



## **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 four state Governments, Madhya Pradesh and Tamil Nadu, Meghalaya, Uttar Pradesh. 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.

<b>Job title:</b> State Program Lead	
<b>Location:</b> Meghalaya	
<b>Team:</b> Rural Livelihood Program	
<b>Reports To:</b> Rural Livelihood Lead	
<p><b>Role purpose:</b></p> <p>The Rural Livelihood project in Meghalaya is executed in partnership with the state Government. You will work with the Meghalaya State Rural Livelihoods Society (MSRLS).</p> <p>The Program Lead will be responsible for overseeing day-to-day operations and managing program activities related to rural livelihoods. This includes designing and implementing livelihood programs, conducting research and analysis, building partnerships, and providing training and support to program participants. Identify geographical areas for expanding the scope of the project and ensure project sustainability.</p> <p>Government Liasoning and stakeholder management will be crucial part of the role.</p>	
<b>Key Responsibilities</b>	<b>Deliverable Outcomes</b>
Project Development	<ul style="list-style-type: none"> <li>● Oversee and evaluate the landscape of employment opportunities available to individuals with disabilities in rural regions.</li> <li>● Develop financial, market and government linkages</li> <li>● Liasoning with government officials to facilitate the initiatives for people with disabilities under various Govt. schemes.</li> <li>● Build and consolidate a replicable and sustainable model for the rural landscape.</li> <li>● Leverage insights on the market landscape to figure out potential partnerships based on short-term and long-term roadmaps</li> <li>● Develop strategic initiatives aimed at enhancing project visibility and raising awareness.</li> <li>● Establish measurable goals for the project, closely monitor progress, address setbacks, and evaluate overall performance.</li> <li>● Analyze and report on partner initiatives, forecast for strategic changes and report on key metrics, donor reporting</li> <li>● Build organizational network through targeted outreach and strong planning</li> </ul>

<p>Project Management</p>	<ul style="list-style-type: none"> <li>● Government Liasoning and stakeholder management</li> <li>● Develop comprehensive project plans, including goals, objectives, timelines, and budget requirements, aligned with the organization's mission and strategic objectives.</li> <li>● Formulate strategies and action plans to address the identified challenges and promote inclusive employment practices.</li> <li>● Lead the effective implementation of project activities, ensuring adherence to timelines, quality standards, and budgetary constraints.</li> <li>● Lead and motivate project teams, providing guidance, support, and mentorship to ensure efficient project implementation</li> <li>● Foster a collaborative and inclusive team culture, promoting knowledge sharing and continuous improvement.</li> <li>● Team Management, Team Cohesion and team capacity building</li> </ul>
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<b>Person specification</b>	
<p>Qualification:</p>	<ul style="list-style-type: none"> <li>● Post Graduate in Rural Development &amp;/or related field</li> </ul>
<p>Prior Experience:</p>	<ul style="list-style-type: none"> <li>● Must have complete knowledge of NRLM functioning</li> <li>● Must have managed a team of at least 3-8 team members</li> <li>● Must have experience in rural development initiatives</li> </ul>
<p>Essential skills:</p>	<ul style="list-style-type: none"> <li>● Strong writing skills</li> <li>● In-depth knowledge of Ms. Office and strong online research skills</li> <li>● Knowledge in the special needs sector</li> <li>● Strong oral and written communication in English</li> <li>● Observation and Monitoring skills</li> </ul>
<p>Essential attributes:</p>	<ul style="list-style-type: none"> <li>● Collaborative, team-focused, and willing to use skills to support others' work</li> <li>● Highly organized and capable of planning, managing, and executing initiatives from start to finish</li> <li>● Ability to work independently and with digital tools, prioritize tasks, work under tight timeframes, and meet deadlines</li> <li>● Ability to write and articulate/communicate complex ideas in simple, understandable terms</li> <li>● Humility, willingness to consider others' perspectives</li> <li>● Commitment to gender equality, diversity, and inclusion</li> </ul>

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

TO APPLY, [CLICK HERE](#).

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