

## JD for Care Leavers Engagement Manager

Location: New Delhi  
Reports to: Director: Advocacy, Research and Training  
Date of announcement: Jan 2023  
Starting date: ASAP  
Nature: Contractual Full Time  
Location: Udayan Care Head Office, Delhi, with travel that is needs based



### Section 1 | About Udayan Care

Family is the anchor for an individual's emotional and physical well-being. A weakened family structure or absence of it hinders the development of an individual into a confident, strong, and emotionally balanced individual, who is capable of caring for his/her own family in the future. Udayan Care was established in 1994 by Dr. Kiran Modi. Udayan Care's single-minded focus is on strengthening the family structure and it also informs and drives the curation and design of its Programs – whether it simulates a family environment or supports them through providing education, vocational skills, and employability training to children and youth coming from lower socio-economic strata, so that they can sustain and strengthen their families.

Our FiT Family Together initiative works at the community level to ensure children remain in strong families and communities are empowered to care and protect for their children and youth. Both the prevention and reintegration aspects of family strengthening are included in this initiative.

Through the power of mentorship, we nurture children, who are orphaned, abandoned, and at risk, in the warmth of a simulated family environment at our 16 Udayan Ghars, in 4 States. Once the children reach the age of 18 years, they move into our Aftercare Program and continue with higher education or vocational training towards employment. So far more than 1500 children and youth have been impacted through the Program. We support the higher education of young girls whose families cannot afford it through the Udayan Shalini Fellowship Program. More than 11,000 Shalinis from 26 chapters across India have gone on to complete their education since the Program's inception in 2002. We empower under-served youth and adults to improve their employability skills at 16 of our Information Technology and Vocational Training Centers across Delhi NCR, Kurukshetra (Haryana), and Srinagar (Uttarakhand). The plan is to roll out more centers across other states in the coming years. Our Aftercare Outreach Program started in 2020 and supports care leavers to become skilled, resilient and job ready for their self-sufficiency and independent living. Across our care leavers engagement program, we facilitate the formation of care leavers networks as safe platforms for them to come together and build their own heart families and peer communities.

In partnership with UNICEF, we are working with the State governments of Bihar and MP as a technical agency to strengthen systems on Alternative care and Aftercare. develop demonstrable models of Aftercare. Direct engagement with care experienced young people is ensured through niche programs such as LiFT (Learning In Fellowship Together) and the GCLC (Global Care Leavers Community)

Udayan Care advocates for children's rights in alignment with the Indian Constitution, the United Nations Convention on the Rights of the Child (UNCRC), and the Sustainable Development Goals, in its Programs, as well as through its efforts in advocacy, research, publications, and by organizing and participating in seminars and conferences, and through training, childcare cadres in standards of Alternative Care. We have initiated the BICONS as a platform for Alternative Care since 2014, published the seminal research study on Aftercare in India, initiated a first of its kind fellowship for care leavers in India, driving the global care leavers community, and also led the initiation of care leavers networks in various states of India. Our academic journal on Alternative Care, ICB, is being

published bi-annually since 2014 as the only one-of-its-kind journal on Alternative Care in South Asia.

## **Section 2 | Purpose of the Role**

Udayan Care seeks to engage socially committed individuals in building a world that is just and equitable for all, including the most vulnerable. Over the years, Udayan Care has had multiple engagements directly with Care Leavers at local, national and global levels and hence seeks to appoint a Care Leavers Engagement Manager who will act as focal point to facilitate inclusive and participatory processes for all its work with care leavers. The role will lead Udayan Care's work to support and strengthen the engagement of young persons with lived experience of being in care, in India or around the world. The role envisages a strong enabling and empowering approach to all work undertaken.

**Accountability:** The role reports to the Director – ART department and works in close collaboration with the Senior Management/ Trustees of the organization.

