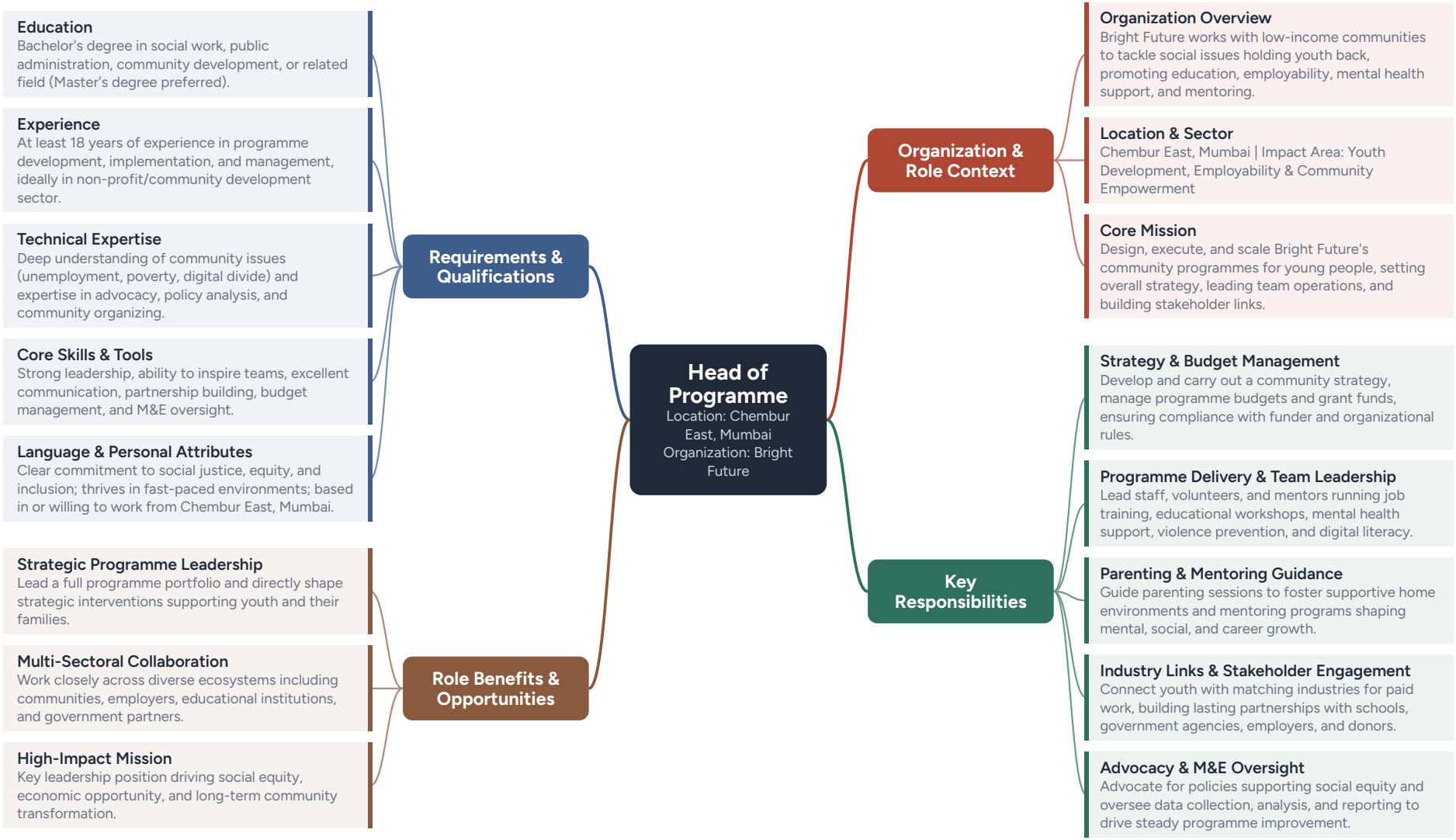
Bright Future

Head of Programme in Mumbai | Bright Future

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

Application Assist →

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Skills this role needs

Programme Design and Management	Team Leadership	Stakeholder Partnerships	Monitoring and Evaluation	Budget and Grant Management

Job description

Bright Future

Bright Future works with communities to tackle the social problems that hold young people back. Its programmes help remove barriers to success, promote equality and bring positive change to the wider community. The work covers access to education, unemployment, poverty, mental health, violence, the lack of positive role models, the digital divide, and social and cultural pressures. The aim is a supportive environment where every young person can reach their full potential.

