Position – Project Director

Location: Delhi
Type: Full time
Reports to: Senior Leadership Team
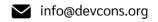
About DC

Development Consortium (DC) is a non-profit organization (registered in India), dedicated to working with young people and vulnerable communities across India - empowering them to overcome health, education and rights, abuse & injustice issues. At the very core of our existence is the belief that a better future for humanity depends on our capacity to harness change. It is the building of this capacity that is at the heart of our working model.

DC firmly believes that influencing behaviour change is critical to the success of an impactful program. Many programs run into cultural traditions and taboos that result in constituents resisting an initiative that might dramatically improve their lives. In many cases, the solution is a matter of sequencing, where opening constituents' minds to a program's promise precedes efforts to execute the program itself. At the core of most of our intervention designs is a process to encourage beneficial behaviour change, without taking the paternalistic approach of imposing the change on constituents. These could be a mix of approaches such as *engaging constituents directly*, by enlisting local, trusted peers to investigate cultural norms and elicit change from within the community; or to *impact constituents indirectly*, by incentivizing critical collaborators to change their behaviours.

Core Values

- **Belief –** We believe in what we do.
- **Resilience –** We have the courage and strength to overcome obstacles.
- **Empower –** We enable agency and nurture potential.
- **Accountability –** We are responsible for our actions.
- **Transparency –** We are open and honest.
- **Empathy –** We listen, understand and respect.

We are an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, colour, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic. At DC we value people from diverse backgrounds, working to create an open atmosphere of trust, honesty and respect.
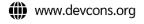
About the Opportunity

Development Consortium seeks a qualified Project Director to design and lead a guided self-help program to reduce depression at scale in India. Guided self-help interventions for mental health have two components: Participants complete course content and learn self-help techniques which are proven to improve mental health, and they have weekly meetings with lay counsellors. In our program, participants will receive course material and homework digitally.

Responsibilities

- **Project Design:** Adapt self-help content for target audience; Develop lay counsellor training program; Work with therapist to ensure clinical safety; Set up project infrastructure
- **Technical Delivery:** Oversee development and maintenance of a basic chatbot to deliver self-help course material and homework to participants
- **Fundraising:** Actively raise funds to support the project: Research funding opportunities; Develop and write grant proposals; Initiate and manage relationships with funders; Attend conferences and events
- **Beneficiary Recruitment:** Recruit program participants through online advertising and partnerships with community-based organizations
- **Program Management:** Launch and scale up the program; Oversee day-to-day implementation to meet goals; Ensure compliance with funder requirements; Manage project budget; Iterate program based on feedback from beneficiaries
- **Team Hiring and Management:** Hire and supervise all project staff, including software developers, therapists, lay counsellors, and other support staff as required
- **Impact Measurement and Analysis:** Establish systems to track program performance and impact; Oversee beneficiary feedback collection; Iterate and improve program based on quantitative and qualitative analysis; Produce reports with findings
- **Stakeholder Management:** Represent the project externally, serving as primary point of contact for all relevant stakeholders
- **Communications:** Develop communications material promoting the project such as blog posts, reports, donor updates, and one-pagers
- **Strategy and Vision:** Define project direction based on research; Set short and long-term goals; Identify opportunities for growth and expansion; Communicate vision internally and externally

Required Qualification and Skills:

- 3+ years in a leadership role at a nonprofit organisation
- Mental health sector experience, either as a practitioner or manager for service delivery
- Project management: Proven ability to direct complex projects with many moving parts
- Early-stage project startup experience: Entrepreneurial experience is considered especially valuable
- Fundraising for social sector projects, including directly managing donor relationships
- External relationship management: Skilled relationship builder and people person able to interface effectively with a wide variety of stakeholders
- Impact measurement and analysis
- Web developer, or experience managing engineers to develop and operate a tech product
- Team hiring and recruitment

- Team management, ideally roles in software development and clinical work
- Strong writer and verbal communicator with experience producing material for public audiences
- Financial management
- Fluent in written and spoken English

Desired Experience and Skills
- Previously scaled a product or service to reach thousands of users
- Understanding of guided self-help interventions for depression
- Lay counsellor training and supervision
- Implementation of social programming through technological mediums
- Master's degree in social work, Development Studies, Social Entrepreneurship or similar

Remuneration: ₹ 21,00,000 per Annum.
Joining: 6 January 2025

How to Apply
Interested candidate can apply via the Google link: Please do not apply unless you have read the above job description in full.

To apply **Click here**