Job Title: Community Developer Manager
Location: Remote – Any part of India
Division/ Department: Sales Enablement
Reporting Manager: Director People Culture & Learning & Sales Enablement
Working days: Sunday to Thursday
Travel: 50% to 70% of the time (field visits in the region)

Job Summary
We plan on hiring a professional and skilled Regional Master Trainer to join the Sales Enablement Team of our company on an immediate basis. You will be responsible for developing capacity building programs for Suryamukhis (channel partner - women from marginalised communities in urban and rural India or Nepal) supporting skill development for field staff (Field mobilizers and Area managers) in India and Nepal.

The right candidate is the converging point for where the program gets operational and implemented. While being responsible for the content delivery, is also responsible for the quality management of the program.

You should possess good customer service and communication skills in the local / regional language for this role. This role requires you to travel extensively in the territory allocated to you.

You should be self-motivated and driven to make an impact in the community you serve.

Roles & Responsibilities

- Responsible for overall administration of the LMS platform for India and Nepal Suryamukhis (channel partner - women from marginalised communities in urban and rural India or Nepal)
- Deploy appropriate courses to Suryamukhi based on her level in the organization.
- Conduct Suryamukhi peer support programs and mobile education hives (education camps / awareness camps) along with the field staff on a monthly/quarterly basis
- Work with the Field managers and Area managers in developing the micro action plan for program quality management.
- Monitors program implementation progress and gives input where necessary based on quality improvement.
• Train and Mentor Field mobilizers in training delivery
• Support the L&D lead in designing training content based on the competency assessment data from LMS and partner organizations
• Monitor the implementation of annual training plan on monthly basis
• Ensure the implementation of the training feedback system for further improvement of content and training mechanism
• Assess the Suryamukhi competences and support in level change based on the quarterly audit data generated by the field mobilizers
• Conduct field visit according to the training plan and provide qualitative input
• Develop retention strategies for Suryamukhis and support in implementation of these strategies with the field teams
• Ensure that monthly progress report, quarterly progress report is prepared and shared in a timely manner

Key selection criteria
• Postgraduate in social sciences or related field
• Minimum 5 - 7 years of experience in training of field staff in medium to large scale implementation projects in the social sector or SDG
• Ability to build and maintain relationships with channel partners
• Basic knowledge of English, Hindi and higher proficiency in regional language
• Knowledge of using apps and smartphone

Desirable
• Excellent ability to design training plans and implement the same
• Good knowledge of computer - Windows and Microsoft Office applications
• Basic Data management and analysis skills would be an added advantage
• Problem Solving and providing support wherever required

How to apply?
To apply for this role please send your CV to people@pollinategroup.org and fill in the candidate information form.
Here is the link: https://forms.gle/JDiPy67kQjhEDcAt9

What follows next?
Someone from our recruitment team will get in touch with you in the next 3 to 5 days should your CV and Candidate information form meet our requirements.

There will be two rounds of interview and as part of the interview process you will be asked to visit one of the communities and share your experience.

Job Description, Regional Field Training Manager