Role

The Head of Programme will design, run and grow Bright Future's community programmes for young people. You will set the overall strategy, lead a team of staff, volunteers and mentors, and build strong links with parents, employers, schools, government and donors. A big part of the role is making sure young people get good parenting support at home, caring mentors, and real routes into skills and jobs that match their interests. Based at the head office in Chembur East, Mumbai, you will also represent the organisation in public and push for policies that make communities fairer and stronger.

Responsibilities

- Develop and carry out a community strategy that creates a supportive environment for young people to reach their full potential.
- Lead a team of programme staff, volunteers, employers and mentors to run job training, educational workshops, mental health support, violence prevention, mentoring and digital literacy programmes.
- Guide parenting sessions that help families raise confident young people, and mentoring sessions that shape their mental, social and career growth.
- Connect young people with industries that match their interests and help turn those interests into paid work.
- Engage parents, employers, mentors, schools, colleges, government agencies and donor partners, and build lasting partnerships with service providers to widen access to resources.
- Advocate for policies and initiatives that support social equity, economic opportunity and community well-being.
- Oversee monitoring and evaluation, including data collection, analysis and reporting, so that results guide steady improvement.
- Manage the programme budget, including grant funds, make sure funder and organisational rules are followed, and represent Bright Future at public forums, conferences and meetings.

Requirements

- A bachelor's degree in social work, public administration, community development or a related field, with a master's degree preferred.
- At least 18 years of experience in programme development, implementation and management, ideally in the non-profit or community development sector.
- Strong leadership skills and the ability to inspire and motivate staff and volunteers.
- Excellent communication and people skills, with the ability to build relationships and work with many different kinds of partners.
- A good understanding of issues facing communities, such as access to education, unemployment, poverty, mental health, violence, the digital divide, and social and cultural pressures.
- Experience in advocacy, policy analysis and community organising is a plus.
- A clear commitment to social justice, equity and inclusion, and the ability to work well in a fast-paced setting.
- Based in or willing to work from the head office in Chembur East, Mumbai.

Benefits

- Lead a full programme and shape how it supports young people and their families.
- Work closely with communities, employers, schools and government partners.
- Be part of a team focused on equality and lasting change for young people.

Apply

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

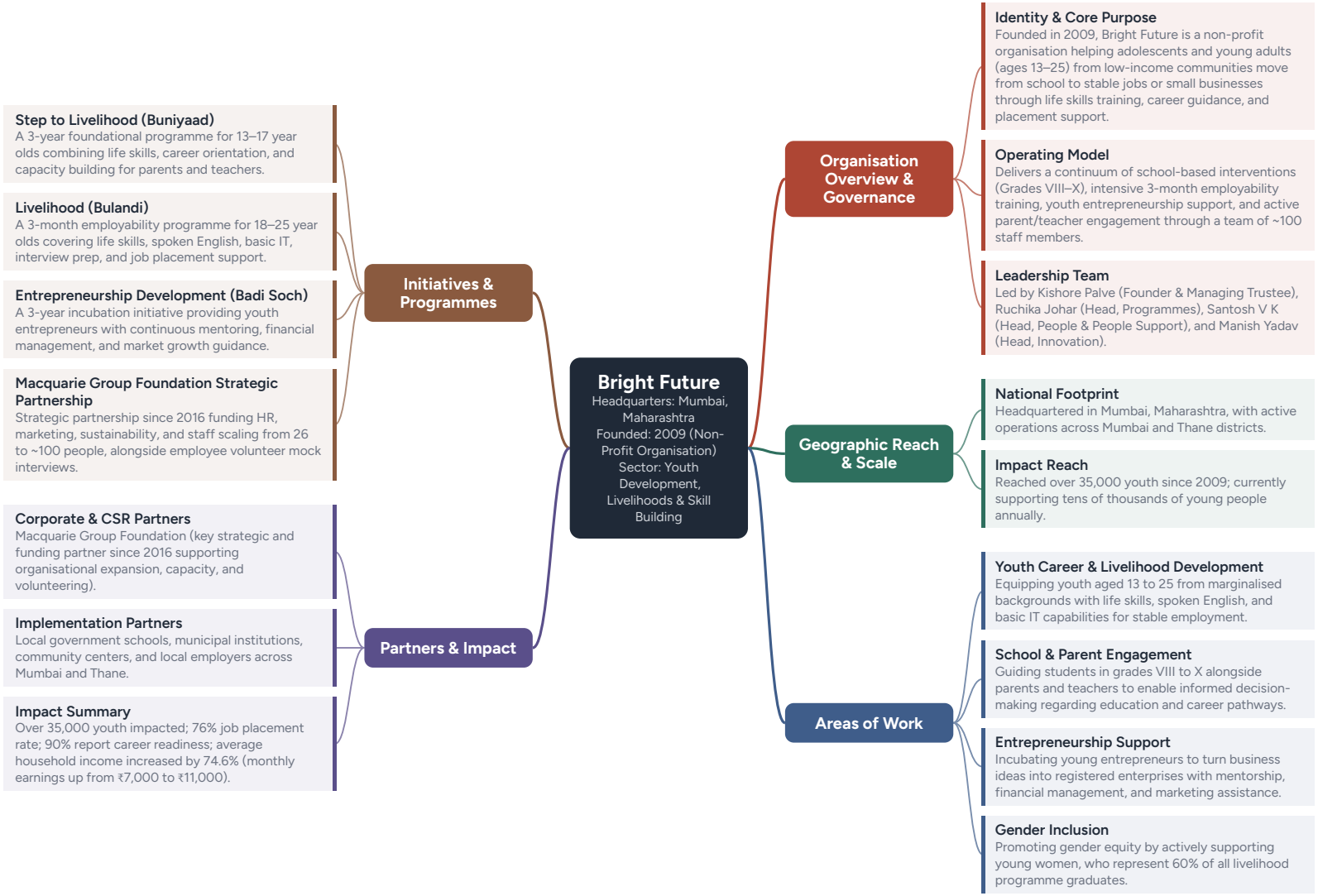
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About the organisation

