

Job description –Urban Poverty Alleviation Specialist

[Urban Management Centre \(UMC\)](#) seeks applications for the post of Urban Poverty Alleviation Specialist based in New Delhi and as part of a Technical Support Unit to the National Urban Livelihood Mission (NULM) India. The position will report to the Team Leader and provide support to the team and would be responsible for achieving the program's expected results, specifically in building a robust community engagement model and hand-hold select states and cities to implement it.

The specialist will help review and strengthen current community engagement strategies under NULM, its guidelines (revisions in existing guidelines wherever applicable), action plan for its roll-out in states, toolkits for state missions and a robust framework for monitoring its implementation and evaluation of its impact.

The position shall demonstrate skills in managing client interface for his/ her component and ability to work in collaboration with other team members.

Program brief

The National Urban Livelihoods Mission (NULM), an initiative of the Ministry of Housing and Urban Affairs (MoHUA), aims to improve livelihoods of the urban poor by reducing their poverty and vulnerability. The Mission intends to enhance skills of the target beneficiaries, enable them to seek skilled wage employment and improve their livelihoods in a sustainable manner. NULM aims to achieve these objectives by setting up platforms for community engagement, motivating communities to form grass-root level organizations/institutions and then providing these institutions ample capacity to access finance, expand their skills, enterprises and assets.

Strong and credible Community engagement platforms are especially needed to respond efficiently during the current COVID pandemic.

There is also a need to establish an engagement platform for direct two-way dialogue between municipalities/ urban local bodies (ULBs) and urban poor/ low income populations. Such a platform is important to provide information on all basic services, deliver them and drive behaviours for utilization of toilets and uptake of Fecal Sludge Management (FSM) practices. The municipalities' active engagement with urban poor communities is critical to address the issues of inclusion, equity and empowerment. The existing platforms, formal or informal, are few and far apart, or have not been scaled up, or need an intermediary/NGO to continue to operate which is not a sustainable mechanism.

The objectives/outcomes of the support to NULM are mentioned below:

- Strengthen community engagement platforms under NULM so that they can be leveraged by ULBs to deliver services to urban poor (focus on sanitation services)
- Enable low income population to be expand their skills and establish microenterprises, especially for sanitation services (plumbers, masons, operators of public / community toilets, de-sludge operators, etc.)
- Build understanding of the structures, guidelines, processes and components of NULM and see how best to leverage the NULM platform for interventions around sanitation across the value chain from containment to FSM. Also, understand the

progress made by NULM across states and see what states would be appropriate to layer work on sanitation.

- Develop clear guidelines and capacity building initiatives for stakeholders to strengthen existing community engagement platforms more broadly for NULM and then integrating sanitation service delivery as an area of focus
- Create frameworks to expand skills and mobilization of low income populations to set up microenterprises. The focus will be on sanitation workers who can provide sanitation services (plumbing, toilet construction and maintenance of community / public toilets, desludging, operation of treatment plants)

Responsibilities:

- The specialist will consider participatory approaches and methodologies that generate interest and activate prolonged stakeholder engagement in the NULM. This would include areas of learning, community building, iterative development, reflection and review, creative thinking and surfacing, as well as supporting innovations, creation of micro-content to capture knowledge and assist learning.
- The specialist will detail types of engagement approaches that would be suitable for NULM such as focused group discussion and community sensitization and engagement, and in what contexts they work best taking into consideration the risks and vulnerabilities.
- The specialist will recommend ways to address barriers in increased access to NULM provisions, issues faced by beneficiaries with banks and micro-finance institutions, challenges with municipal interface of the beneficiaries and sustainability issues faced by resource organisations/ SHGs/ CBOs/ NGOs/ others.
- Review current approaches, tools and methods used for community engagement by organisations working in NULM and especially in their role in sanitation service delivery and sanitation-based livelihoods.
- Work with state and city teams in Odisha and Telangana to ensure community led sanitation improvement programs, strengthen community engagement with respective urban local bodies and foster sustainable sanitation livelihoods
- Develop manuals and implementation guidelines for state and city mission counterparts. Adapt the previously developed tools, approaches and strategies to suit current context
- Assist the Capacity Building Specialist to develop training programs, modules and material on community engagement
- Coordinate component specific inputs and expertise from the client, donors, home office (UMC head office) and partners in a collaborative fashion
- Identify the capacity building needs of the national, state and city level government stakeholders on community engagement
- Assess and document existing capacity gaps of resource organisations, SHGs and CBOs and supporting the communities in identifying sustainable community engagement
- Assist in mobilization of resources required for implementing recommended options. Build relationships and engage private sector to make contributions to support community engagement
- Draw upon technical guidance from international best practices, national/ state/ local plans

Qualifications and skills:

- Master's Degree or equivalent in Urban Planning and Management, Social Sciences, Community Development or related field
- Minimum of 8 years of relevant work experience
- Minimum of 2 years working experience in a ministry of national government will be an added advantage
- Past experience in participatory appraisal methods in urban settings, preferably in livelihoods, water, sanitation or housing is a must
- Strong expertise in community engagement, livelihood and capacity development of government officials.
- Maturity and confidence in dealing with the staff of government institutions and community
- Displays sensitivity and inclusiveness for all cultures, gender, religions, race, nationalities and ages
- Excellent coordination skills and result oriented collaboration with colleagues
- Excellent communication (both oral and written) in English and Hindi. Knowledge of additional languages would be an asset.
- Computer proficiency, especially related to professional office software packages (Microsoft Office);
- Excellent written communication skills, with analytic capacity and ability to synthesize relevant collected data and findings for the preparation of case studies and progress reports.
- Willingness to travel within India and outside India on need basis

Please send your updated resume to jobs@umcasia.org. Salary will be commensurate with experience.

More about the Urban Management Centre at www.umcasia.org.