JOB DESCRIPTION: COMMUNITY ORGANIZER, AAHAR DHARAVI PROGRAM

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 is 450+ person strong, innovative and progressive organization that works on health and nutrition in urban slum pockets with women and their families. SNEHA follows the life-cycle approach to health and nutrition, by intervening at critical junctures (adolescence, preconception, conception, pregnancy, postnatal, infancy and toddlerhood, family planning) to ensure improved health and nutritional outcomes for women and children living in some of Mumbai’s most vulnerable and deprived slums and in the Mumbai Metropolitan Region (MMR) as well.

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. We have currently 11 programs running across SNEHA which are Maternal and Newborn Health (MNH), Child Health and Nutrition (CHN) – Aahar, Empowerment, Health and Sexuality of Adolescents (EHSAS), Prevention of Violence against Women and Children (PVWC) (e) SNEHA Centre, SNEHA Shakti, Healthy Cities Project (HCP), Samagra, Palliative Care, Livelihood Generation, Central Operations, Research and IM.

ABOUT THE PROGRAM

SNEHA’s Aahar program intervention has worked in partnership with the systems and communities. We now believe that we should gradually increase the responsibility of ICDS services to enable them to undertake critical activities relevant to child health and nutrition, with progressively reduced support from SNEHA Community Organizers and other levels of staff. This will involve considerable investment in capacity building of all cadres of ICDS staff by SNEHA staff.

While we address issues on the supply side, we accept that we need to address the awareness and uptake of ICDS services by the community. To increase knowledge and bring about behavior change in the community, we have worked on educating mothers and care givers on different aspects of child health and nutrition, sanitation, hygiene and the services they are entitled to from ICDS and MCGM. We would now like to further build capacity of the community to expect, demand and negotiate availability and improved quality services from ICDS and on the other hand, to demonstrate their responsibility for the community mothers and young children. We will facilitate the community to act as the catalyst for sustained change.

SNEHA has focused its efforts in the Aahar program on reduction of malnutrition i.e on moderate and severe malnourished children through well supervised protocolized intervention. We would now like to increase the scope of our work to prevention of malnutrition by also focusing on normal children to prevent growth faltering and reduce children slipping into moderate and severe malnutrition.

This position is responsible for planning, organizing, conducting, monitoring Aahar program’s training activities

THE PROFILE

- Area mapping, household and beneficiary registration
- Maintaining data of all designated households, individual beneficiary in commcare and if required in physical registers/book’s
- Prepare monthly calendar of activities/events.
- Formation and strengthening of community groups and their regular meetings,
- Organizing community campaigns
- Liaison with service providers-ICDS,MCGM health post staff’s
- Initiate referrals for individuals and families who need help with nutrition, illness and violence
- Home visits to assess health and nutrition status of pregnant-lactating women, 0-5 year children
- Deliver appropriate information, provide counselling and support to access appropriate services,
- Create referral network within SNEHA staff’s, CAG (Community Advisory Groups), ICDS sevikas and health post staff and provide referral services for beneficiary, build capacity of beneficiary for self-referral to access MCH services
- Mobilizing stakeholders for the community events-ICDS/MCGM/CAGs
• Capacity building of CAGs to mobilise community (MWRA, pregnant-lactating mothers, children for all the activities including events, immunization camp, anthropometry, workshops or other services in the community.
• To conduct anthropometry with or without ICDS sevikas in community in association with CAGs
• Tracking, follow-up and referral of all malnourished children, pregnant women
• Updating commcare data on daily basis
• Periodic reporting to supervisor for performance review and change in strategies
• Identifying and report all deaths of women and children to supervisor.

JOB LOCATION
- Dharavi

DUTIES & RESPONSIBILITIES:
• Daily home visits / joint visits to CAGs / beneficiaries
• Coordination with stakeholders (ICDS, MCGM, CAGs) for activities planning
• Individual capacity building of CAGs for community development and coordination with system for the services.
• Periodic anthropometry
• SAM/MAM Parents Meetings
• Community Advisory Groups meetings
• Monthly community events
• Collect monthly data from system
• Referrals
• Participate in team discussion, stakeholder’s meetings for program implementation
• Daily updating of Comcare data
• Other tasks assigned by the program officers

MANAGEMENT & REPORTING
• Report daily to the Program Officer
• Participate in center level, program level, organization level trainings and meetings
• Maintain field data, photo, case stories of change/success and events/ monthly reports

QUALIFICATIONS & EXPERIENCE
• Experience of working in community with NGOs, government program’s or CSR project’s
• If do not have work experience, then preferably from the community in which they will have some exposure of community issues
• Good communication, counselling and documentation skill (Hindi)
• Experience in advocacy, networking with a range of stakeholders for change in policy and practice
• Education to at least 10th class pass
• Interest in maternal-child health and nutrition and community development
• Believe in working with Government departments
• Fluency in Hindi and Marathi.
• Self-starting and self-monitoring abilities.
• Willingness to learn new schemes/concepts and skills
• Ability to handle community issues.
• Flexibility in time management.
• Willingness to travel within slum community
• Handling mobile base applications (commcare application for program)
SKILLS & COMPETENCIES

- Familiarity with government systems, schemes
- Experience in community mobilization, development
- Negotiation skills.

Applications to be sent via email to sejal.kandalgaonkar@snehamumbai.org with Subject line: “COMMUNITY ORGANIZER, AAHAR DHARAVI PROGRAM”