

SAMS Role Deconstruct
Programme 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 is responsible for **designing and leading 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 Programme Lead will go far beyond managing an existing project. The role involves **architecting and operationalising a comprehensive development model that supports girls through multiple stages of growth and transition.**

The initiative seeks to create a **safe, nurturing ecosystem where girls are supported to build confidence, agency, and long-term life opportunities.** The Programme Lead will therefore combine **institution building, programme innovation, and field leadership.**

The Problems the Role Is Expected to Solve

The Programme Lead will help address several critical challenges in the field of child and adolescent development.

Designing a holistic development model

Developing an integrated framework that supports girls' education, mental well-being, safety, and life readiness.

Building a safe and nurturing residential ecosystem

Ensuring that residential care environments operate with strong safeguarding practices and trauma-informed approaches.

Strengthening community and institutional linkages

Creating partnerships with local institutions, civil society organisations, and public systems that influence child welfare.

Generating learning for the wider sector

Documenting programme approaches and outcomes so that the model can inform broader child-development practice.

Your Scope of Responsibility

Reporting to the senior leadership of the foundation, the Programme Lead will be responsible for:

Programme Design and Architecture

Developing an integrated programme model that supports girls' development across education, psychosocial well-being, and agency building.

Safeguarding and Care Systems

Establishing strong safeguarding protocols and operational standards that ensure safety, dignity, and well-being for all participants.

Partnerships and Ecosystem Engagement

Building relationships with community stakeholders, civil society organisations, and relevant government institutions working in child welfare.

Evidence and Learning

Developing monitoring frameworks and documenting programme learning to strengthen evidence-based approaches.

Team Leadership

Recruiting, mentoring, and leading a multidisciplinary team committed to compassionate and high-quality programme delivery.

Programme Operations

Overseeing programme planning, budgets, operations, and team performance to ensure effective implementation.

What Success Looks Like

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

- A well-designed and operational programme model supporting girls' development
- A safe and nurturing residential environment built on strong safeguarding systems
- Strong partnerships with local institutions and stakeholders
- Clear evidence and learning emerging from the programme
- A motivated team delivering high-quality programme implementation

Who Will Thrive in This Role

This role is best suited to experienced leaders who bring:

- **12–15 years of experience** in child welfare, adolescent development, residential care, or related social-sector programmes
- Strong understanding of **child protection and safeguarding frameworks**
- Experience leading programmes that operate **close to communities**
- Demonstrated ability to build and lead teams in complex field environments
- A deep commitment to **equity, dignity, and the well-being of children and adolescents**

Professionals with experience working in **residential child-care environments, adolescent development programmes, or community-based child welfare initiatives** may find their experience particularly relevant.

This Role May Not Be Ideal If

This role may not suit you if:

- Your experience has primarily been in **policy research or advisory work without programme implementation**
- You prefer **urban, office-based roles with limited field engagement**
- You have limited experience working with **vulnerable children or adolescents**
- You are uncomfortable leading programmes that require strong **community engagement and government interaction**

Operating Context

Location: Western India (field-based role)

This is a **high-engagement leadership position requiring sustained presence at the programme site and regular interaction with field teams, community stakeholders, and institutional partners.**

The Programme Lead will operate in a context that combines:

- **programme design and institution building**
- **hands-on field leadership**
- **partnership building with community and public institutions**
- **strong safeguarding and care systems**

The role therefore requires someone who is comfortable balancing **vision, compassion, operational discipline, and long-term programme development.**

Before You Apply — A SAMS Self-Assessment Check

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

- I have led programmes supporting children or adolescents in vulnerable contexts
- I understand safeguarding, child protection, and trauma-informed approaches
- I am comfortable leading teams in field-based environments
- I can build strong partnerships with community institutions and government stakeholders
- I enjoy building programmes that combine vision, compassion, and disciplined execution

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