Development Leader with 18+ years of experience in the Social Sector

Padma Kumari

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Jamshedpur, Jharkhand

**CORE SKILLS**

* Corporate Social Responsibility
* NGO Management
* International Development
* Building Strategic Partnerships
* Community Outreach & Welfare
* Rural Development
* Organizational Development
* Human Resource Management
* Diversity and Inclusion
* Capacity Building
* Liaising, Resource Mobilization
* Project Strategy Planning
* Policy Analysis and Development
* Program Management
* Proposal Writing
* Fundraising
* Program Evaluation
* Volunteer Management
* Team Building & Leadership

**EDUCATION**

* MSW ( 1997-99), Mahatma Gandhi Kashi Vidyapeeth, Varanasi
* B.Sc ,Chemistry honours (1990-1993), Ranchi University

**PROJECTS**

* Corporate Social Responsibility
* NGO Management
* International Development
* Building Strategic Partnerships
* Community Outreach & Welfare
* Rural Development
* Organizational Development
* Human Resource Management
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* Proposal Writing
* Fundraising
* Program Evaluation
* Volunteer Management

**Family Planning Association of India (FPAI) Jharkhand**

*Branch Manager* ***March 2011 to June 2019***

* Led the overall management of Singhbhum Branch and successful implementation of projects in coordination with Secretary General and Headquarters
* Partnered with government for implementing their public health programmes
* Led a hospital and made it self-sustainable in all aspects including finance
* Implemented Adolescent Health Projects in schools and community for non–school going adolescents
* Ran Youth Resource Centers (YRCs) for adolescents under RISHTA project – resulted in significant reduction in tribal girls’ marriage age
* Managed PEHCHAN Project of Global Fund for MSM, Transgender and Hijra (MTH) community in collaboration with Jharkhand AIDS Control Society (JSACS) - Successfully enrolled 2000+ Transgenders to avail health services
* Managed blindness prevention project of Sightsavers for Truckers and general community in collaboration with Government Health department and CEAT Tyres - Successfully established operation theatre and started surgeries for cataract
* Brought significant reduction in malnutrition among children up to 6 years of age as part of Mother and Child Health project in collaboration with health and ICDS department
* Carried out end-to-end HR Management – recruiting, orienting and training, managing wages and salaries, providing benefits and incentives, evaluating performance, resolving disputes, and communicating with all employees at all levels
* Carried out resource mobilization, funds generation, donations, and collaborated with government for Human Resources requirements

Empathetic Development Leader driving path-breaking improvements in the Social Sector for 18+ years in the areas of Sexual Reproductive Health and Rights ,Education, Public Health, Nutrition, Disease Control, Sexual and Reproductive Health, Family Planning, Human Rights Protection, Gender Equality, Diversity and Inclusion ,Disaster Prepared and Response. Skilled at independently leading development projects and building capacity of youth, personnel and concerned stakeholders to bring significant improvements in the quality of life of individuals and communities.

**CERTIFICATIONS**

* Project Management (2019-2020) XLRI, Jamshedpur
* Prevention of Sexual Harassment( POSH) at Workplace (2019) ,IALM, New Delhi

**Freelance Consultant Jun 2019 – Present**

* Collaborated with school and colleges to impart knowledge on Sexual Abuse and POCSO Act - More than 1500 adolescent boys and girls were oriented
* Coordinated with Nodal agency to identify NGOs and implement National Skill Development Mission at ground level
* Coordinated with District Administration to ensure uninterrupted food supply to marginalized Transgender Community – 200+ people benefited during lockdown
* Supported grass root NGOs to develop project proposals for obtaining funds from prospective donors – One of those NGOs run by a transgender was successfully able to get project for HIV & AIDS
* Successfully identified three NGOs as implementing partner for Indo Danish Tool Room (IDTR), a Government Implementation Agency

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**CAREER SUMMARY**

**WORK EXPERIENCE**

EXPERIENCE

**CARE India Jharkhand**

*Training Coordinator cum Social Marketing Officer* ***Jan 2004 to March 2007***

* Constituted DTT (District Training Team) and BTT (Block Training Team)
* Collaborated with State Core Training teams and District Training teams to identify capacity building needs, related to quality service provision, of government functionaries and private service providers
* Developed and implemented capacity building strategies for ICDS and Health functionaries through DTT and BTT
* Regularly participated in DLAC (District level Advisory Committee) meetings and BLAC (Block level Advisory Committee) meetings to better understand the capacity building needs of the district
* Regularly monitored the project’s impact and capacity building efforts
* Established a robust feedback mechanism; participated in monthly review meetings with DC and Civil Surgeons
* Developed communication matrix and strategy for behavioural changes of the community
* Ensured exclusive breast feeding among 60% of the new born children
* Brought significant changes in supplementary nutrition in children
* Successfully incorporated gender and rights-based approaches in all interventions

**AID (Alternative for India Development) Jharkhand**

*Training Coordinator* ***Jan 2001 to Dec 2003***

* Organized reproductive health trainings for the RMPs, peer educators.
* Identified training needs for organizational staff, suitable trainees and resource persons
* Coordinated the training programs for the NGOs of Jharkhand on Reproductive Health and HIV/AIDS
* Managed training schedule for untrained allopathic and herbal practitioners, woman, youth and community organizations
* Carried out extensive networking, liaising and optimum utilization of government resources

**TATA Steel Family Initiative Foundation Jharkhand**

*Project Manager* ***Aug 2007 - April 2008***

* Led and managed the adolescent health projects in West Singhbhum district of Jharkhand
* Established Youth Resource Centers (YRC) in each panchayat to facilitate peer learning among youths and develop youth leaders
* Established District and Block level forums (DLF and BLF) for youth empowerment
* Prepared a team 2300 motivated youth volunteers and peer educators who took charge of Youth Resource Centre after project completion and made it self-sustainable
* Achieved success in substantially decreasing age at marriage and unsafe abortion among adolescent girls

**UNICEF Jharkhand**

*District Coordinator* ***April 2008 - Jan 2010***

* Supported the government system to strengthen ICDS (Integrated Child Development Scheme of government of India) through personnel capacity building and provided technical assistance for reduction of IMR
* Coordinated with Education Department and ICDS to control Anaemia among adolescents both school and non-school going girls and conducted monthly review meetings with DC
* Conducted joint meetings of Health Department and ICDS staff for better coordination
* Conducted regular monitoring visits to Anganwadi Centers, PHCs , CHCs with Child Development Project Officer (CDPO) and Medical officer in Charge (MOIC)
* Successfully reduced the number of Registers maintained by Anganwadi workers enabling them to give greater quality time to children
* Led improvements in quality of food at Anganwadi Center for mothers and children