Bright Future

Skill Development / Livelihoods

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About Bright Future

Bright Future works with low income youth in Mumbai and Thane, helping them move from school into stable jobs or small businesses through life skills training, career guidance and placement support. Founded in 2009 by Kishore Palve, who began running informal career guidance sessions in Worli after growing up without role models of his own, the organisation has grown from a handful of volunteers into a team of around 100 staff supporting tens of thousands of young people each year.

> *Headquarters: Mumbai, Maharashtra*

Major Areas of Work

- Youth career and livelihood development: Helping adolescents and young adults aged 13 to 25 from marginalised communities build the life skills, English and IT skills needed to find stable employment.
- School and parent engagement: Working with students in grades VIII to X, along with their parents and teachers, to support informed decisions about education and career paths.
- Entrepreneurship support: Helping young people turn business ideas into registered enterprises, with mentoring on financial management, branding and marketing.
- Gender inclusion: Actively supporting young women through its programmes, with 60 percent of its livelihood programme graduates being female.

Major Initiatives & Programmes

- Step to Livelihood (Buniyaad): A three year programme for 13 to 17 year olds in marginalised communities, combining life skills, career guidance and capacity building for parents and teachers.
- Livelihood (Bulandi): A three month employability programme for 18 to 25 year olds covering life skills, spoken English and basic IT, followed by interview preparation and job placement support.
- Entrepreneurship Development (Badi Soch): A three year programme supporting youth entrepreneurs with mentoring, financial management and marketing support as their businesses grow.
- Partnership with Macquarie Group Foundation: Since 2016, Macquarie has funded Bright Future's HR, marketing and sustainability functions and supported staff growth from 26 to around 100 people, while Macquarie employees have run mock interviews for students.

Impact

Since its founding in 2009, Bright Future has reached more than 35,000 young people, with 76 percent of programme graduates placed in jobs and 90 percent reporting they feel well prepared for their careers. Family income has risen by an average of 74.6 percent among participating households, and 93 percent of parents report a positive impact from the programme. Average monthly earnings for beneficiaries rose from INR 7,000 in 2016 to INR 11,000 by 2020, a direct measure of how the organisation's training translates into better paid, more stable work for young people who would otherwise have few options.

Leadership

- Managing Trustee and Founder – Kishore Palve
- Head, Programmes – Ruchika Johar
- Head, People and People Support – Santosh V K
- Head, Innovation – Manish Yadav

Bright Future is an excellent fit for professionals passionate about youth development, livelihoods and skill building, especially those who want to see a direct, measurable link between their work and a young person's first steady paycheck.

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