

Job Description - Director, Program - MRC at Jan Sahas

Hiring for	Director, Program – Migrants Resilience Collaborative
Apply by	31st March, 2023
For queries	careers@jansahasindia.org
Report to	CEO, Migrants Resilience Collaborative
Location	Delhi, preferred. Work from home options available.
Travel	Yes. 7-12 days a month For field monitoring, organizational events, and meetings.
Annual CTC	Competitive compensation and benefits package (commensurate based on experience)
For application	Complete this application form
For queries write to	careers@jansahasindia.org

About Jan Sahas

About the organization Jan Sahas, established in the year 2000, is a not for profit grassroots organization committed to promote the development and protect the rights of socially excluded communities with the special focus on girls and women through eradication of all forms of bondage including manual scavenging and caste-based prostitution; empowerment of adolescent girls and women to end violence and gender justice, skill development for dignified livelihoods and social entrepreneurship; legal aid for access to justice and reform in the criminal justice system; land and agriculture development; develop barefoot lawyers to build victim or survivors as leader and empowerment of communities through capacity and organization building. With our national office in New Delhi. We are currently working in ~100 districts of 13 states in India. To know more please visit at: <https://jansahas.org>

About the Migrants Resilience Collaborative (MRC)

Jan Sahas established the Migrants Resilience Collaborative (MRC) in 2020 to fix India's broken social protection delivery systems, ensuring the resilience and dignity of migrants. Led by Jan Sahas, MRC is a collaborative with EdelGive Foundation, Global Development Incubator, and currently 11 CBO partners. MRC builds on Jan Sahas' two decade-long experience of working with migrants to implement a two-pronged strategy: First, direct implementation where we work to implement last mile delivery systems, ensuring the most vulnerable migrants have access to existing protections. Second, systems change, where we partner with governments - particularly food and labour departments in states - to strengthen infrastructure and implementation, as well as with industry where we work with investors and real-estate companies to improve incentives and accountability towards worker welfare.

In the last two years alone, we have scaled our work to nearly 100 districts across 13 states alongside 11 partner organizations. Together, we have facilitated social security benefits for over 2.3 million migrant workers, unlocking over \$100 million in government spending and equipping migrants with cash transfers, insurance, rations for their families, and other life-changing benefits. We have successfully enabled redressal for more than 18,000 workers, including rescuing over 1,400 from forced labor. We have also laid the foundation for systems change work, establishing partnerships with four state governments and engaging ten large companies who are already paying to facilitate benefits for over 12,000 workers on-site.

About the position

The Director – Programs will play a key leadership role in the organization. The director will set the agenda for the design and execution of MRC's Program implementation strategy to be conducted in alignment with organizational goals. MRC aims to facilitate social protection for 10 million migrants and strengthen social protection system for tens of millions more. The Director – Programs will lead the MRC Program team to ensure the right people, processes and systems are in place to achieve our implementation goals. The Director – Programs will work closely with the Industry Partnerships and Government Partnerships Directors to catalyze the building of a migrant-inclusive social protection system in India. Finally, the director is a key leadership position in Jan Sahas and the director will be working with other vertical heads to support Jan Sahas's program and organizational development.

Currently, the team consists of four direct reportees and an overall program team strength of 1000+ people.

Key responsibilities

- Develop/refine program design, policies, processes, and implementation strategies
- Hire, train and coach Senior Program Managers and Program Managers
- Provide troubleshooting support to resolve operational issues
- Monitor program delivery and ensure achievement of program and organizational targets
- Closely work with other internal teams such as Industry Partnerships and Government Partnerships team to ensure achievement of MRC's system-level goals
- Closely work with the Human Resource and Finance team to ensure smooth implementation of the Program
- Support donor management and closely work with the Fundraising team to ensure smooth funder relationship
- Manage program finances and ensure proper utilization of budget
- Identify, build and nurture relationship with key external stakeholders (government, industry, other players in the ecosystem)
- Represent organization/program in external meetings, workshops, conferences

Ideal qualification and work experience

- Post Graduate in rural management, social science, public policy, or other related themes
- 12+ years of professional experience working in the development sector (not-for-profits, social enterprises etc.)
- 5+ years of experience managing a large and widespread team from middle-level managers to field functionaries

- A strong understanding of managing people and taking people-level challenges head on
- Enthusiastic, self-starter, ready to roll up your sleeves and solve problems
- Keen to experiment and open to learning from failure, with a high degree of comfort testing varied implementation strategies
- A strong sense of appreciation for challenges facing excluded and low-income communities in India. Experience of working on issues related to internal migration, social protection, financial inclusion, last mile delivery channels, public service delivery is preferred
- Strong written and verbal communication skills in English. Conversational ability in Hindi
- We're looking for individuals passionate about leveraging their skillsets to maximize Jan Sahas' ability to create an impact for millions of vulnerable Indians. We are in search of people who possess a strong execution bias and are critical thinkers with a high degree of resilience.

Compensation and benefits

We offer competitive compensation and benefits package.

Annual CTC: Commensurate with experience, skills etc.

Benefits:

- Health Insurance
- Term-life Insurance
- A total of 25 days of annual, casual and sick leave. Additional 6 days of menstrual leave
- Maternity leave (as per law), paternity leave
- Employee Assistance Program / mental health support

Application Process:

Interested applicants can [fill this form](#) to apply