

*Join her journey with*

# The Voices Project



**Position: District Programme Lead, Women's Leadership and Governance**  
**Location: Select districts of Jharkhand & Madhya Pradesh**  
**Duration: 15-months (with possibility of extension based on performance)**

## ABOUT THE PROJECT

The 73rd Constitutional Amendment has significantly increased women's representation in local governance. Challenges remain in translating this representation into real authority, with the persistence of practices such as sarpanchpati or pradhanpati—where male relatives exercise power on behalf of elected women representatives—and has issued advisories and launched capacity-building programmes for Elected Women Representatives (EWRs) to address this issue. These efforts reflect an ongoing need to strengthen women's autonomy and leadership within Panchayati Raj Institutions, where authority continues, in many cases, to be informally dominated by men, limiting women's full and independent participation in local governance.

The **Voices Project** is a collaborative initiative of **Transform Rural India Foundation, Stanford University, and IIT Gandhinagar**, that aims to bridge the critical gap between women's representation in Panchayats, and improvements in the lives and well-being of women citizens. The project broadly envisages working closely with elected women sarpanches and the women in their communities to: (a) improve public service provisioning and (b) strengthen the exercise of authority and agency by women sarpanches.

**Apply Now!**

Recruitments are done at the national level. Since selection decisions will be made on a rolling basis, interested candidates are encouraged to apply at the earliest. To apply, kindly click on the link <https://www.trif.in/careers/>.

The deadline for submission of application is  
**December 31st, 2025 11:55 PM**

## THE OPPORTUNITY

This unique field-immersive leadership opportunity for young women who want to work at the intersection of gender, governance, and system change. Over 15 months, you will:

- Lead the implementation of academically rigorous evidence-driven interventions designed for Elected Women Representatives with proven potential to address the constraints to women's agency, exercise of authority, and to advance gender-inclusive policymaking.
- Work at the cutting-edge where grassroots practice meets academia under the mentorship and coaching of senior development practitioners as well as globally renowned academic researchers.
- Build strong facilitation and mobilisation skills while gaining exposure to leading research methods.
- Receive a consolidated stipend of ₹ 83,000 per month which covers field as well as travel and work-related expenses

## IS THIS RIGHT FOR ME?

This position seeks inspired **women** change makers ready to work in challenging, exciting and learning environment to strengthen democracy at the grassroots. Candidates should be:

- Graduate (with a 4-year degree or postgraduate) with a maximum age of 30.
- Relevant work experience (3 years for graduates, 2 years for postgraduates) with minimum 3 months of rural exposure and having lived in rural settings.
- Experience in conducting training and/or facilitating groups and/or learning events, either independently or as a member of a training or facilitating team.
- Proficiency in English and Hindi reading, writing and speaking. Knowledge of relevant dialects in Jharkhand & Madhya Pradesh is an added advantage.
- Proficiency in using digital software including the ability to navigate with government portals.