

About-SeSTA

Seven Sisters Development Assistance (SeSTA) www.sesta.org is a professionally managed, non-governmental, not-for-profit organization initiated by a group of young professionals engaged in different parts of North-East India. The name SeSTA is pronounced 'Chesta' and means 'Effort' in Assamese. It was begun with the idea of enhancing the capabilities of vulnerable communities by creating a just and equitable society devoid of poverty and identity-related crises, and by promoting and strengthening institutions in the north-eastern region of India. SeSTA's mission is to catalyse inclusive and sustainable development in the North-East region of India by enhancing the capabilities of the rural communities.

Name of Post: Researcher (Community Development Initiatives)

Job Overview:

Requirements and skills:

- At least 5 years of experience in the social impact sector
- Demonstrated an in-depth understanding of the fundamental concepts and application of systems thinking
- Strong communication skills, both written and oral
- Ability to process complex information and break it down for easy consumption
- Ability to grasp audience sensibility and calibrate communications to resonate with different target audiences
- Open to thinking creatively on communication of critical information to further application of systems thinking
- Willingness to learn, grow and develop at personal and professional front, at a rapid pace with a steep learning curve
- Ability to work in an interdisciplinary and multicultural environment
- Willingness to travel

Primary roles and responsibilities will be:

- Conduct thorough need assessments to identify and understand the target community's challenges, strengths and requirements
- Work with implementation teams to develop systems maps in order to support improved design and monitoring of programs
- Develop tools to evaluate program goals, objectives and strategies and provide relevant recommendations
- Conduct baseline studies to establish a benchmark for program evaluation and measure changes over time
- Develop and implement monitoring and evaluation frameworks to assess the program's progress and impact
- Data collection and analysis by utilizing various data collection methods such as surveys, FGDs etc.

- Facilitating community engagement and participation throughout the program cycle, ensuring community perspectives are considered in the decision making process
- Identify and address capacity gaps within the implementing organization or community to enhance program effectiveness
- Collaborate with stakeholders such as communities, government agencies, CSOs to foster partnerships and collective impact
- Advocate for policy changes and social initiatives based on research findings to support and espouse sustainable development
- Implement adaptive management practices, adjusting program strategies based on ongoing monitoring and evaluation results
- Disseminate research findings and lessons learned through reports, publications, and presentations to contribute to the broader knowledge base in the development sector.
- Ensure cultural sensitivity and inclusiveness in programs, adhere to ethical standards
- Conduct impact assessment studies of programmes for sharing with stakeholders, policy advocacy and enhancing professional engagement
- Design and plan for regular blogs, newsletters and updates to inform the sector on the Organization's key learnings
- Keep abreast with trends and narratives emerging in the sector and plan for organization activities accordingly.

Job Specification:

Educational Qualification – Master's or Ph.D. in Social Sciences, Development Studies, or related fields.

Work Experience – Minimum 5 years of working experience in the Development sector.

Age Limit – 35 years

Salary/Pay: Negotiable (as per years of relevant experience)

Process of Selection:

- a. Written test/assignment
- b. PowerPoint Presentation
- c. Group Discussion
- d. Personal Interview
- e. Rural Stay Test

After selection, 15 days of village study will be required.

Last date of Application: **11th Feb, 2024**

How to apply: **Interested applicants please send your CV along with a Cover letter at recruitment@sesta.org**