

# JOB DESCRIPTION



**OPENING FOR: SENIOR RESEARCHER (CONSULTANT)**

**NAME OF THE PROGRAM: PREVENTION OF VIOLENCE AGAINST WOMEN AND CHILDREN**

**ROLE REPORTS TO: PROGRAM DIRECTOR**

**JOB LOCATION: DHARAVI**

## THE PROJECT

SNEHA recognises that, in order to improve urban health standards, our initiatives must target both care seekers and care providers. We work with communities residing in informal settlements to empower women and 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.

SNEHA's Program on Prevention of Violence against Women and Children (PVWC) aims to develop high-impact strategies for primary prevention, ensure survivors' access to protection and justice, empower women to claim their rights, mobilize communities around 'zero tolerance for violence', and respond to the needs and rights of excluded and neglected groups. The Program prioritizes enhanced co-ordination of the state response to crimes against women through a convergence approach that works with government and public systems to reinforce their roles in assuring basic social, civil and economic security.

In collaboration with University College London, the Program is working on a major cluster randomized controlled trial (cRCT) testing the effects of community interventions for primary and secondary prevention of violence against women and girls. In informal settlements of Mumbai, we are testing the effects of community mobilization through groups and volunteers to prevent violence against women and girls. In India, 29% of women report physical violence in the last year, 7% sexual violence, and 30% multiple forms of violence, causing physical, mental, societal, and economic harms. Reviews suggest community mobilisation as a promising approach, but there have been few large enough trials of prevention programs. Our community intervention has been developed over 16 years of programmatic experience and two years of preparatory research, and our understanding of its effects is encapsulated in a theory of change. We will compare 24 areas receiving support services, community group, and volunteer activities with 24 areas receiving support services only, primarily in terms of effects on occurrence of intimate partner violence and domestic violence in the last year. We will also examine disclosure of violence to support services, community attitudes to violence, bystander intervention, gender equality, and occurrence of non-partner sexual violence. Backed by public engagement, advocacy, and open publication, our vision is of a replicable community-led intervention to address the public health burden of violence against women and girls.

The Program has also introduced a new fully electronic system to monitor the activities of community organizers and counsellors.

## THE PROFILE

Taking a senior role in the Program, the **Associate Program Director (Research)** provides quantitative research leadership for the trial. Specific areas of responsibility cover research management: oversight of project evaluation, financial, administrative, and human resources management. The post-holder also contributes to SNEHA-level operations and development of the organisation's vision and achievement of its goals.

## DESCRIPTION

The post-holder will have a leading role in the research associated with the trial and in other data management for the Program. They will have strong quantitative research skills, including data management and analysis. They will have excellent communication and presentation skills, together with the ability to organise and motivate others. They will demonstrate flair, enthusiasm, innovation, and leadership when faced with challenges and will provide strategic, tactical, and operational management skills in the planning and execution of the project. The

**associate program director** should have an understanding of gender, violence against women and children, and substantial experience in project management

The **Researcher** reports to the SNEHA Program Director and maintains day-to-day contact with all their team members: researchers, officers, investigators, and administrative staff.

## **DUTIES AND RESPONSIBILITIES**

### **Overall efficient day-to-day management of the quantitative researcher**

#### **QUANTITATIVE RESEARCH**

- Oversee data collection processes in the trial
- Manage the trial database and PVWC intervention monitoring database
- Manage data cleaning
- Design and conduct interim analyses
- Design and review regular outputs requested by program team members
- Contribute to research outputs such as publications and reports.
- Provision of regular and ad hoc information, both written and verbal, to include reports, updates, and guidance.
- Ensure that personal and confidential information is restricted to those entitled to know.

#### **FINANCE, HUMAN RESOURCES, AND ADMINISTRATION**

- Line manage the field evaluation team
- Ensure sound procedures for fiscal control, risk management, contract and legal compliance
- Ensure project timelines are met
- Ensure that staff are trained for their roles as well as ensuring personal development

#### **SHARED RESPONSIBILITIES OF ALL SENIOR TEAM MEMBERS**

In addition to the essential duties and responsibilities listed above, all team members are expected to contribute to the following shared responsibilities:

- Participate in team planning processes.
- Participate in programmatic and team review and evaluation processes.
- Contribute to organizational and strategic planning processes.

## **QUALIFICATIONS AND EXPERIENCE**

1. Educational qualification: Master's Degree or higher in a relevant field (social work, public health) from a recognised institution.
2. At least **5 years work experience** in operational planning and implementation of project plans.
3. Demonstrated ability to trouble-shoot technology related problems in the field.
4. Experience in development projects (health, violence, gender) an advantage.
5. Experience of working in a community setting is preferred.
6. Effective training skills and excellent communication skills, including documentation.
7. Well-versed in database management, data collection, MS Excel, Word, PowerPoint.
8. Oral and written command of English and Hindi.

## **MANAGERIAL (LEADERSHIP) COMPETENCIES**

1. Strong strategic and problem solving skills.
2. Strong skills in ensuring results within timelines and budgets.
3. Effective team management.
4. Effective delegation: setting clear expectations, tracking progress and communicating information people need on their jobs.
5. Ability to work with a variety of stakeholders including donors, government organizations, and community organizations.

6. Ability to understand the larger vision of the program and the organization to match policy outcomes.
7. Managing collaborations.

## **PERSONAL ATTRIBUTES**

1. Achievement mindset and an eagerness to take initiative.
2. Effective communication, personal, and interpersonal skills.
3. Ability to manage change and diversity.
4. Enthusiasm for community engagement.
5. Sound values and work ethics.

## **APPLICATIONS**

Interested candidates can send their CVs via email to [suchita.yadav@snehamumbai.org](mailto:suchita.yadav@snehamumbai.org) **OR** [recruitment@snehamumbai.org](mailto:recruitment@snehamumbai.org) with Subject line: **PVWC- (Consultant) Senior Researcher**