## **Section 3 | Key Responsibilities**

### Programmatic /Strategic

- Implement the strategic framework for LiFT fellowship
  - End to end management of the second batch of 12 fellows
  - Continued support and engagement with first batch of 8 fellows
  - Evidence building and advocacy on LiFT
- Implement the GCLC framework in close collaboration with the working partners
  - Coordinate the Secretariat work of GCLC
  - Manage relationship with all partners
  - Evidence building and advocacy on GCLC
- Streamline and advocate for Care Leavers Networks (CLNs) across cities
  - Work with various networks in MP, Bihar, Delhi, Gujarat and Telengana
  - Initiate new networks with support of fellows
  - Advocacy to converge all Care Leaver Networks in the country
  - Evidence building and advocacy on Care Leavers Networks locally, state wide, nationally and globally
- Identify Program development opportunities and innovative methods for LiFT, GCLC and CLNs
- Develop and implement monitoring and evaluation systems and processes for for LiFT, GCLC and CLNs
- Network and represent Udayan Care to all relevant forums – NGOs, Government agencies, potential, and current donors
- Ensure visibility of LiFT, GCLC and CLNs: Explore and promote opportunities for LiFT, GCLC and CLNs to share their direct voices and be represented in participatory ways at appropriate fora
- Maintain quality reports, database, records, and information.

### Operations Management

- Holding monthly/periodic meetings of mentors, fellows, CLN members and partners
- Ensure impeccable documentation and timely reporting as per requirements of donors
- Ensuring Donor and Financial management reports
- Ensure an effective research program in all aspects of alternative care within the organization
- Ensure financial and budget management,

### People Management

- Effective dealing with volunteers, interns, and mentors

- Arrange internal and external capacity building opportunities for care leavers
- Willingly and proactively assist in all other duties as assigned

#### **Section 4 | Experience and Qualifications**

- Work experience of at least 5 years preferably with youth in the development sector
- Good knowledge of Program management and handling youth
- Sound knowledge of child protection practices and norms in India with a caring and compassionate approach for children and youth with experience of care
- Preferable to have experience working with international agencies to support advocacy efforts relating to children's rights and child protection issues.

Educational Qualifications: Bachelors in Social Sciences/Arts/Law

#### Required Skills and Knowledge

- Demonstrated understanding of child rights, alternative care, youth participation
- Demonstrated skills of working with vulnerable children and youth particularly related to networks or support groups and bringing youth together to lead campaigns for change
- Demonstrated ability to work independently and in international time zones,
- Demonstrated strong communication skills and the ability to communicate (written, spoken) between and across a diverse set of actors with strong English writing skills
- Strategic planning and organizational development skills
- Ability to work evenings and weekends as necessary to fulfill the duties of this position.
- Collaborative style; experience in developing and implementing quality Program management and strategies.
- Excellent writing/editing and verbal communication and in managing resources and donor reporting and skills of working with varied stakeholders
- Self-starter, able to work independently and with the team; enjoys creating and implementing new initiatives, with ability to work successfully under pressure with the capacity to manage competing priorities and deliver to deadlines.
- Strong personal and social values with being a good team player and people management skills

*Udayan Care is an equal opportunity employer. Applicants and employees are not discriminated against because of race, religion, sex, national origin, ethnicity, age, mental or physical disability, sexual orientation, gender (including pregnancy and gender expression) identity, color, marital status, veteran status, medical condition, or any other classification protected by laws in India.*

*Udayan Care accords the highest priority to its commitment to creating awareness, ensuring prevention, reporting, and response to all disclosures of abuse, violence, neglect, or exploitation or its threat for all children, young persons, and vulnerable adults that the organization is in contact with. Our CIRCA values, Code of Conduct and HR norms clearly regulate and ensure the implementation of the highest standards towards zero tolerance of any safeguarding concerns. We ensure that all employee, consultant, contractor, supplier, vendor, or resource person understands and signs off on our Child Protection Policy, the Safeguarding Policy, and all accompanying policies of Udayan Care.*

**How to Apply:** Please download and fill the Application form and send to [hrd@udayancare.org](mailto:hrd@udayancare.org) along with your updated CV. Do mention the post you are applying for in the subject line.