



THINK EQUAL

UTTARAKHAND – TRAINING, MEL & CAPACITY STRENGTHENING SPECIALIST

ASSIGNMENT DESCRIPTION

Job title: Training, MEL & Capacity Strengthening Specialist

Reports to: Uttarakhand Programme Coordinator

Contract: Full time (40 hours per week); 12-months, fixed term consulting contract

Location: Dehradun, Uttarakhand

Monthly Compensation: Comprehensive monthly compensation of approx INR 45,000, which is billed on an hourly basis (INR 260 per hour)

Introduction

THINK EQUAL is an award-winning global education initiative with a mission to ensure that Social and Emotional Learning (SEL) becomes a mandatory subject for all children in early years settings globally. SEL is the process through which knowledge, attitudes, values and skills such as emotional intelligence, empathy, self-awareness, self-regulation, social awareness, relationship skills and responsible decision making are developed.

SEL helps young people to:

1. Build and maintain psychological resources;
2. Know themselves and their emotions and to engage in positive relationships;
3. Make good decisions, behave ethically and responsibly;
4. Learn self-regulation and avoid negative behaviours;
5. Undo gender stereotypes and be gender equal;
6. Have self-worth, confidence and the right to voice and agency; and
7. Transition into ambitious and empowered young adults.

To support educators and governments to achieve this mission, THINK EQUAL has developed a global SEL Programme for 3-6 years-olds. The Programme is constructed around narrative children's books, lesson plans and teaching resources which provide the concrete tools educators need to teach SEL in a low-cost and adaptable format.



The THINK EQUAL Programme has a global presence operating in 36 countries across six continents, reaching over 550,000 children in 38 languages. In 25% of these countries, national governments have adopted Think equal as a mandatory part of their early years curriculum. Recognised by UNICEF, UNESCO, and the World Bank, and a recipient of the WISE Award and HundrED Innovation Award, Think Equal is driving global impact in early childhood education.

Purpose of the Role:

We are looking for a motivated and community-oriented **Training, MEL and Capacity Strengthening Specialist** to deliver Think Equal's Social and Emotional Learning (SEL) programme across Dehradun, Uttarakhand. This position is well-suited for individuals who are passionate about driving meaningful social impact by working closely with Anganwadi Workers, Department of Women Empowerment and Child Development (DWECD) functionaries and local communities. Experience in training on early childhood education programs or working closely with Anganwadi workers would be a strong plus.

The Trainer will be responsible for coordinating and facilitating high-quality SEL trainings for Anganwadi Workers and officials from the Department of Women Empowerment and Child Development (DWECD). The role also involves supporting broader community engagement initiatives and strengthening on-ground implementation systems. This position requires enthusiasm, initiative, and a strong commitment to building the capacity of Anganwadi workers to ensure effective programme delivery at the Anganwadi, sector, and block levels.

Responsibilities:

1. Design and implement high-quality SEL training plans grounded in needs assessments and contextual analysis across Dehradun.
2. Coordinate and facilitate sector-level SEL trainings and refresher sessions for Anganwadi Workers and DWECD officials, including institutions supporting Anganwadi centres.
3. Ensure consistency, quality, and fidelity of training delivery in alignment with Think Equal's standards, frameworks, and pedagogical principles.
4. Conduct regular Anganwadi Centre visits to observe classroom practices, assess programme implementation, and provide on-ground support to Anganwadi Workers.
5. Support all MEL processes, including family identification, baseline and endline assessments, observations, and surveys to generate robust insights on programme impact.



6. Analyse data and provide evidence-based recommendations to strengthen training content, delivery strategies, and capacity-building approaches.
7. Orient key stakeholders across multiple levels of DWECD, ensuring shared understanding and strong ownership of the programme.
8. Maintain accurate and updated training records in partnership with DWECD, supporting timely follow-up and continuity of capacity-building efforts.
9. Document programme activities comprehensively, including testimonials, case studies, stories of change, and implementation insights.
10. Collect structured feedback from DWECD officials to track progress, identify challenges, and support smooth programme implementation.
11. Facilitate communication and professional learning channels to encourage peer support, resource sharing, and ongoing development among Anganwadi Workers.
12. Assist the Uttarakhand Programme Coordinator in preparing reports, summarising field learnings, and synthesising insights from training and government capacitation activities.
13. Contribute to programme visibility efforts by sharing field stories, caregiver narratives, and other communication inputs as required.
14. Provide regular feedback to the project team on the training content and program, and suggest adaptations to make it more relevant and relatable for the local AWWs/AWHs and children

Other

1. Field visits to Anganwadi centers across Dehradun, Uttarakhand is required.
2. Some work outside standard work location hours. Think Equal's core working hours are 14:00-16:00 GMT.
3. Undertaking any other reasonable support, initiative and or activity as required (e.g., support specific projects as directed by the Senior Management Team).

Note: The compensation is exclusive of travel and accommodation expenses for conducting trainings across the district. Think Equal will provide reimbursements for these expenses.

If you are interested in this position please complete the [**application form link here**](#) by 19 December 2025.