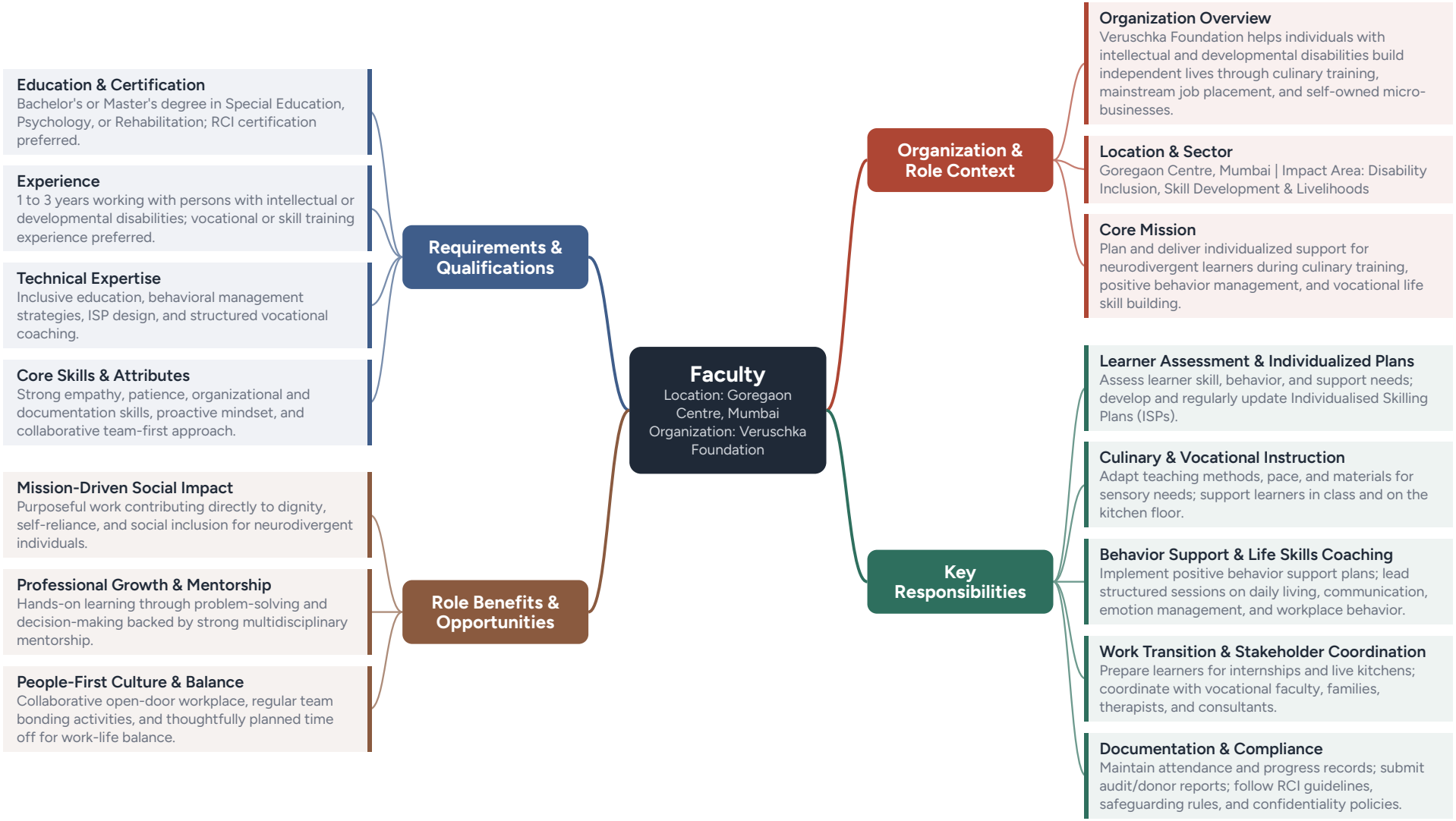
Veruschka Foundation

Faculty - Intellectual Disability Programmes in Mumbai | Veruschka Foundation

Mumbai, Maharashtra · full-time · entry level · Competitive

Application Assist →

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Skills this role needs

Special education	Individualised Skilling Plans	Positive behaviour support	Life skills training	Learner assessment and documentation

Job description

Veruschka Foundation

Veruschka Foundation helps people with developmental disabilities build independent lives through food. It uses cookery as a way to learn, and its training leads to steady work in mainstream jobs, small businesses of their own, and stronger everyday life skills. Learners go on to internships and live kitchens, and the foundation treats each of them with dignity and respect.

