

Apply today and you could be... An Organisational Development Adviser with Manthan in Jharkhand, India

What's the context and purpose of the role?

VSO in India works with organisations that are committed to increasing the participation of poor and disadvantaged people in society and politics. Manthan, a non-governmental organisation (NGO) is one of those - working across a number of programmes to improve inclusion and human rights at community level. They are looking for an organisational development adviser to strengthen their strategic planning and organisational systems and ensure a sustainable future.

What does the role involve?

- Strengthening strategic planning and organisational systems.
- Training staff to develop and use management systems and ensuring that new systems are used and grow with the organisation.
- Training staff on monitoring and evaluation processes.
- Collating information on programme activities (including achievements, learning and good practices).
- Working on plans for programme activities, making recommendations for programme delivery.

What skills, experience and personal qualities are needed for the role?

You'll need a relevant degree level qualification, practical experience in organisational development processes and relevant skills in strategic planning and monitoring systems. With five years' general management experience, you'll also have some knowledge of setting up HR systems for an organisation. As a flexible and adaptable individual you'll be able to work individually using initiative as well as part of a team. A positive attitude and good sense of humour is a must for all VSO volunteers!

And the rest...

Jharkhand is a newly formed India state created in November 2000. It has a population of 26.8 million people, and a large percentage of this is tribal. The state has a distinct socio-cultural regional identity that has evolved over centuries. Geographically, Jharkhand lies within the forested hills and escarpments of the Chota Nagpur plateau. The region is rich in natural resources and forests. The climate is generally tropical. Temperatures range from a minimum of 4 degrees in the winter (Dec- Feb) and a maximum of 42 degrees in the summer (April-June). The area receives annual heavy rainfall of 1530 mm, with monsoon rains from June-September. The region's capital has banking and medical facilities and a Hindi film cinema! The local market will provide you with fresh meat, fruit and vegetables year round and you will be housed in a private a room with attached bathroom and kitchen.

We'll ask you to commit to 12 - 24 months to make a sustainable contribution to our development goals. In return, we'll give you comprehensive financial, personal and professional support. We'll provide you with extensive training before your placement, and our financial package includes a local salary, return flights, accommodation, insurance and more. When you return to your home country, we'll help you to resettle and many of our returned volunteers stay involved with us long after their placement ends. www.vso.org.uk/volunteering

