

CBM India Trust

Position Profile

CBM India Trust is committed to improving the quality of life of people with disabilities. CBM 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: Inclusive Para sports Consultant

Location: Bengaluru

Reporting to: Lead, Programmes

Objective:

The consultancy involves facilitating, coordinating, and reporting on Para sports activities for CBM India Trust, ensuring that all information shared with management is accurate, timely, and aligned with the organisation's mission, statutory requirements, and internal guidelines. The consultant will support CBM India's Para sports programme by providing strategic guidance, ensuring regulatory compliance, coordinating with stakeholders, and empowering para-athletes, contributing to the overall success of inclusive sports development.

Responsibilities:

- Coordinate closely with para-athletes to support their training, competition participation, and career growth.
- Assist athletes with documentation, classification, and compliance with sports regulations.
- Maintain updated athlete profiles and track progress against defined goals and milestones.
- Plan and monitor project activities in alignment with CBM India's inclusive sports strategy.
- Prepare and submit timely project reports, updates, and documentation (monthly/quarterly/annual).
- Work collaboratively with the Lead, Programme and other teams to ensure the timely completion of activities.
- Liaise with sports federations (PCI), government bodies, and sports organisations for programme impact.
- Support athlete promotion through digital presence, media engagement, and community visibility.

- Coordinate with coaches, physiotherapists, and other support professionals as required.
- Travel to field locations to assess programme implementation and provide athlete support and make insights.

Qualifications and Experience:

- Graduate with a minimum of 3 to 4 years of experience in para-sports or related fields with NGOs or para-sports institutions.
- Strong understanding of para-athlete classification, training coordination, tournament participation and regulatory processes.
- Experience in working with para-athletes, coaches, and federations, etc.
- Access audits (physical spaces and digital accessibility), will be an advantage.

Skills

- Knowledge of inclusive sports and disability-specific needs.
- Strong programme planning, coordination, and communication skills.
- Proficiency in programme documentation, assessment, and reporting.
- Outreach knowledge and athlete promotion/growth capabilities.
- Languages: Kannada, English, Hindi, and Tamil, preferred.
- Ability to travel when required and adapt to dynamic program requirements.

Desirable:

- Knowledge of Disability and Development, Special Education, Indian disability legislation (RPwD Act 2016), accessibility standards, National Education Policy, Information and Communication Technology (ICT) standards, including Indian ICT standards IS-17802.
- Multilingual ability and experience in managing translations across multiple Indian languages.

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 profiles to jobs@cbmindia.org