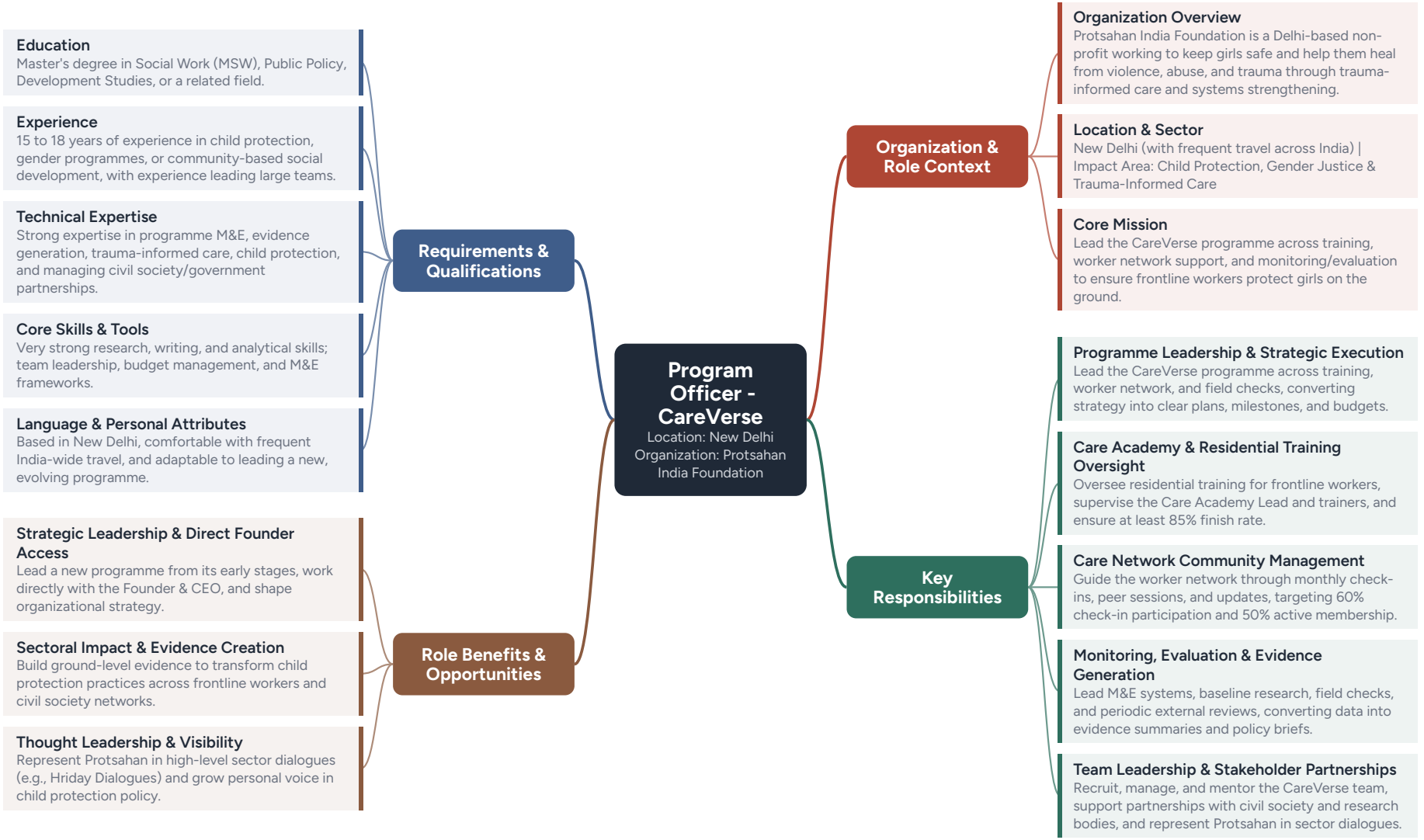
Protsahan India Foundation

Program Officer - CareVerse in New Delhi | Protsahan India Foundation

New Delhi, Delhi · full-time · lead level · Competitive

Application Assist →

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Skills this role needs

- Programme leadership
- Monitoring evaluation and learning systems
- Team management and mentoring
- Child protection and gender justice
- Research and analytical writing

Job description

Protsahan India Foundation

Protsahan India Foundation is a nonprofit that works to keep girls safe and help them heal from violence, abuse and trauma. It works closely with girls, their families and the frontline workers who support them, using care that understands how trauma affects people. Through its research work and the Hriday Dialogues platform, it shares what it learns with others working on child protection. This role sits within Protsahan India Foundation's CareVerse programme, which trains frontline workers through the Care Academy, keeps them connected through the Care Network, and tracks how their work makes girls safer.

