

SAMS Role Deconstruct
Associate Lead – Girls' Development Initiative
Leading Philanthropic Organisation | Western India
(What the role truly involves and how to assess your fit)

Why This Role Deconstruct

A SAMS Role Deconstruct helps candidates understand the real operating expectations of a role beyond the formal job description. It clarifies the leadership challenges, scope of responsibility, and performance outcomes so applicants can realistically assess their readiness and fit.

The goal is to encourage strong, well-aligned candidates to apply while helping others make an informed decision about whether the role matches their experience.

What This Role Is Really About

This role supports the development and implementation of a **pioneering initiative focused on the holistic development of girls from underserved communities**, combining residential care, education support, psychosocial well-being, and life-skills development.

The Associate Lead will work closely with senior programme leadership to **translate vision into grounded, high-quality programme implementation**.

The role combines **programme design, field leadership, and ecosystem engagement**, ensuring that the initiative functions as a safe and supportive environment where girls can build confidence, agency, and long-term life opportunities.

This is therefore not a purely operational role. It requires someone who can **bridge strategic programme thinking with disciplined field execution**.

The Problems the Role Is Expected to Solve

The Associate Lead will help address several operational and programmatic challenges.

Supporting the design of a holistic programme model

Helping develop an integrated framework supporting girls' education, psychosocial well-being, safety, and life readiness.

Ensuring strong programme implementation

Working with field teams to ensure the programme operates effectively and consistently across residential and community settings.

Strengthening stakeholder partnerships

Supporting collaboration with community institutions, civil society organisations, and public systems engaged in child welfare.

Generating evidence and learning

Contributing to monitoring systems and documenting programme learning to improve programme design and outcomes.

Your Scope of Responsibility

Working closely with programme leadership, the Associate Lead will contribute to:

Programme Design and Implementation

Supporting the development and implementation of programme models that strengthen girls' development and well-being.

Safeguarding and Care Systems

Helping ensure strong safeguarding standards and child protection protocols across programme operations.

Partnerships and Stakeholder Engagement

Engaging with local stakeholders, civil society partners, and relevant government institutions.

Monitoring, Learning, and Documentation

Supporting programme monitoring frameworks and documenting programme learnings.

Team Coordination and Capacity Building

Working closely with field staff and programme teams to strengthen implementation quality and staff capacity.

Programme Operations

Supporting planning, budgeting, coordination, and operational oversight for programme activities.

What Success Looks Like

Within the first two to three years, success would typically be visible through:

- High-quality implementation of programme activities
- A safe and well-managed residential environment for participating girls
- Effective collaboration with community stakeholders and partner organisations
- Clear monitoring systems supporting programme learning
- A motivated and well-supported programme team

Who Will Thrive in This Role

This role is suited to professionals who bring:

- **6–8 years of experience** in child welfare, adolescent development, residential care, or related social-sector programmes
- Strong understanding of **child protection and safeguarding frameworks**
- Experience working closely with communities and programme field teams
- Ability to manage complex field environments with patience and adaptability
- A genuine commitment to **child development, dignity, and social justice**

Experience working in **residential care settings, adolescent development initiatives, or community-based child welfare programmes** will be particularly relevant.

This Role May Not Be Ideal If

This role may not suit you if:

- Your experience has been primarily **policy research or advisory work without programme implementation**
- You prefer **office-based roles with limited field engagement**
- You have limited experience working with **children or adolescents in vulnerable contexts**
- You are uncomfortable working in **high-engagement field environments**

Operating Context

Location: Palghar District, Maharashtra

This is a **site-based leadership role** requiring regular presence at the programme centre and active engagement with field teams and community stakeholders.

The role requires balancing:

- programme implementation and operational coordination
- stakeholder engagement and partnership building
- monitoring, learning, and programme improvement.

Before You Apply — A SAMS Self-Assessment Check

You are likely a strong fit if you can confidently say:

- I have worked closely with programmes supporting children or adolescents in vulnerable contexts
- I understand safeguarding and child protection principles
- I enjoy working closely with field teams and community stakeholders
- I am comfortable managing complex programme implementation challenges
- I want to contribute to building a programme that strengthens the agency and well-being of girls

If several of these statements resonate strongly with your experience, this role may offer a meaningful opportunity to contribute to an important initiative in the child development sector.