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2nd Dec 2025

Introduction

KHPT is a not-for-profit charitable entity that spearheads focused initiatives to improve the health and wellbeing of communities in India. In 2003, KHPT was founded with a mission to enhance the health and wellbeing of vulnerable communities and our journey started with the focus on reducing the prevalence of HIV in Karnataka, specifically among most at-risk populations. These interventions were evidence-driven, systematically planned, rigorously implemented, and monitored. We succeeded in scaling impact well beyond Karnataka and KHPT became a learning site for innovative approaches. We work primarily in the fields of Maternal, Neonatal & Child Health (MNCH), Tuberculosis (TB), Adolescent Health (AH), and Comprehensive Primary Health Care (CPHC).

KHPT is seeking an application for the following positions.

Community Facilitators (Female Candidates)

Positions: 11
Location: 7- Hannur-Chamarajnagar , 2-Arekera & 2- Devadurga- Raichur
Project: Ambassadors of Change Program- Supported by Co-Impact

Qualification, Skills & Competencies

1. **Female candidates residing in the intervention Gram Panchayats** will be given preference.
2. Minimum qualification: **PUC (Pre-University Course)**; candidates with a **Bachelor's degree in Arts, Social Work, or related disciplines** will be preferred.
3. **2–3 years of experience** in working with adolescents, women's groups, self-help groups (SHGs), or grassroots organizations.
4. Experience in **facilitating group meetings, training sessions, or youth collectives** at the community level.
5. Basic understanding of **Panchayat Raj Institutions (PRIs)**, adolescent issues, and gender-based violence prevention.
6. Good **communication, facilitation, and interpersonal skills**, with the ability to engage effectively with girls and community members.
7. Strong commitment to promoting gender equality, inclusion, and adolescent empowerment.
8. Ability to **travel extensively** within the assigned Panchayats (approximately 20 days per month).
9. Basic skills in writing, record keeping, and use of mobile or digital tools for reporting.

Other Attributes

- Passionate about working with adolescent girls and creating positive change in their communities.
- Respected, approachable, and empathetic member of the community.
- Willingness to learn, adapt, and work collaboratively with Panchayats and other stakeholders.

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- Energetic, self-motivated, and committed to KHPT's values of inclusion, dignity, and community partnership.
- Demonstrates patience, persistence, and the ability to build trust within the community.

Roles and Responsibilities

1. Program Implementation and Community Mobilization (70%)

1. Lead the implementation of project activities in **2–3 assigned Gram Panchayats**, ensuring quality and timeliness.
2. Facilitate the **formation, strengthening, and regular functioning** of adolescent girls' collectives and sub-committees under the Panchayat.
3. Conduct regular **training sessions, awareness meetings, and leadership activities** with adolescent girls on topics such as rights, participation, local governance, and gender equity.
4. Mentor adolescent girls to actively engage with Panchayat representatives, sub-committees (such as VHSNC, Kavalu Samiti, and SDMC), and other community forums.
5. Ensure **inclusive participation** of girls from marginalized backgrounds, including SC/ST, out-of-school, and differently-abled adolescents.
6. Identify and build rapport with potential **community mentors and volunteers**, supporting their involvement in guiding girls' groups.
7. Organize **community sensitization campaigns, dialogues, and events** that promote gender equity, safety, and adolescent well-being.
8. Provide **continuous mentoring, motivation, and support** to adolescent girls and volunteers to strengthen their confidence and leadership skills.
9. Visit Panchayat offices and communities **daily** to mobilize stakeholders, follow up on action points, and monitor progress of activities.

2. Stakeholder Engagement and Advocacy (20%)

1. Build and maintain **trusting relationships** with Gram Panchayat elected representatives, Panchayat Development Officers (PDOs), SHG members, school teachers, ASHA and Anganwadi workers, and other key community stakeholders.
2. Facilitate **dialogues and joint meetings** between adolescent girls, mentors, and Panchayat members to institutionalize girls' participation in Panchayat decision-making.
3. Coordinate with local institutions and departments to mobilize **resources and support** for adolescent initiatives.
4. Advocate for **integration of adolescent girls' priorities** in Gram Sabha discussions, Panchayat resolutions, and local development plans.
5. Promote collaboration between Panchayat committees and adolescent sub-committees to address issues such as child marriage, education, health, and safety.

3. Documentation and Reporting (10%)

1. Maintain detailed records of meetings, trainings, and community engagement activities.
2. Document **success stories, best practices, and lessons learned** at the Panchayat level.
3. Submit **weekly and monthly activity reports** to the Field Coordinator in the prescribed format.
4. Support digital data entry and reporting through CMIS or other project tools.

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5. Ensure visibility of project activities through local events, community boards, and Panchayat communications.

Note: The principal responsibilities listed above are an illustrative list and not an exhaustive list Additional responsibility may be assigned as per the Project and organization requirements.

Reporting

The Community Facilitator will be reporting to Field Coordinator or person designated by her/ him.

Remuneration

The compensation for the above-mentioned position/s will adhere to internal policies and market standards, determined by qualifications, relevant experience, budget availability, internal parity, and interview performance

KHPT is committed to providing a safe and supportive work environment for all employees. We uphold the principle of equal opportunity and actively welcome female applicants. In addition, we encourage individuals with physical challenges, provided they possess the necessary skills and knowledge, and are willing to travel to apply. We seek candidates who can seamlessly integrate into our non-discriminatory, inclusive, and equitable organizational culture.

We will follow a systematic selection process to fill this position, taking into account experience, competency, suitability, aptitude to work with our health programs, and extensive knowledge of the areas we work in. Only candidates who meet our shortlisting criteria will be invited for an interview.

The above position demands excellent communication, interpersonal and computer skills and also involves travel. Preference will be given to candidates who have work experience in the relevant field and local candidates with required experience and skillsets.

The above-mentioned position requires outstanding communication, interpersonal, and computer skills, as well as the willingness to travel. Preference will be given to candidates with work experience in the relevant field and local candidates who possess the necessary experience and skill sets.

How to apply

Prospective candidates should submit their applications by clicking the "Apply Online" button next to the relevant vacancy on our current openings page at https://www.khpt.org/work-with-us/.

The deadline for submissions is 9th Dec, 2025.