Role

As Faculty, you will plan and deliver individual support for learners with intellectual and developmental disabilities. You will help each learner take a full part in culinary and vocational training, manage behaviour in a positive way, and build the life skills they need for work and daily life. You will work closely with vocational faculty, families and outside professionals. You will report to the Programme Manager and work on-site at the Goregaon centre in Mumbai.

Responsibilities

- Assess each learner to understand their skill, behaviour and daily support needs
- Develop an Individualised Skilling Plan for every assigned learner on time, and update it as they progress
- Adapt teaching methods, pace and materials to suit different learning abilities and sensory needs
- Support learners in class and on the kitchen floor during culinary and vocational training
- Implement positive behaviour support plans and help learners manage emotions, attention and social interaction
- Lead structured sessions on daily living, communication, self-care and workplace behaviour
- Prepare learners for real work settings such as internships and live kitchens
- Maintain accurate records of attendance, assessments and progress notes
- Submit timely reports for internal reviews, audits and donors, and help track learner outcomes
- Communicate regularly with parents and caregivers, and support orientations, reviews and transition planning
- Coordinate with programme staff, external therapists and consultants where needed
- Follow RCI guidelines, safeguarding rules and organisational policies, and keep learner information confidential

Requirements

- Bachelor's or Master's degree in Special Education, Psychology or Rehabilitation
- RCI certification preferred
- 1 to 3 years of experience working with persons with intellectual or developmental disabilities
- Experience in vocational or skill training settings is an advantage
- Strong empathy, patience and communication skills
- Knowledge of inclusive education and behavioural strategies
- Able to work well in multidisciplinary teams
- Organised, observant and strong at documentation
- Passionate about people and human resource development, proactive and approachable, with a team first mindset

Benefits

- Mission driven work contributing directly to social change
- Learning and development opportunities through problem solving and decision making
- A diverse, collaborative team with professionals from multiple sectors
- Strong mentorship and guidance for all round growth

- Thoughtfully planned time off to support rest and work-life balance
- An open-door, people-first culture with regular team bonding activities