Role

As Program Officer for CareVerse, you will lead the whole programme. That covers training frontline workers, supporting them once training ends, and showing what changes for girls on the ground. You will make sure what workers learn turns into real action that protects girls, keep the programme running well, and use what the team learns to keep improving it. You will report to the Founder & CEO and lead a team that includes the Care Academy Lead, Care Network Manager, M&E/Data Coordinator, trainers and programme officers. In your first year you will launch the first three training groups, build an active network of trained workers, set up baseline research, and publish the first CareVerse evidence reports.

Responsibilities

- Lead the CareVerse programme across training, the worker network and field checks, turning its strategy into clear plans with milestones, budgets and targets.
- Oversee residential training for frontline workers, supervise the Care Academy Lead and trainers, keep lessons practical and tied to the six priority protective actions, and make sure at least 85% of participants finish.
- Track whether trained workers use what they learned with girls and families, such as using trauma-informed language, mapping local support for girls, and linking families to sources of income.
- Guide the Care Network as a community where trained workers keep learning together through monthly check-ins, short learning updates and peer sessions, aiming for 60% monthly check-in participation and 50% active members after 12 months.
- Lead the programme's monitoring, evaluation and learning system, including baseline research, long-term tracking, field visits to check what workers report, and reviews with outside evaluators at 6, 12 and 18 months.
- Turn programme data into quarterly learning reviews, yearly evidence summaries, research reports and policy briefs, working with the Dialogues and Research teams.
- Recruit, manage and mentor the CareVerse team, run weekly programme reviews, set clear goals for each role, and build strong teamwork with research and other internal teams.
- Support partnerships with civil society groups, training partners and research institutions, and represent Protsahan India Foundation in conversations on trauma-informed care and child protection, including the Hriday Dialogues.

Requirements

- A master's degree in Social Work, Public Policy, Development Studies or a related field.
- 15 to 18 years of experience in child protection, gender programmes or community-based social development.
- Proven experience hiring, managing and leading large programme teams.
- Strong experience in programme monitoring, evaluation and evidence-based work, including running monitoring and learning systems and using data to make decisions.
- Experience managing partnerships with civil society or government systems is a must.

- Very strong research, writing and analytical skills.
- A strong understanding of child protection and gender justice, and comfort leading a team through a new programme that is still being shaped.
- Based in New Delhi and comfortable with frequent travel within India to programme areas.

Benefits

- Lead a new programme in its early stage and shape how it grows.
- Work directly with the Founder & CEO and help set the direction of the organisation's child protection work.
- Build evidence that can change how frontline workers across the sector protect girls.
- Represent the organisation in sector conversations and grow your voice in child protection and trauma-informed care.

Apply

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

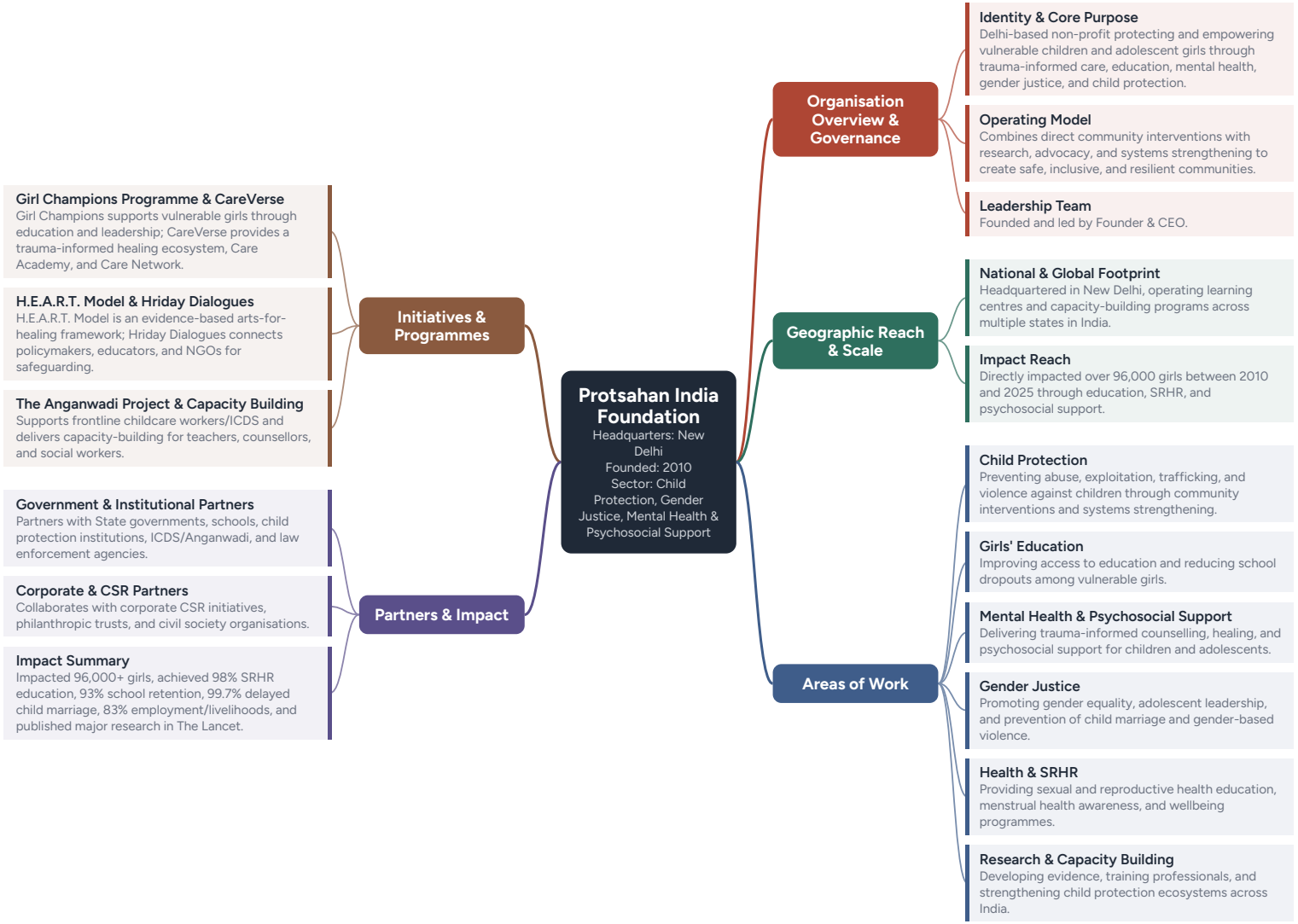
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About the organisation

