

## **CBM India Trust**

### **Position Profile**

CBM India Trust is committed to improving the quality of life of people with disabilities. CBM India addresses disability as a cause and consequence of poverty in the most disadvantaged communities of the world. We work in partnership with local, national and international actors with the aim of creating a more equal society for all. Our vision is to have an inclusive world in which all people with disabilities enjoy their human rights and achieve their full potential.

**Position: Community Engagement and Awareness Mobilizer**

**Location: National Office, Bengaluru**

**Reporting to: Lead Programmes / Project Coordinator**

#### **1. Objective:**

The Community Engagement and Awareness Mobilizer plays a critical grassroots role in the implementation of youth skill development initiatives. This position is responsible for identifying, motivating, enrolling, and supporting youth from diverse and marginalized backgrounds — particularly persons with disabilities, women, and marginalized young persons — into relevant skill training programs.

Working in close coordination with the Project Coordinator and Placement Officer, the Mobilizer ensures active engagement of trainees throughout the training lifecycle, from outreach and enrolment to completion and employment linkage. The role also involves fostering trust within the community, raising awareness about available opportunities, and removing barriers to participation.

#### **2. Responsibilities:**

##### **• Youth Mobilization and Enrolment**

- Conduct door-to-door outreach, community meetings, and awareness sessions to identify and motivate eligible youth for skill training programs.
- Promote the benefits of training and employment, with a focus on marginalized groups including persons with disabilities, women, and disadvantaged youth.
- Distribute IEC materials, support mobilization camps, and facilitate pre-enrolment orientation sessions.
- Assist youth with the registration process by collecting necessary documents (e.g., ID proof, disability certificates, educational qualifications).

##### **• Community and Stakeholder Engagement**

- Build and maintain strong relationships with local stakeholders such as panchayat leaders, SHGs, OPDs, academic institutions, NGOs, ASHAs, VRWs and youth groups.
- Act as a liaison between the community and the program to address barriers to participation (e.g., stigma, family objections, transportation challenges).
- Identify and share local success stories to inspire trust and expand outreach efforts.

##### **• Trainee Support and Retention**

- Provide ongoing follow-up and support to enrolled trainees to prevent absenteeism or drop-outs.
- Offer motivational and emotional support, particularly for trainees with disabilities or those facing personal challenges.

- Coordinate support services such as transportation assistance, accessibility aids, or referrals to specialized services as needed.
- **Placement and Post-Training Follow-Up**
  - Collaborate with the Project Coordinator and Placement Officer to prepare trainees for employment through job readiness activities, mock interviews, and exposure visits.
  - Support in organization and facilitation of local job fairs, employer meetings, and placement drives.
  - Conduct regular follow-ups with placed youth to monitor job retention and address post-placement support needs.
- **Documentation and Reporting**
  - Maintain accurate records of mobilization activities, attendance, feedback, and trainee progress.
  - Provide timely updates and contribute to field reports, monthly progress reports, and M&E data.
  - Collect testimonials, photographs, and success stories for visibility and reporting purposes.

### 3. Required Skills, Qualifications & Personal Traits

- Minimum Qualification: Graduate degree preferred. Exceptional candidates with 12th pass and strong grassroots experience may also apply.
- Minimum 2–3 years in youth mobilization, community outreach, skill development, or training program coordination. Strong background working with persons with disabilities or marginalized youth is highly desirable.
- Native proficiency in Kannada (spoken and written); working knowledge of English is required.
- Basic knowledge of MS Excel and MS Office tools (Word, PowerPoint) is a plus.
- Key Skills and Competencies
  - Strong familiarity with the local geography, language, and community dynamics.
  - Ability to build trust and rapport at the community level.
  - Good communication, facilitation, and interpersonal skills.
  - Team-oriented mindset with stakeholder coordination experience.
  - Sensitivity to issues of inclusion, accessibility, and social equity.
- Required Professional and Behavioural Traits
  - Abide by and display CBM India core values in all aspects of work.
  - Flexible approach to work demands.
  - Ability to work in teams and collaborate with staff at all levels.
  - Willingness to learn, change and adapt.
  - Well organized with the ability to multitask.
  - Cultural awareness and sensitivity to other details.
  - Candidate should be flexible to travel as needed.

### 4. Working Hours:

As per the Project Location requirements - Eight hours per day

### **5. Other requirements**

The future job holder is expected to adhere to CBM India's policies and procedures, commit to CBM India's Child Safeguarding Policy and Code of Conduct, and follow CBM India's safety & security protocols.

**CBM India encourages persons with disabilities and women to explore this important opportunity. Share your profile to [jobs@cbmindia.org](mailto:jobs@cbmindia.org).**