

JOB DESCRIPTION

Position Title	Lead, Mental Health PSS (Psycho-Social Support)
Department/ Function	Program
Location	Delhi
Travel	Upto 40%. Willingness to travel frequently to Miracle Foundation India's program locations.
Direct Reporting to	Sr. Director, Program
Reportees	-

About: Miracle Foundation India

Miracle Foundation India works with a vision of a family for every child in our lifetime. We are part of a movement to reunite orphaned children with their families. Collectively, with partners all over the world, we believe we can end the need for orphanages in our lifetime. Miracle Foundation is working tirelessly to help stabilize children in families and also working to prevent at-risk children from ever entering the system in the first place. The organisation has emerged as an industry leader in family strengthening (FS) and family-based alternative care (F-BAC).

In order to achieve this, Miracle Foundation India focuses on the following program objectives:

1. **Prevention** –children stay in families through effective gatekeeping by the social workforce
2. **Transition to families** – transition children from institutions to families /F-BAC options though support to Government

Miracle Foundation India is a Section 25 NGO which is responsible for executing all programs in India and is associated with Miracle Foundation global organization which is registered in the US as a 501(c)(3) non-profit.

Key Purpose of the Role

“Ensure No Red Flags Exist”

The primary role is to proactively identify and address red flags across all five well-being domains. This involves:

1. **Reviewing Data:** Analyzing information to detect potential issues.
2. **Building Partnerships:** Collaborating with stakeholders to enhance support mechanisms.
3. **Driving Action:** Implementing solutions to resolve cases of identified red flags effectively.

Additionally, this position leads the implementation of mental health and psychosocial support strategies under Miracle Foundation India's Family Strengthening program. It requires close collaboration with state teams, caregivers, and community stakeholders to ensure that vulnerable children and families receive the emotional, social, and psychological support needed to thrive.

Key Roles & Responsibilities

Strategic Planning and Development

- Support in development of mental health & psycho-social support strategy that aligns with the Family Strengthening program goals and objectives. (Development rests with PDD).
- Create frameworks and guidelines for addressing the mental health & psycho-social support needs of children, families, and communities.
- Stay updated on best practices and emerging trends in mental health & psycho-social care and incorporate them into program planning.
- Build and manage National and state partners to provide timely and appropriate mental health support to families. Ensure empanelment and endorsement by respective government of all partners
- Keep track and red flags and ensure structured discussion and ownership by state teams on ensuring prevention of red flags as well as addressing red flags in all cases with appropriate support from cross functional/ partners

Program Implementation and Capacity Building

- Support state teams in implementing mental health psycho-social support interventions tailored to the unique needs of each community/state.
- Build the capacity of field staff, caregivers, and community workers through training and mentoring on mental health & psycho-social support practices.
- Develop and adapt tools, resources, and methodologies to strengthen mental health & psycho-social support program delivery.

Monitoring, Evaluation, and Reporting

- Establish indicators to measure the effectiveness of mental health & psycho-social interventions.
- Conduct regular assessments of program impact and provide feedback for continuous improvement.

- Prepare and share periodic reports with the Head of Program and relevant stakeholders.

Stakeholder Engagement and Networking

- Foster and lead partnerships with mental health professionals, NGOs, and government agencies to ensure holistic support for beneficiaries.
- Advocate for the inclusion of mental health & psycho-social support in child and family welfare policies and programs.
- Represent Miracle Foundation India in relevant forums and networks to promote psycho-social well-being.

Education & Experience Required

- Master's degree in Psychology, Social Work, Counseling, or a related field.
- At least 7-10 years of relevant experience in psycho social care, mental health programs, or child and family welfare, with a preference for working in community-based settings.

Preferred Skills & Competencies

- Proven Experience in designing and implementing psycho-social interventions for vulnerable populations at scale.
- Deep understanding of trauma-informed practices, child development, and family dynamics.
- Strong skills in conducting training sessions and facilitating workshops for diverse groups.
- Ability to effectively engage with various stakeholders, including state teams, caregivers, and community members.
- Experience in managing cases and utilizing support frameworks to assist children and families.
- Familiarity with tools and methodologies for assessing the effectiveness of psychosocial programs.

Child Safeguarding Policy

Any employee, consultant, contractor, or the supplier undertaking an activity on behalf of Miracle Foundation India must sign and comply with the Miracle Foundation's India Child Safeguarding Policy which is a statement of Miracle Foundation's India commitment to preventing abuse and protecting children with whom it comes into contact.

This extends not only to children with whom Miracle Foundation India and its partners work directly with, but also includes children whom staff are responsible for. Miracle Foundation India believes that the situation of children must be improved through the promotion of their rights supported and demonstrated by all members of staff. Miracle Foundation's India Code of Conduct sets out the standards to which all staff members must adhere.

PSEAH (Policy on Prevention of Sexual Exploitation, Abuse and Harassment)

Any individual associated with Miracle Foundation India, including employees, consultants, interns, volunteers, contractors, and suppliers engaged in activities on behalf of the organization, is required to sign and adhere to the Prevention of Sexual Exploitation, Abuse, and Harassment Policy (PSEAH). This policy mirrors Miracle Foundation India's unwavering commitment to preventing any form of exploitation, abuse, or harassment and ensuring the safety and well-being of all individuals with whom the organization interacts.

This commitment extends beyond direct beneficiaries to encompass anyone for whom Miracle Foundation India and its partners assume responsibility. Upholding the belief that the circumstances of individuals, especially vulnerable populations such as children, must be enhanced through the promotion of their rights, Miracle Foundation India mandates compliance with the Prevention of Sexual Exploitation, Abuse, and Harassment Policy as an integral component of its overarching Code of Conduct. The Code of Conduct establishes the ethical standards and behavioral expectations to which every staff member must strictly adhere, thereby fostering a secure and respectful environment for all.

Note: Please note that background and reference checks are standard procedures in our hiring process. Ethics is a cornerstone of our organizational culture, influencing daily operations and annual performance evaluations. We are an equal opportunity employer and are dedicated to fostering diversity and inclusion in our workplace.

To Apply, please send your resume and cover letter to hr@miraclefoundation.org

Visit us: <https://miraclefoundationindia.in/>

Other vacancy details: <https://miraclefoundationindia.in/work-with-us/>

Consent for Processing Personal Data

By applying for this position, you acknowledge and provide your explicit consent for Miracle Foundation India to review, process, and retain your personal information mentioned in your resume as part of the recruitment process. Your data will be used solely for evaluating your suitability for the role and will be handled in compliance with the Digital Personal Data Protection (DPDP) Act. We ensure that your information will not be shared with any external or unauthorized parties and will be retained only for the necessary duration, as per legal and organizational requirements.

If you wish to withdraw your consent you may do so by contacting us at hr@miraclefoundation.org