Plan India

Capacity Building Manager - SCM Projects in New Delhi | Plan India

New Delhi, Delhi · contract · senior level · Competitive · Closes 28 Nov 2026

Application Assist →

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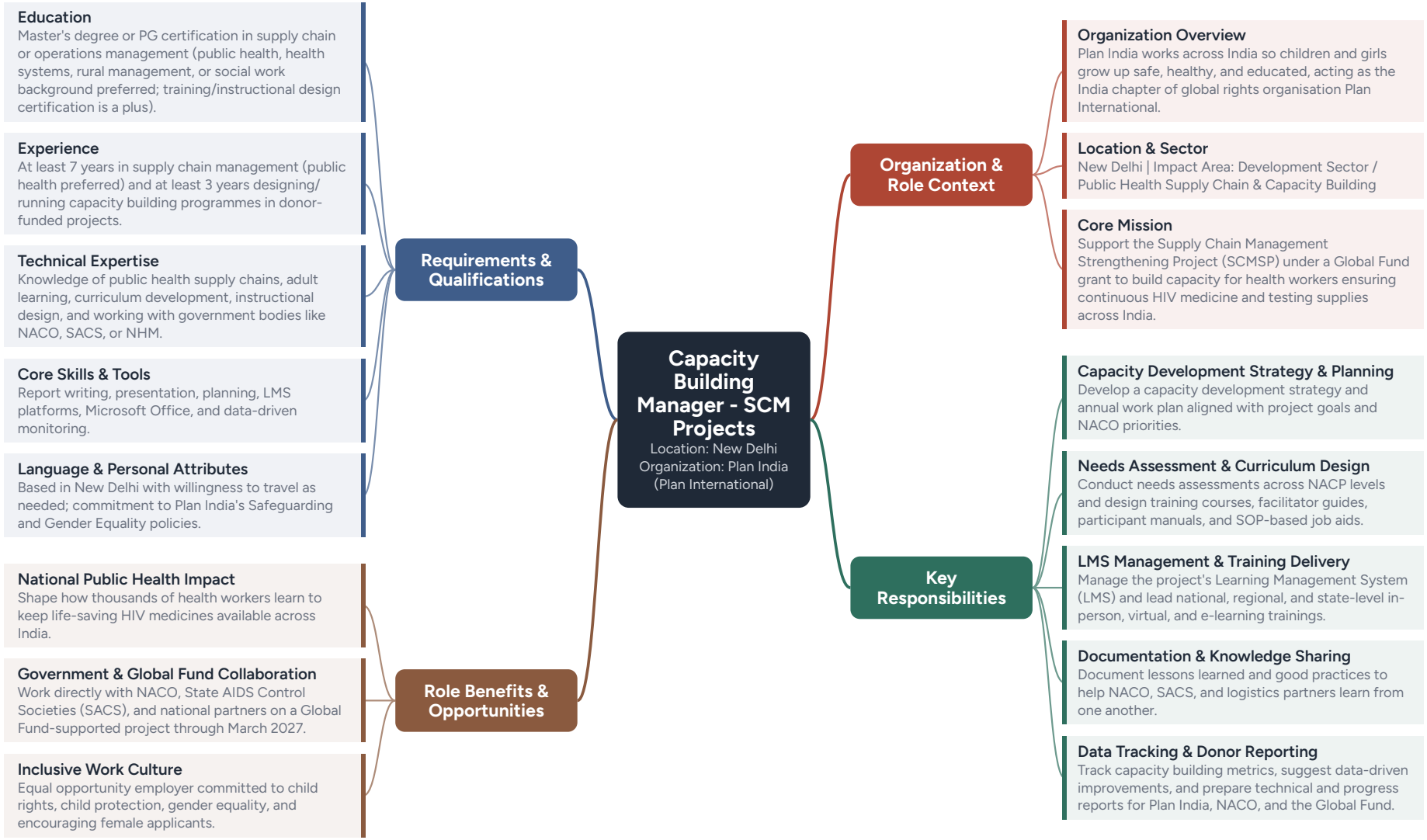

Skills this role needs

Capacity needs assessment	Curriculum development and instructional design	Training facilitation	Learning Management Systems	Public health supply chain management

Job description

Plan India

Plan India works so that every child, and every girl in particular, can grow up safe, healthy, educated and free to make their own choices. It works with communities, governments and partners across India on child protection, health, education, skills and gender equality. Plan India is the India chapter of Plan International, a global organisation that works for children's rights. On this project it is a sub-recipient of a Global Fund grant, where NACO (National AIDS Control Organisation) is the main recipient. This role sits within Plan India's Supply Chain Management Strengthening Project (SCMSP), which helps the NACP (National AIDS Control Programme) make sure that HIV medicines, tests and other supplies are always available across India.

