



About NIRMAN

NIRMAN is a youth leadership development initiative conceived by Padma Shri Dr. Abhay Bang and Dr. Rani Bang, Founders of SEARCH. Moved by the dire circumstances in Gadchiroli, Drs Rani and Abhay decided to dedicate their life to solve the social and health problems faced by the people of Gadchiroli, a semi tribal district in Maharashtra and established SEARCH in 1985. With a vision of Aarogya Swaraj (People's Health in People's Hands), SEARCH is a pioneer in adopting participatory approach to public health interventions and research in India and globally.



The goal of the NIRMAN program is to contribute to the flourishing of the Indian youth, help them find a meaningful purpose and nurture them for impactful social contribution. NIRMAN helps the youth flourish by finding a broader purpose to their lives beyond simply earning money, inspires them for social action, gives them exposure to various ideas - role models - approaches of effective social action, and cultivates a vibrant and supportive community of such likeminded youth.



Since its inception, more than 3000 youth participants have been through the NIRMAN Workshops so far from 22 states of India. Over the year, 700+ NIRMAN alumni have worked full-time on specific social challenges at various places in India with over 130+ social organizations. NIRMAN has conducted sensitization & educational lectures in over 500 institutes and colleges across India attended by 75,000+ students. The online educational resources created by NIRMAN have received more than 1.1 Crore views.

NIRMAN aims to also contribute to knowledge creation and policy advocacy related to youth development in India. NIRMAN has developed a comprehensive and first of its kind Framework of Youth Flourishing. Research by NIRMAN has been selected for various international conferences of youth development and positive psychology in the USA, Austria and Australia. The Program Director of NIRMAN also serves as the Member of the National Education Policy (NEP) Implementation Steering Committee of Government of Maharashtra.



To further expand on NIRMAN's commitment to the mission of youth development and nurturing social leadership, we are looking for two new members to join our existing diverse and multi-talented team.

Roles

Project Coordinator (1) and Project Associate (1)

Job Overview:

NIRMAN Team functions in an agile, collaborative and start-up like manner where the members contribute to different dimensions of the program cycle in a 360-degree manner while developing expertise in one or more focused areas of operations. Rather than fitting an individual to a pre-defined role, we believe in crafting a role around the individual's abilities.

As Project Coordinator or Project Associate, you will be involved in implementing NIRMAN's Annual Work Plan by planning and executing activities regarding Outreach and Partnerships, Selection Process and Recruitment, Conducting Workshops and Organizing Action-Learning Opportunities for the Selected Youth, Continued Connection & Nurturance Support to the Alumni, Identifying & Connecting Youth to Work Opportunities in the Social Sector, Content Creation and Data Management, Capturing & Communicating Impact through Numbers & Stories, and Continuous Capacity Building to Lead by Example as a Flourishing Individual yourself.

We are seeking talented and driven persons who are inspired by NIRMAN's mission and match the following profile.



Candidate Profile:

1. Qualification: A Master's degree like MBA, MPH, Masters in Development Management / Social Entrepreneurship, MA Psychology OR a Bachelor's degree in Engineering or Medicine

2. Prior Work Experience: Min. 3 years for Project Coordinator and min. 1 year for Project Associate. Candidates with experience in the social sector and/or demonstrated achievement in accomplishing set goals will be preferred.

3. Competencies and Abilities:

- a. Proactive with an ability to work in a fast paced and dynamic team environment
- b. Excellent Communication Skills in English and Hindi / Marathi
- c. Skilled in using Microsoft PowerPoint, Word, Excel & other tools for documentation, analysis, presentation and reporting
- d. Excellent relationship-building skills so as to foster partnerships with people and organizations
- e. Serious interest in reading and/or at least one hobby
- f. Ability to work collaboratively in a team as well as independently
- g. Ability to continuously improve and strive towards excellence
- h. Willingness to self-learn and push boundaries in uncertain situations
- i. Interest in understanding about various social issues & mechanisms of various social change interventions
- j. Willingness to travel & live in modest settings
- k. Interest in engaging with youth and helping them flourish
- l. Being able to creatively ideate, analytically plan and meticulously execute project(s) while keeping sharp focus on outcomes
- m. Strong commitment to social change and leading by example

4. Values and Mindset:

- a. A belief in the power of the youth to bring about social change
- b. A genuine desire to contribute to the growth of young people
- c. Driven by NIRMAN's mission and not by personal ambition
- d. An exploratory mindset, driven by curiosity to continuously learn by doing
- e. A growth mindset that one's abilities and competencies can be developed through dedication, hard work and practice

5. Minimum Time Commitment of 2 Years.

Benefit Package:

1. Salary for Project Coordinator: Rs. 40,000 – Rs.70,000 p.m.
Salary for Project Associate: Rs. 25,000 – Rs. 40,000 p.m.
Salaries can vary based on qualification, experience and skills.
2. Annual increment: Assured 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. Health Care: Primary health care free in the Hospital of SEARCH
6. Education of Children: Free pick and drop back facility for children in school at the Gadchiroli Town (with CBSE School till 12th standard)
7. Scholarship to children of the Staff for higher education as per policy of SEARCH.
8. Spouse: SEARCH considers the position of the Spouse of the candidate empathetically, and though not assured, strive to explore appropriate job for the spouse based on need and competencies of the candidate.
9. Growth of the Individual: SEARCH strives to provide learning opportunities through mentoring by eminent professionals, courses, workshops and exposure visits to the Staff.
10. Leaves: 16 days summer vacation + 7 days Diwali vacation + 10 Casual Leaves + 12 National Holidays.

Note: Probation period at SEARCH is 1 year.



To Apply:

1. Send your CV and an Expression of interest to: hr@searchforhealth.ngo .The expression of interest should articulate your alignment with the mission of NIRMAN and suitability of your candidature.

The Expression of interest shouldn't be more than 500 words.

2. Subject line of the email: Application for the Role of Project Coordinator / Project Associate - NIRMAN.

NIRMAN Website: www.nirman.mkcl.org