
Job Description- Thematic Lead_ ECD Policy & Communication

Mobile Creches, (MC) a pioneer NGO, has been operational since 1969, reaching early childhood care and development services to more than 20,000 marginalised young children every year, through workplace and urban crèches and daycare centres, in different cities of India. MC's multi-pronged approach - quality services, capacity building, and ECD partnerships facilitates the access of young children and their working mothers to overlapping rights of good health, adequate nutrition, early learning, and responsive caregiving in a safe and caring environment.

In its strategic period commencing from April 2022, MC aims to accelerate access to quality ECD for half a million children by supporting sustainable childcare ecosystems, in partnership with government, civil society organisations, businesses, communities, parents and other key stakeholders. It aims to grow from 120 employees to around 200, from annual expenditure of Rs 12 crores to Rs 50 crores in the next 5 years.

MC adheres to a strict safeguarding policy. All staff, volunteers, interns, vendors, consultants etc. are obliged to be aware of the conditions of this policy, be a signatory to this, and follow the norms.

Department- ECD Partnerships and Community Engagement

Position Details

Designation: Thematic Lead_ ECD Policy & Communication

Reporting to: Integrator_ ECD Policy & Partnerships Impact

Reported By: Policy, evidence building, advocacy communication team

Educational Qualifications: MSW/Masters in Social development/Social Science/Economics or equivalent degree required

Total work Experience in the relevant field: At least 8 years' experience in the sector; with 3 -5 years in the area of evidence based policy initiatives, communications and media initiative for public positioning of agenda. Demonstrated experience in working with wide range of partners to help move forward policy dialogues. Domain expertise in areas of education/gender/labour/ child rights/law/public policy will be desirable.

Apply at: hadmin@mobilecreches.org

Purpose of Role: The role is expected to lead in areas of evidence building and documentation to support policy recommendations. S/he will implement the communications strategy to visibilise ECD and overlapping issues affecting young children across audiences to influence public opinion towards equitable, inclusive, quality ECD provisions.

Travelling across different locations is mandatory for this role.

Important competencies required:

- Believes in the vision and values of MC, and identifies self with the spirit of the voluntary sector
- Committed to transparency; Unwavering ethical approach

- Excellent interpersonal and communication skills. Engages with people at all levels
- Decisive, self-starter, resourceful, proactive, collaborative and result oriented
- Experienced in adapting to cultural changes within the organisation
- Thinks and writes clearly, persuasively to influence opinions
- Enjoys decoding complex quantitative and qualitative data

Job Description: Specific areas of responsibilities, but not limited to -:

1. Lead in policy research and analysis to support ECD prioritization

- Carry out appropriate research (quantitative and qualitative) within MC and with like-minded partners to support policy recommendations
- Review and analyse available and emerging literature to support evidence building for policy recommendations
- Implement short studies, action research, pilots, situation analysis etc to establish evidence for policy advocacy

2. Lead in documentation for policy change

- Draft technical papers, position papers, policy briefs, background notes etc to advance dialogues across partners and decision makers for right to ECD and overlapping issues
- Support teams in documenting processes and practices in a view to generate evidence for policy shifts
- Initiate and contribute towards writing technical chapters/papers for relevant publications

3. Lead in tracking policy shifts affecting ECD

- Track global, national, state policy, schematic, programmatic and budget shifts that affect the overlapping rights of young children, working parents, especially women informal workers
- Produce dynamic updates, fact sheets, data visuals, toolkits etc that cover areas such as health, nutrition, education, protection of children, labour and economy affecting informal workers
- Participate in networks and forums to remain informed about policy advocacy priorities affecting ECD and overlapping issues

4. Lead in communicating policy priorities

- Deploy a range of mediums – traditional media, social media to community-based mediums to communicate clearly and persuasively about policy actions needed
- Write media articles for online and print mediums and put them out for wider audiences to visibilise the criticality of ECD
- Respond with agility and responsibility to media stories about macro policies/events/incidents affecting young children and their overlapping issues

5. Collaborate for movement building

- Support teams in designing effective policy campaigns – clear campaign messaging for varied audiences and mediums (on-ground, online to others)
- Support teams and partners with background technical details necessary to sustain campaign activities with various stakeholders

6. Diversify partnerships for appropriate ECD messaging

- Explore partnerships with a range of agencies and individuals – thought leaders, research and policy think tanks, media, legal advisors, social media influencers, and relevant others to harness their knowledge in supporting ECD policy shifts
- Lead in building an understanding about ECD and overlapping issues amongst wide range of partners to develop sustained partnerships for influencing policy change across local, state, national and global levels

7. Represent MC amongst multiple stakeholders

- Present key ECD priorities on behalf of MC and its partner communities across government, media, academic, research, CSOs, networks, and other agencies to influence positive outcomes for young children and working parents
- Present key ECD priorities, listen to key ECD needs through regular and meaningful interactions across the communities we work with

8. Nurture relationship with donors to raise resources

- Actively seek donors/funders who will support MC's programmes and policy initiatives and develop appropriate proposals and budgets for successful funding bids.
- Nurture relationships with donors through regular reporting, communication and interactions to take them along the slow process of policy influence.

9. Mentoring and capacity building

- Mentor and nurture direct teams and other teams across MC to build their capacities in writing different pieces through the policy influence lens, maintaining the dignity of our children and communities
- Work closely across functions, particularly research and MEAL, communications, and childcare services to integrate advocacy messaging across organisation

10. Organisational leadership

- Support senior leadership to develop a culture of innovation, agility, and responsiveness across MC
- Participate and contribute towards the overall strategic growth of the organisation

Eligible candidates interested in this position are requested to email their applications to hadmin@mobilecreches.org. The application should also include-

- Cover letter discussing the suitability for the position based on past and present work experience
- Updated resume with details of current/last drawn compensation (this is mandatory, without these details CVs will not be considered)

The remuneration offered is commensurate with qualification & experience.

- Only shortlisted candidates shall be contacted

Mobile Creches is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.