Role

As Capacity Building Manager for SCM (Supply Chain Management) Projects, you will help the people who run India's HIV supply chain do their work well. You will find out what supply chain staff at national, regional, state and district levels need to learn. You will then build training materials and courses for them and run sessions, both in person and online. You will also check whether the training makes a real difference. You will work closely with NACO, the SACS (State AIDS Control Societies) and logistics partners, and report to the Deputy Project Director - SCM.

Responsibilities

- Develop a capacity development strategy and yearly work plan that match the project goals and NACO's priorities.
- Conduct needs assessments to find knowledge and skill gaps among supply chain staff at every level of the NACP.
- Design and update training courses, facilitator guides, participant manuals, job aids, "How-to" guides and learning materials based on SOPs (standard operating procedures).
- Manage the project's LMS (Learning Management System) and promote a mix of in-person, e-learning and virtual training.
- Plan and lead national, regional and state-level trainings, workshops and orientation sessions with project teams and partners.
- Document lessons learned and good practices, and help NACO, SACS and other partners learn from each other.
- Track how well capacity development work is going using clear indicators, and suggest improvements based on what the data shows.
- Prepare technical reports, training summaries and progress reports for Plan India, NACO and the Global Fund, and take part in review meetings and partner consultations.

Requirements

- A master's degree or PG (postgraduate) certification in supply chain management or operations management, with preference for a background in public health, health management, health systems administration, rural management, social work or sociology, and a certification in training, learning and development or instructional design as an added plus.
- At least 7 years of work experience in supply chain management, ideally in public health programmes.
- At least 3 years of experience designing and running capacity development or training programmes, ideally in donor-funded projects, including needs assessments, learning materials, facilitation and recording learning results.

- Experience working with government bodies such as NACO, SACS or NHM (National Health Mission) is an advantage.
- Good knowledge of public health supply chains, adult learning, curriculum development and instructional design.
- Strong report writing, presentation, planning and communication skills, with hands-on use of LMS platforms and Microsoft Office.
- Based in New Delhi and willing to travel as needed, and willing to follow Plan India's Safeguarding and Gender Equality policies, as the role involves occasional contact with children.

Benefits

- Contract role until 31 March 2027 on a national, Global Fund-supported public health programme.
- Shape how thousands of health workers learn to keep life-saving HIV medicines available across India.
- Work closely with NACO, state AIDS control societies and national partners.
- An equal opportunity employer that encourages qualified women to apply and is committed to child rights and child protection.

Apply

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About the organisation

Plan India

Child Rights & Gender Equality

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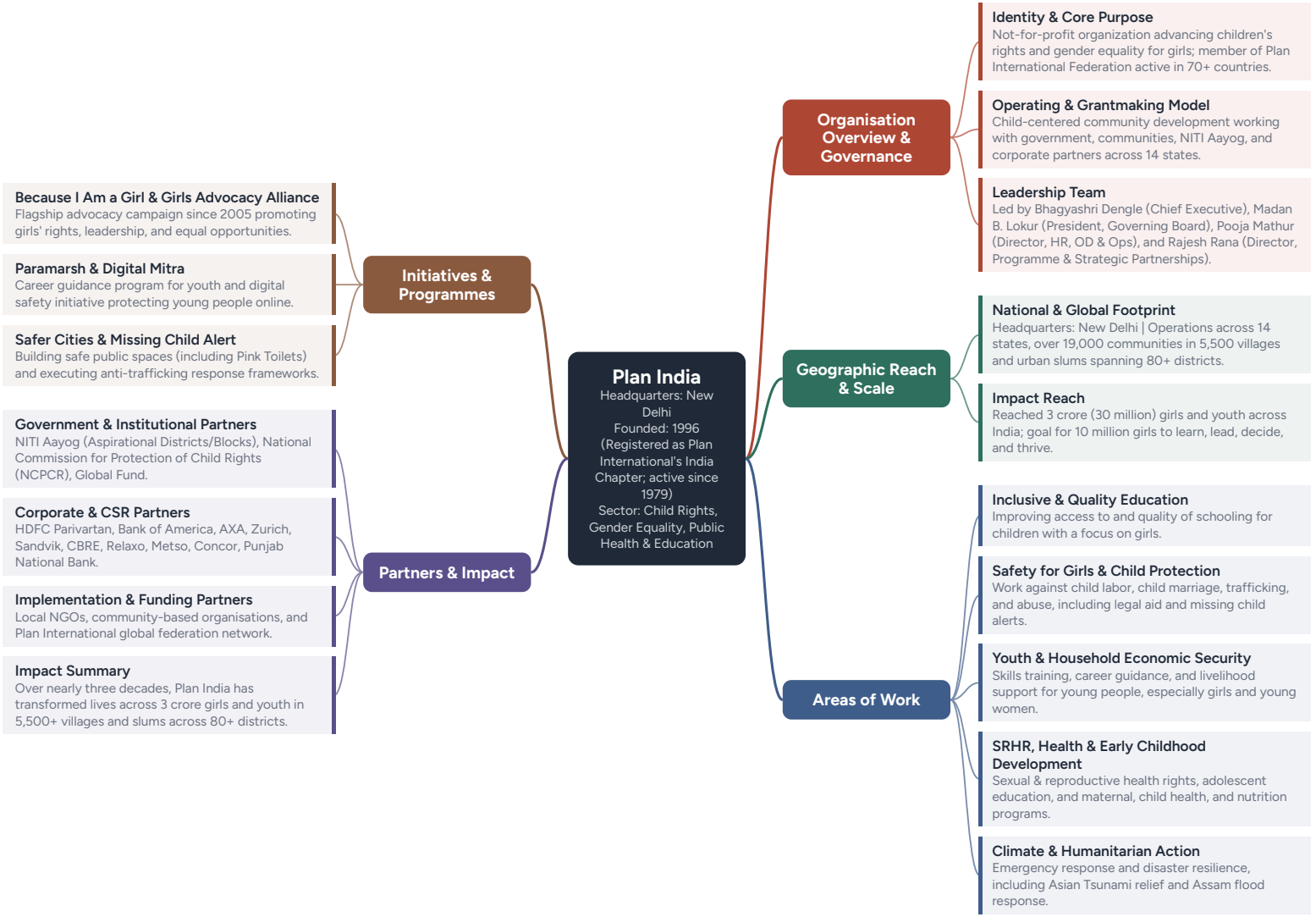

