THINK EQUAL
Uttarakhand - Training, MEL and Capacity Strengthening Specialist

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Title: Training, MEL and Capacity Strengthening Specialist - Uttarakhand
Engagement: 12-month contract as an independent contractor under a consultancy agreement.
Level of effort: Approximately 40 hours per week, as required to meet agreed deliverables
Fee: USD 500 per month as a consultancy fee
Reports to: Uttarakhand Project Coordinator
Location: Remote. Applicants must be current residents of Tehri Garhwal/Uttarkashi/Rudraprayag districts of Uttarakhand.
Travel: Regular travel across all the Anganwadi centres of the district will be required.

About Think Equal:

Think Equal is a global not-for-profit initiative that introduces Social and Emotional Learning (SEL), psychosocial support, and values-based education into the early years. We believe that just as every child is taught to read and write, they must also be taught to be kind, inclusive, emotionally intelligent, and responsible global citizens.

Evidence-based and backed by neuroscience showing that 90% of brain development occurs before the age of five, our programme works with children aged 3-6. These are the years in which identity, empathy, relationships, and a sense of justice are first formed. Think Equal helps build pro-social neural pathways that last a lifetime.

Think Equal is active in **41 countries** across 6 continents, reaching **929,000** children. We have been awarded the prestigious **World Innovation Summit for Education (WISE) Award 2020**, selected as one of the **HundrED Global Collection 2020** Most Innovative Innovations in K-12 Education, and recognised as a Best Practice by the **UN Transforming Education Summit 2022**. Our founder, **Leslee Udwin**, has received the **UN Women for Peace Award**, the **Anna Lindh Human Rights Prize**, and was named the second Most Impactful Woman of 2016 by The New York Times, second to Hillary Clinton.

Purpose of the Role:

The Training, MEL and Capacity Strengthening Specialist will support high-quality implementation of the Think Equal programme in their assigned district. Working closely with the Uttarakhand Project Coordinator, field team and Department of Women Empowerment and Child Development, the Specialist will facilitate training and refresher

sessions, support Anganwadi Workers during implementation, coordinate MEL activities and document field learning.

A central purpose of the role is to strengthen existing DWECD-led training, mentoring and monitoring systems to support the programme's long-term sustainability.

Responsibilities:

Training design & delivery:

- Prepare and facilitate high-quality SEL training and refresher sessions, adapting agreed plans to the local context while maintaining Think Equal's programme standards.
- Coordinate and facilitate sector-level SEL training and refresher sessions for Anganwadi Workers and DWECD officials.
- Ensure consistency, quality, and fidelity of training delivery in alignment with Think Equal's standards and pedagogical principles.

Field monitoring & MEL support

- Conduct regular Anganwadi Centre visits to observe programme implementation, understand emerging challenges and provide constructive on-ground support in coordination with relevant DWECD functionaries.
- Support baseline and endline assessments, classroom observations, focus group discussions, surveys and other agreed MEL activities in coordination with DWECD and the Think Equal team.
- Support field data collection, validation, quality checks and documentation, and use emerging insights to strengthen training and programme implementation.

Stakeholder engagement

- Coordinate regularly with relevant DWECD functionaries, including CDPOs and Lady Supervisors, to track implementation progress, understand emerging challenges and support timely follow-up.
- Maintain accurate training, participation and implementation records in coordination with DWECD and the Uttarakhand project team.

Documentation & reporting

- Assist the Uttarakhand Project Coordinator in preparing reports and synthesising learning from training, field monitoring and capacity-strengthening activities.

- Document relevant field learning, promising practices, testimonials and stories of change, following agreed consent and safeguarding requirements.

Candidate profile:

- At least three years of relevant experience in education, early childhood development, training, community-based programmes or social-sector implementation.
- Experience facilitating training for educators, frontline workers or government functionaries.
- Experience in field monitoring, data collection and programme documentation.
- Familiarity with ICDS, Anganwadi systems or DWECD would be an advantage.
- Strong facilitation, relationship-building, organisation and documentation skills.
- Professional working proficiency in Hindi, working knowledge of English.
- Current resident of the district for which they are applying, with the ability and willingness to travel regularly, including to remote locations.

Note: Approved programme-related travel and accommodation expenses will be reimbursed separately in accordance with Think Equal's policies.

If you are interested in this position, please complete the application form at the link here by 8 November 2026