

Join her journey with

The Voices Project



Position: District Programme Lead [Gender in Governance Trainer and Facilitator]

Location: Select districts of Madhya Pradesh

Duration: 15-months (with possibility of extension based on performance)

ABOUT THE PROJECT

The Voices project strengthens women Sarpanches to represent the demands of women citizens in local governance via Mahila Sabhas. TRI trains Women Sarpanches through a 4-phase, customised curriculum and facilitates networks of women Sarpanches to support solidarity and collective action.

All this within the framework of the **73rd Constitutional Amendment**. This amendment has significantly increased women's representation in local governance. Yet the transition from "presence" to "power" remains a challenge. Issues like *sarpanchpati*—where male relatives exercise informal authority—continue to limit women's autonomy.

The Voices Project, a collaboration between **Transform Rural India (TRI)**, **Stanford University**, and **IIT Gandhinagar**, is designed to bridge this gap by:

- Improving public service provisioning.
- Strengthening the exercise of authority and agency by Elected Women Representatives (EWRs).

Core to this project is the District Programme Lead, who anchors and leads the training programme and facilitates the networks of women Sarpanches and supports these Sarpanches to conduct Mahila Sabhas.

CANDIDATE PROFILE

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

- **Education:** Minimum of a Bachelor's Degree required; Master's degree or higher preferred.
- **Age:** Around 30 years.
- **Experience:** Relevant work experience (3 years for graduates, 2 years for postgraduates) with a **minimum of 3 months** of rural exposure and experience living in rural settings.
- **Training Background:** Demonstrated interest and Proven experience in conducting training and/or facilitating groups and learning events (independently or as part of a team).
- **Linguistic Skills:** Proficiency in English and Hindi (reading, writing, and speaking). Knowledge of local dialects MP is a significant advantage.
- **Digital Literacy:** Proficiency in digital software and the ability to navigate government portals.

THE OPPORTUNITY

We are seeking professionals with demonstrated interest, experience, and skills in gender training and facilitation. The role focuses on training and mentoring women Sarpanches and their networks within the Panchayati Raj and local governance framework. This is a 15-month, field-immersive journey for professionals passionate about gender equity, grassroots governance, and systemic change. Receive a consolidated stipend of ₹ 83,000 per month which covers field as well as travel and work-related expenses.

Join Her Journey: The ideal candidate must possess **strong training and facilitation skills**, as the core of this role involves navigating complex social dynamics and building the capacity of local leaders. In this role, you will:

- **Lead Evidence-Driven Interventions:** Implement research-based curricula to strengthen women's agency and promote gender-inclusive governance.
- **Facilitation & Mobilization:** Conduct high-impact training sessions, mobilize women leaders, and facilitate peer networks.
- **Systemic Coaching:** Mentor women Sarpanches to navigate institutional challenges and exercise independent leadership.
- **Action Research Exposure:** Engage with cutting-edge research connecting grassroots practice and global academia.

Requirement Note:

Success in this role hinges on your **ability to conduct training programmes, facilitate groups and to communicate with empathy and authority**. We are looking for women candidates who can command a room, facilitate difficult conversations regarding gender norms, and inspire confidence in women leaders.

How to Apply

Recruitments are conducted at the national level. Selection decisions are made on a **rolling basis**; interested candidates are encouraged to apply as soon as possible.

- **Apply Here:** <https://www.trif.in/careers/>
- **Important Note:** If you applied for the "District Programme Lead" (DPL) position between **Nov 17, 2025, and Dec 31, 2025, please do not re-apply**. The DPL [Gender in & Governance Trainer and Facilitator] is a redesigned title for the same role.
- **Deadline:** February 26, 2026, 11:55 PM