About Plan India

Plan India is a not-for-profit organisation working across India to advance children's rights and equality for girls. Registered in 1996 as Plan International's India Chapter, it works with government, communities, and corporate partners on education, health, protection, and economic opportunity for children and young people, with a particular focus on girls and adolescents. Its stated goal is for 10 million girls and young women to learn, lead, decide, and thrive. Since its founding, Plan India has implemented child centred community development programs in more than 5,500 villages and urban slums across over 80 districts in India.

Major Areas of Work

- Inclusive and Quality Education: Programs that improve access to and quality of schooling for children, with a focus on girls.
- Safety for Girls and Child Protection: Work against child labour, child marriage, trafficking, and abuse, including support for missing children and legal aid.
- Youth and Household Economic Security: Skills training, career guidance, and livelihood support for young people, especially girls and young women.
- Sexual and Reproductive Health Rights and Services: Health education and access to services for adolescents and young people.
- Maternal, Child Health, Nutrition and Early Childhood Development: Programs supporting pregnant mothers, infants, and young children.
- Climate and Humanitarian Action: Emergency response and resilience building, including relief work during disasters like the Asian Tsunami and recent flood response in Assam.

Major Initiatives & Programmes

- Because I Am a Girl: Plan India's flagship campaign, running since 2005, advocating for the rights and status of girls in India.
- Paramarsh: A career guidance and planning program for children and young people, with a focus on girls.
- Safer Cities: An initiative building safe, accountable, and inclusive cities and public spaces for women and girls, including the Pink Toilets project.
- Missing Child Alert: A project responding to child trafficking and missing children cases.
- Girls Advocacy Alliance: A program working to secure equal rights and opportunities for girls.
- Digital Mitra: A program addressing online safety for young people.

Impact

Plan India states its work has reached the lives of 3 crore girls and youth across India. It has run child centred community development programs in more than 5,500 villages and urban slums spanning over 80 districts. The organisation is a development partner of NITI Aayog on the Aspirational Districts and Aspirational Blocks Programs, and works with national bodies including the National Commission for Protection of Child Rights on child protection issues.

Leadership

- Bhagyashri Dengle, Chief Executive
- Madan B. Lokur, President, Governing Board
- Pooja Mathur, Director, Human Resource, Organisation Development and Operations
- Rajesh Rana, Director, Programme and Strategic Partnerships

Partners

NITI Aayog, National Commission for Protection of Child Rights, Global Fund, HDFC Parivartan, Bank of America, AXA, Zurich, Sandvik, CBRE, Relaxo, Metso, Concor, Punjab National Bank

Plan India suits people who want to work on child rights and gender equality at national scale, with direct engagement across government, community, and corporate channels. The organisation runs a wide portfolio of projects across education, health, protection, and livelihoods, giving employees exposure to different parts of the development sector under one roof. It appeals to people who want to work on long-term, systemic issues affecting girls and children, backed by a nearly three decade long presence in India.

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