

JOB DESCRIPTION



OPENING FOR: CONSULTANT EVALUATOR CONTENT DEVELOPER

NAME OF THE PROGRAM: PREVENTION OF VOILENCE AGAINST WOMEN AND CHILDREN

ROLE REPORTS TO: PROGRAM DIRECTOR

TOTAL NO OF HOURS- 160 HRS PER MONTH

JOB LOCATION: DHARAVI

ABOUT THE PROGRAM

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 coordination 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.

The program has recently begun work on a cluster randomized controlled trial of community mobilisation to prevent violence against women and girls. In informal settlements of Mumbai, we will test 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 ROLE

The profile includes research, analysis and evaluation of the design and effectiveness of the services provided for violence against women and girls. The profile requires the candidate to engage in critical thinking and analysing the program design and its deliverables, examine the findings of other research within the program,

and develop and prepare the content of the package of care to be used by government and non-government organisations. The candidate will contribute to the broader requirements of the project as and when necessary

DUTIES & RESPONSIBILITIES

The evaluator and content developer will undertake four work packages:

Work package 1. Background work

- Review research on programs on violence against women and girls and mental health.
- Identify, critically review and synthesize relevant literature to promote learning and inform planning efforts, using academic search tools and professional evaluation resources.
- Evaluate the effectiveness of the SNEHA counselling program and system designs for services offered to survivors of violence with mental health conditions.
- Support development and system set-up of program services content and requirements
- Support development of tools and templates for program services requirements related to quality implementation and program evaluation

Work package 2. Design data collection tools for evaluation

- Review and identify reliable and valid measurement instruments for quantity, quality and outcomes performance measures that yield meaningful results and are practical for use with counselling interventions on violence against women and girls and mental health.
- Design basic survey, interview, focus group and structured field observation tools, as needed for the evaluation of counselling services.
- Support the development and use of program metrics and reporting dashboards for continuous learning and improvement in delivering the services.
- Conduct on-site program quality observations and ratings.
- Facilitate staff and provider data use through technical assistance and development of resources and training on data quality, analysis and evaluation findings.

Work package 3. Analysis and package content development

- Apply participatory planning and evaluation methods to consider the data context, including program challenges, cultural factors and input/feedback from participants.
- Engage in learning conversations with stakeholders on evaluation findings and recommendations.
- Analyze and make meaning from available data to tell our stories using compelling visualizations and reports, with an intentional focus on the specific audience and purpose of the message.
- Develop the content of the package after inputs from team members, beneficiaries, external partners and stakeholders.

Work package 4: Coordination with external partners for development of the package

- Provide continuous inputs to partners on the content to be developed for the package.
- Prepare reading materials to be provided to internal and external reviewers of the package before its final development.
- Write the content to be released for the dissemination of the package.

Outcome

A package of care on understanding the mental health needs of survivors of intimate-partner and domestic violence, women in modern slavery and women facing intimate partner and domestic violence in conflict areas will be developed.

This is an excellent opportunity for an evaluator who has strong research and analytical skills, together with the ability to organise and plan data collection and analysis. They will demonstrate maturity and will work with a sound ethical approach while conducting the research. The researcher will have substantial experience in qualitative interviewing and analysis, and mental health. They should have an understanding of gender and the issues around violence against women.

The researcher will report to the SNEHA Program Director (co-investigator) and coordinate research activities with other team members as and when required.

EDUCATIONAL QUALIFICATION & EXPERIENCE

- Master's degree in Clinical Psychology or Public health.
- 5 to 7 years of experience
- Extensive experience in research
- Good interviewing and writing skills.
- Sound knowledge on evaluation.

PERSON SPECIFICATION REQUIREMENTS

- Demonstrable self-starting skills and ability to complete projects.
- Effective communication, personal and interpersonal skills.
- Sound values and work ethics.

APPLICATIONS

Interested applicants can send their updated CVs to: shikha.kotian@snehamumbai.org with Subject line-**SNEHA- PVWC-CONSULTANT EVALUATOR CONTENT DEVELOPER-DHARAVI**