Protsahan India Foundation

Uttam Nagar, New Delhi · Child Rights, Mental Health & Gender Justice

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About Protsahan India Foundation

Protsahan India Foundation is a Delhi-based non-profit organisation working to protect and empower vulnerable children and adolescent girls through trauma-informed care, education, mental health, gender justice, and child protection. Founded in 2010, the organisation combines direct community interventions with research, advocacy, and systems strengthening to create safe, inclusive, and resilient communities.

Youtube Video

Working closely with governments, schools, child protection institutions, healthcare providers, law enforcement agencies, and civil society organisations, Protsahan promotes healing, prevents violence, and strengthens child protection systems across India. Through its learning centres and national capacity-building programmes, the organisation has positively impacted thousands of children while advancing trauma-informed care and psychosocial wellbeing at scale.

Major Areas of Work

- Child Protection: Preventing abuse, exploitation, trafficking, and violence against children through community interventions and systems strengthening.
- Girls' Education: Improving access to education and reducing school dropouts among vulnerable girls.
- Mental Health & Psychosocial Support: Delivering trauma-informed counselling, healing, and psychosocial support for children and adolescents.
- Gender Justice: Promoting gender equality, adolescent leadership, and prevention of child marriage and gender-based violence.
- Health & SRHR: Providing sexual and reproductive health education, menstrual health awareness, and wellbeing programmes.
- Research & Capacity Building: Developing evidence, training professionals, and strengthening child protection ecosystems across India.

Major Initiatives and Programmes

- Girl Champions Programme: A long-term leadership and empowerment programme supporting vulnerable girls through education, life skills, health, and community leadership.
- CareVerse: A trauma-informed healing ecosystem using creative arts, storytelling, and psychosocial support to help children recover from adversity.
- H.E.A.R.T. Model: Protsahan's evidence-based arts-for-healing framework addressing childhood trauma through creative therapeutic approaches.
- Hriday Dialogues: A national platform connecting policymakers, educators, NGOs, and child protection professionals to strengthen child safeguarding systems.
- The Anganwadi Project: Supporting frontline childcare workers and strengthening Integrated Child Development Services (ICDS) for early childhood care and protection.
- Training & Facilitation Programmes: Capacity-building initiatives for teachers, counsellors, social workers, government officials, and NGOs on trauma-informed care, safeguarding, and adverse childhood experiences.

Impact

- Directly impacted over 96,000 girls between 2010 and 2025.
- 98% of participants received Sexual & Reproductive Health and Rights (SRHR) education.
- 93% of girls remained enrolled in school, with 97% completing Class 12 or higher.
- 69% reported improved emotional resilience and psychosocial wellbeing.
- 99.7% delayed marriage and first pregnancy beyond the legal age.
- 83% secured employment or livelihood opportunities after programme completion.
- Published a 15-Year Monitoring, Evaluation & Learning Report, a 10-Year POCSO Report, and research featured in The Lancet.
- Continues to influence child protection policy through partnerships with governments, institutions, and development organisations.

Protsahan India Foundation offers professionals the opportunity to work across child protection, mental health, education, and gender justice while collaborating with governments, educators, researchers, and frontline practitioners. Team members contribute to trauma-informed programmes that combine grassroots

implementation with policy advocacy, research, and systems strengthening to create sustainable social change.

This is a great fit for professionals passionate about child rights, trauma-informed care, community mental health, gender justice, education, and building safer environments where children can heal, learn, and thrive.

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