



Role Description
Field Program Associate (Bengali)

Overview

Vertical	Tripura Program
Number of openings	2
Role Level	Associate 1-2 year of experience <i>(added advantage for experience in development / NGO sector)</i>
Type	Full time
Location	Based in Tripura (<i>Non-Negotiable</i>), The role will entail significant Intra & interstate travel across India depending on programs.
Compensation	<i>Pay will match Indian non-profit norms and similar organizations, discussed in our last selection round</i>
Desired Joining Date	ASAP; <i>Serious candidates are encouraged to apply right away</i>
Process to apply	Please fill out the Google form mentioned below https://forms.gle/16wbxCEm6uNX2JD6

About Labhya

Labhya is an India-based nonprofit that enables children in India's government schools with the necessary skills to become effective learners through **Social-Emotional Learning (SEL)**. Labhya is a globally recognised non-profit supported by organizations like Harvard University, Nudge, DRK Foundation, The Commonwealth, UNICEF, and UNDP among other organizations.

Labhya is a dynamic and agile organization that partners with Indian State Governments to co-create and ensure the implementation of SEL programs at scale. We are one of India's fastest-growing nonprofits dedicated to co-create programs that will impact **30 million vulnerable children by 2030**.

Currently, Labhya has partnered with various state governments to co-create and implement



wellbeing programs that impact **2.4 Million children** across **22,000+ government schools** in India.

Role Expectations and Qualifications & Skills / Experience / Characteristics

**All the below-mentioned tasks would be key to your role. The following requirements are not mentioned in order of priority.*

- Manage a dedicated team of Field Supervisors in the state wrt reporting, coordination, training, data completion and any need based support.
- Regularly review field team performance and provide feedback to strengthen their capacities.
- Conduct regular field visits to monitor program implementation and ensure adherence to guidelines.
- Troubleshoot challenges in real-time, escalate issues when necessary, and ensure timely resolution.
- Oversee implementation in all assigned districts, ensuring that program milestones, quality benchmarks, and timelines are consistently met.
- Work closely with the Monitoring & Evaluation team to support in implementing program activities and high-quality data collection from the field.
- Contribute to the creation of performance dashboards and reports for internal reviews and decision making.
- Develop grade/organisation specific teaching and learning material primarily pertaining to the concept of social emotional learning (SEL)
- Design training-learning materials and regularly facilitate online and in-person capacity building sessions with enumerators, teachers and other stakeholders
- Conduct refresher sessions and follow-up learning circles to reinforce capacity building.

Qualifications & Skills / Experience / Characteristics

- Proficiency in speaking, reading and writing Bengali (**non-negotiable**)
- Knowledge of other regional dialects in Tripura will be preferred.
- Bachelors/Masters in education, social science, or equivalent.
- At least 1-2 years of experience in teacher training programs and facilitation.
- Prior exposure of working with field staff / on-ground
- An understanding of Social Emotional Learning, mental health, psycho-social development psychology will be preferred.
- Possesses strong relationship building, communication, and organizational skills.
- Prior experience in managing multiple stakeholders for projects.



- Working proficiency in Google Docs, Google Sheets, Google Slide, etc

Current Team

Our team consists of a diverse group of professionals, educators, SEL experts, and entrepreneurs from renowned institutions such as Harvard University, Massachusetts Institute of Technology (MIT), Azim Premji University, Delhi University, Ernst & Young, and KPMG.

At Labhya, we cultivate an environment for learning, growth and excellence, and teamwork and collaboration are non-negotiable. If you're passionate about building a movement that will enable millions of children to become healthy, lifelong learners through systems-level change, this is the place for you. Change the world by working alongside inspiring leaders.

We are looking for proximate leaders to build with us! Join the global movement!

Further, Labhya's values are:

- An agile and supportive team that is driven by a problem-solving attitude
- Focusing on the wellbeing of children and trusting their potential
- Working processes that enable efficiency, constant growth and innovation
- SEL Programs that are driven by proximity and expertise
- Creating systemic and sustainable change in public education systems through partnership