Apply

Check your fit for the role and receive the apply link in your mailbox

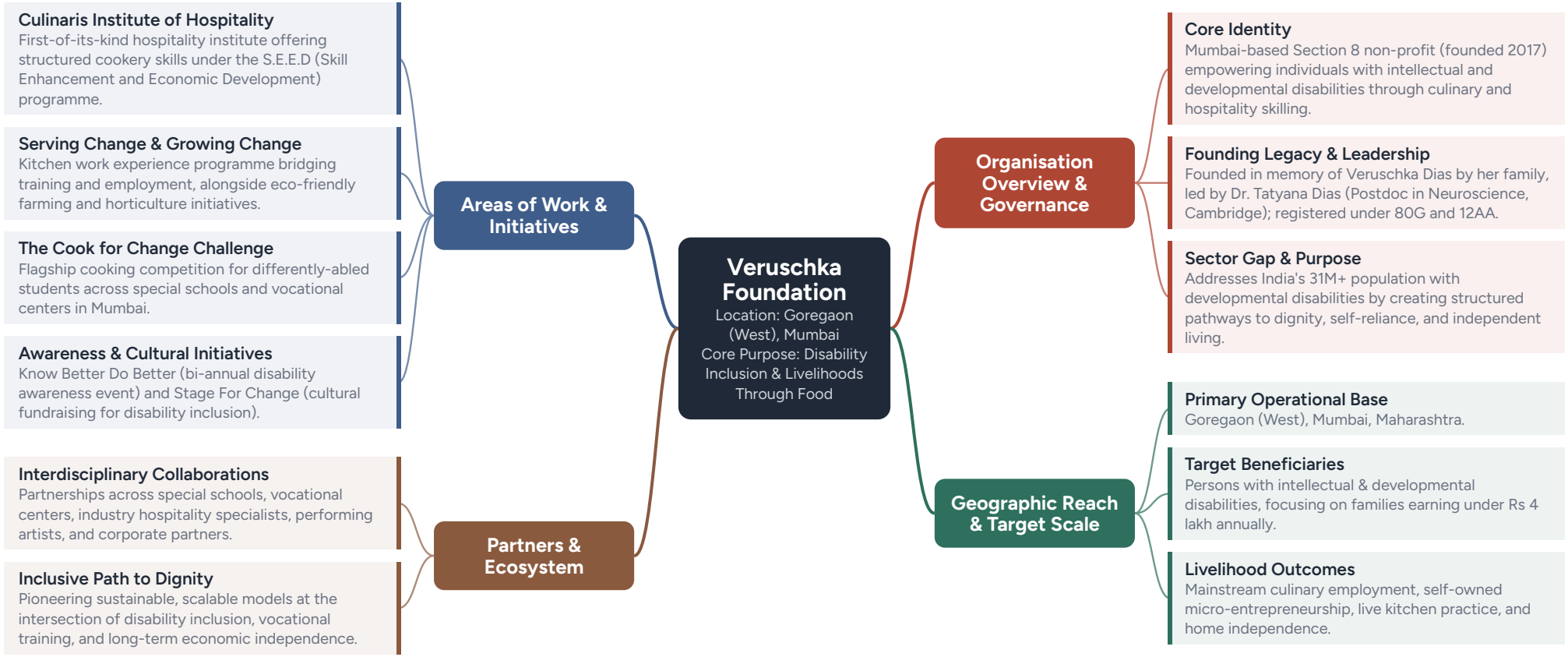
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About the organisation

Veruschka Foundation

Disability Inclusion, Skill Development, Livelihood

theveruschkafoundation.org ↗
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About Veruschka Foundation

Veruschka Foundation is a Mumbai-based Section 8 non-profit founded in 2017 in memory of Veruschka Dias, a young woman on the autistic spectrum who had a deep love for food and was adept in the kitchen. The foundation was established by her family after her passing, driven by her older sibling Dr. Tatyana Dias, who holds a postdoctoral in neuroscience from the University of Cambridge. The organisation is registered under 80G and 12AA and operates from Goregaon (West), Mumbai. Veruschka Foundation works to empower individuals with intellectual and developmental disabilities to lead independent, dignified lives. Using cookery and hospitality as a primary medium, the foundation equips its students with life skills, social skills, and market-ready vocational skills, opening pathways to mainstream employment, entrepreneurship, or greater independence at home. It addresses a significant gap: India has an estimated 31 million individuals with intellectual and developmental disabilities, the vast majority of whom lack access to structured skilling or livelihood opportunities.

Key initiatives include:

Culinaris Institute of Hospitality: A first-of-its-kind hospitality training institute for persons with disabilities, offering structured cookery and kitchen skills training under the S.E.E.D (Skill Enhancement and Economic Development) programme. The institute primarily supports students from families earning under Rs 4 lakh annually.

Serving Change: A kitchen work experience programme that provides Culinaris students with real-world hospitality exposure, bridging the gap between training and employment.

Growing Change: An initiative promoting sustainable farming and eco-friendly practices among individuals with developmental disabilities, building confidence, routine, and horticultural skills.

The Cook for Change Challenge: A flagship cooking competition open to differently-abled students from special schools and vocational centres across the city, providing a platform to showcase their culinary skills publicly.

Know Better Do Better: A bi-annual awareness event where industry specialists are invited to share expertise, build understanding of disability inclusion, and foster collaborations between organisations working in this space.

Stage For Change: A cultural fundraising initiative that brings together performing artists to support the foundation's programmes and raise visibility for disability inclusion.

Veruschka Foundation is a strong fit for professionals who want to work at the intersection of disability inclusion, vocational training, and livelihood, contributing to a team that is building a genuinely inclusive path to dignity and independence for some of India's most overlooked communities.

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