



About the Organization:

Sol's ARC is a registered NGO that has been working in the space of inclusion for the past 20 years. We work with the most marginalised group of individuals, those who have disabilities, mental illness, critical illness or are violence-affected to ensure they have equitable access to education and economic opportunities. Through a lifespan approach, we work towards our vision- Every Child Learns, Every Adult Earns.

From working directly with individuals on margins to then partnering with some of India's leading NGOs like Educate Girls, Teach for India, etc., we now work at a systemic level through our partnerships with two state Governments, Madhya Pradesh and Tamil Nadu. Our growth over the last 6 years has helped us grow from a few thousand individuals to now a reach of over 4 million beneficiaries.

Vision: Every Child Learns, Every Adult Earns

Mission: To create a scalable replicable model to reach every last child and adult.

Values:

- 1) Innovate to include
- 2) Bringing joy to all we do
- 3) Commit to excellence

Why Join Us:

Career Progression: We offer opportunities for professional growth and development, allowing you to advance your career while making a meaningful impact in the field of inclusive solutions.

Diverse Workforce: You will have the opportunity to work with a diverse group of passionate individuals who share a common goal of promoting inclusive education and creating positive change. We encourage candidates of all abilities to be a part of our team, as we are committed to fostering an inclusive and accessible workplace for all.

Collaborative Environment: We foster a collaborative work culture where teamwork, open communication, and shared ideas are valued, ensuring a supportive and engaging work environment.

Job title: State Lead
Location: Lucknow, UP
Reports To: Executive Director
Role purpose: The State Lead is a pivotal role accountable for government liaising, strategic planning, implementation, and expansion of project strategies for Sol's ARC. Responsible for building team capacity, managing program operations, and ensuring

program success in alignment with defined scope and indicators.	
Key outcomes this role will be accountable for	<ul style="list-style-type: none"> ● MOU and addendums have been established. ● Aligning with the state vision for inclusive education. ● Effective stakeholder management. ● Formation of a Project Management Unit (PMU) and district teams, with clear roles and responsibilities for all team members. ● Streamlining program operations and enhancing data collection processes. ● Ensuring the timely and effective delivery of outcomes. ● Collaborative development of policy directives. ● Adherence to donor compliances, meeting deadlines, and meticulous documentation and report writing.
Key tasks and responsibilities that this role will perform	<ul style="list-style-type: none"> ● Coordinate and communicate with government officials. ● Develop and maintain effective relationships with key stakeholders. ● Develop and implement Standard Operating Procedures (SOPs) for all program processes. ● Structure the roles of the entire team, defining clear responsibilities. ● Identify gaps and challenges in the field. ● Establish and manage Program Management Unit (PMU) and district teams. ● Conduct review meetings, provide leadership, and manage team conflicts. ● Prepare annual plans and operationalise them. ● Facilitate policy implementation directives and convergence activities. ● Collect and analyze data to make informed changes in operations. ● Ensure Memorandum of Understanding (MOU) and addendums are in place. ● Align state vision with inclusive education goals. ● Deliver program outcomes as per defined indicators. ● Ensure compliance with donor deadlines and documentation. ● Co-develop policy directives and contribute to government processes.

Person specification	
Qualification:	<ul style="list-style-type: none"> ● Masters in Business Management or similar
Prior Experience:	<ul style="list-style-type: none"> ● 8-10 years of relevant exp. ● Government work experience with large projects & worked with Persons with Disabilities (PWDs) in some capacity.

Essential skills:	<ul style="list-style-type: none"> ● Proficient in preparing comprehensive reports and documentation. ● Ability to communicate complex information effectively. ● Strong interpersonal skills for effective government liaison. ● Proven leadership qualities with the ability to inspire and guide a team. ● Demonstrated ability in stakeholder management including power management. ● Effective conflict management skills to foster a positive work environment. ● Proficient in data analysis for informed decision-making.
Essential attributes:	<ul style="list-style-type: none"> ● Demonstrated ability to maintain composure and patience in challenging situations. ● Humble attitude and willingness to learn from others. ● Ability to acknowledge and appreciate diverse perspectives. ● Ability to build and maintain positive relationships.

Other Specification	<ul style="list-style-type: none"> ● Must have a passion and charisma to train and travel across rural and urban places in India.
Working Hours	As per regional office working hours

To apply, [Click here](#).