analysis & MIS, identify corrective measures if any and implement the same and provide reports to the Director.
2. Overall supervision of various activities including monitoring data collection processes, monitoring the team activities through MIS.

Candidate Profile

- MD (Community Medicine)/ MPH/ Masters in Health Administration/ MBA with experience in health programs.
- BAMS + MPH / MHA with 2 years of operational and team management experience.
- S/he should be good at problem solving and decision making, leading teams with good people skills.
- Good understanding of Research Methods including epidemiology, statistics, data management & analysis, designing conducting public health research with guidance and field program management.
- Sharing the Tribal Friendly values of SEARCH and passionate about their development.
- Strong desire to serve people and an understanding of the social impact space would be essential.
- Minimum commitment of three years.

Benefit package

1. Salary will depend on the relevant qualification and experience of the candidate.
2. Annual increment: Due each year as per the policy of SEARCH.
3. Accommodation: Will be provided in the campus as per need (single or family)
4. Other benefits: Provident Fund, Medical Insurance and Gratuity will be applicable as per the policy of SEARCH.
5. Growth of the Individual: SEARCH strives to create a clear path for career progression for the Professional by providing learning opportunities through mentoring by eminent medical professionals, courses, workshops and field visits.

6. Health Care: Primary & secondary medical care provided free of cost in the hospital of SEARCH for staff as well as immediate family members.
7. Education of Children: Free pick up and drop back facility for children in school at Gadchiroli town (with CBSE school till 12th standard).
8. Scholarship to children of the Staff for higher education as per policy of SEARCH.
9. Spouse: SEARCH considers the position of Spouse of the candidate empathetically, and though not assured, strives to explore appropriate job for the spouse based on the need and competencies of the candidate.
10. Leave: 16 days summer vacation+ 7 days Diwali vacation + 7 casual leaves +12 public holidays in a year.

Note: Probation period in SEARCH is one year.

Send applications to: hr@searchforhealth.ngo

- Mark ‘**for the post of Program Manager- Public Health**’ in the subject line of email.
- For specific queries, please contact at 7034616997.

Visit our website at: <http://www.searchforhealth.ngo/>