



Job Title: Specialist – Programs & Trainings

Location: Kolkata, West Bengal

Reporting to: Senior Regional Director

Ipas Development Foundation (IDF) has been working in India since 2001 to improve the sexual and reproductive health ecosystem in the country. In close collaboration with the national government and formal partnerships with state governments, we work in communities and with the public and private health systems to enhance access to sexual and reproductive health services, particularly comprehensive abortion care, and choice-based contraception.

Visit us at: www.ipasdevelopmentfoundation.org

Who are we looking for?

A highly motivated professional with a postgraduate degree in Public Health, Social Work, Development Studies or a related discipline with 7 to 10 years of experience in interventions that work with adolescents and young adults. The position requires fluency in Bengali and English and a willingness to undertake extensive travel to program sites in the state. Experience in interventions on sexual and reproductive health and conducting training of adolescents will be preferable.

The Specialist – Programs & Trainings is responsible to managing an integrated intervention addressing adolescents and young adults on issues related to sexual and reproductive health, delay of age at marriage, prevention of adolescent pregnancies and prevention of school dropouts. The position will work with schools, families, communities, government and other stakeholders to create a supportive environment for adolescents and implement activities to strengthen adolescent agency, life skills, SRH knowledge, education and access to youth-friendly services. The position will manage field teams, monitor program quality, strengthen partnerships, and contribute to learning and evidence generation.

What would you be expected to do?

The Specialist – Programs & Trainings will be responsible to:

- Provide technical and programmatic leadership for the integrated Youth SRH, Child Marriage, Teenage Pregnancy and School Dropout intervention, ensuring quality implementation and achievement of project targets.
- Strengthening adolescent agency, life skills, comprehensive SRH knowledge and access to youth-friendly services, while supporting youth participation and leadership through youth groups and Community Youth Leaders.
- Design and support strategies to prevent child marriage, teenage pregnancy and school dropout, including identification of adolescents at risk, referral and follow-up, school retention, career guidance and linkages to skills development opportunities.

- Build partnerships with government departments, schools, families, communities, frontline workers and other stakeholders to create an enabling environment for adolescent wellbeing and promote gender-equitable and positive social norms.
- Provide technical support, mentoring and capacity building to project teams and stakeholders; undertake field visits, review implementation progress and support timely course correction.
- Lead/support monitoring, data analysis, reporting, documentation and evidence generation, including identifying good practices, lessons and innovations to strengthen the intervention and inform scale-up.

What is it like working for IDF?

We are proud of our thriving work culture and strive to remain the best in terms of employee-friendly policies, women-friendly work environment, and opportunities for learning. We have been rated among India's Best NGOs to Work For by the Great Place to Work Institute since 2017 and have been recognized as a Social Impact Icon. We have also been featured among India's Great Mid-size Workplaces for five consecutive years and recognized as India's Best Workplaces for Women three times in a row.

To apply:

Interested candidates with relevant experience may e-mail their CV, covering letter (along with current/ last-drawn salary and expected salary) to sspk.idf@sectoraccess.co.in by September 14, 2026.

For further clarifications, please send your query on WhatsApp or SMS along with your name and contact number to our talent acquisition partner Sector Access at +91 77 039 82477 and they will respond on priority. Please note that only shortlisted candidates will be contacted.

Please note:

- IDF management reserves the right to modify the contents of this position description at any time.
- IDF is an Equal Opportunity Employer.
- IDF's recruitment and selection procedures reflect the organization's commitment to the safety and protection of children in the organization's programs. All employees & consultants are expected to uphold this commitment.
- Women candidates are encouraged to apply.