



When you work with Pravah you walk the thin line between...

Work and Fun

Sacrifice and Social Responsibility

Indiscipline and creativity

Hindi and English

Black and White

Right and Left

Me and We

ABOUT PRAVAH

Pravah (<https://www.pravahindia.org/>) was formed in 1993 with the mission to work on the ‘prevention’ of social conflicts by developing social responsibility and personal leadership among young people (adolescents and youth). We believe that social change is effected through a deep mindset change of individuals and along with the empowerment of the socially excluded it is imperative to hugely shift the attitudes of individuals in powerful decision-making positions, in order to change the social structures that marginalise communities.

It is kept alive by an active and engaged Governing Board and a strong and professional executive team and is being fulfilled through the design and delivery of innovative experiential learning and action programs with diverse groups of young people across the country. We also train teachers, support youth-led initiatives, incubate new organizations, and partner with other organizations to mainstream youth development and active citizenship by providing organizational development and programmatic support. We are also engaged in influencing public policy in the field of youth.

More often than not, young people have preoccupied with four spaces that society legitimizes them to inhabit. These are 1) Family 2) Livelihood/Education 3) Friends and 4) Leisure (which includes entertainment, worship, and sports among others). There is one very vibrant space although quite marginalized that young people also occupy, which we call the 5th Space - a concept to inspire and facilitate young people to expand beyond the typical 4 spaces of career education, family, friends, and

leisure by creating this space in the mentioned four spaces through exploring a journey from self to society and back. This is where young people understand themselves and engage in social action. It focuses on the self-transformation of youth as much as on transforming society through them. The 5th space is co-owned and co-led by young people and adults, provides deep cross-border experiences (including across borders of caste, class, gender, and religion), and is a space for 'refl-action' (wherein the best traditions of experiential learning, action is taken to learn about the self and reflection precedes and succeeds this action).

Annually, our total outreach is approx. 15000+ young people, support/mentor 100 social entrepreneurs/youth organizations, and work with around 100 partners.

So when you work (we prefer to call it 'walk' with us), you actually work with many others - young people, teachers, other organizations, and the larger civil society – all from as diverse worlds as you can imagine.

Pravah is currently on a new curve of expansion – both in size and the scope of its interventions. To support it, a number of exciting opportunities have arisen for the engagement of inspired and committed people with diverse levels of skills and experience in Pravah.

In the current phase of our journey, we are looking for an inspired and committed Programme Coordinator to work with us. Read on to know if it could be you!

Job Description- Team Lead, Ecosystem Capacity Building

Location: New Delhi

Type: Full time

Specific responsibilities include:

- **Programme Management**
 - Lead and manage ecosystem capacity-building programmes such as Saanstha, Big Ticket, Ocean in a Drop, and others.
 - Streamline programming processes and act as the escalation point for troubleshooting and problem-solving.
 - Coordinate, design, and facilitate capacity-building projects
 - Supporting & anchor team and program processes like team reviews, finance, mobilization, database, logistics, documentation & reports.
- **Partnerships & Stakeholder Engagement**
 - Strengthen partnerships with existing partners and develop relationships with new partners.
 - Build and maintain connections with Delhi-based and outstation organisations, educational institutions, partner organisations, and resource persons.
- **Team Capacity Building & Leadership Development**
 - Build the capacity of the team to effectively implement programmes and step in as required.
 - Provide close supervision and mentoring to develop leadership skills within the team.
- **Fundraising & Visibility**
 - Lead fundraising initiatives for the function, including proposal writing, pitching, and relationship management.

- Generate communication materials and increase the visibility of the function and its programmes.
- **HR Processes**
 - Build leadership within the team to effectively manage HR processes.
 - Hold and oversee key HR processes for the function.
- **Organizational Contribution & Representation**
 - Attending organizational meetings and contributing to cross-functional spaces.
 - Support and anchor team and program processes such as reviews, finance, mobilization, database management, logistics, documentation, and reporting.
 - Be present in the Delhi office to support the team and travel as required.
 - Represent Pravah in external forums and networks.
- **Relationship & Culture Building**
 - Develop, promote, and manage processes that strengthen interpersonal relationships and personal connections within Pravah.
 - Foster a culture of collaboration, trust, and mutual support within the organization.
- **Personal & Professional Development**
 - Continuously equip yourself with the knowledge, skills, attitudes, and values related to citizenship action and youth development.

We are looking for a person with:

- 8+ years of relevant experience with a graduate/postgraduate degree, preferably in youth development, social impact, or program management.
- Strong ability to design, lead, and manage capacity-building programs, including planning, facilitation, reviews, logistics, and documentation.
- Experience in partnership building with organizations, institutions, donors, and ecosystem actors; confident external representation.
- Demonstrated skill in team leadership, mentoring, supervision, and building the capacity of staff to independently hold programs.
- Proven experience in fundraising and business development, including proposal writing, pitching, donor communication, and relationship management.
- Strong interpersonal, communication (English & Hindi), and relationship-building skills, with the ability to hold team culture and collaboration.
- Ability to manage multiple programs and processes simultaneously, including finance tracking, reporting, databases, and operations.
- Commitment to youth leadership, social justice, and self-to-society interventions; openness to learning and reflective practice.
- Comfortable working under pressure, taking initiative, solving problems, and strengthening systems and processes.
- Willingness to work from the Delhi office and travel to partner locations as required.

*** We are looking for people who are willing to make a minimum of a 2-year commitment to Pravah. We offer an enriching learning environment and the opportunity to work with a team of dedicated and passionate professionals who share a common vision.*

If you are interested in working towards nurturing youth and adolescent leadership and think you will be a good fit for the position, please send your CV along with a cover letter to jobs@pravah.org with the subject line: **Application for Team Lead – Ecosystem Capacity Building**.

We will be interviewing shortlisted candidates on a rolling basis. You will hear from us if your CV is shortlisted for the position.

