

## Job Description:

Role : Program Associate, Solid Waste Management in Gram Panchayats  
Project Period : December 1<sup>st</sup> 2024 to November 30<sup>th</sup> 2027  
Location : Handenahalli GP, Anekal District, Bengaluru Urban.

## About Us:

We are a social impact organization, we focus on securing social justice for waste pickers through interventions co-created with waste pickers, in the areas of identity rights, access to employment, skill development, and access to family education, healthcare, housing & other social security / entitlements. We are actively engaged in multi-tier policy advocacy.

<https://hasirudala.in/>

## Position Overview:

We are seeking a motivated and committed Program Associate to work at the Handenahalli Gram Panchayat on a **Solid Waste Management Initiative**. This role offers a unique opportunity to contribute to sustainable development by designing, implementing, and monitoring waste management practices at the community level.

## Key Responsibilities:

- **Data Collection and Analysis:** Conduct and facilitate initial survey to gather baseline data on the existing waste collection, transportation, and disposal systems across the villages within the Gram Panchayat. This survey will establish key indicators, allowing for measurement of changes and progress once the project begins.
- **Stakeholder Identification and Action Plan Development:** Identify and engage relevant stakeholders, including Gram Panchayat members, officials, SHG groups and other ground functionaries, funders, affiliated organizations, sanitation workers, citizens, and beneficiaries. Collaborate with them to create an action plan that outlines the steps to achieve project goals.
- **Plan and Implement a Detailed Micro-Plan for Waste Collection:** A detailed micro-plan for waste collection after reviewing the current system and assessing needs. Design optimal collection routes with the team to reduce travel time, fuel costs, and logistical challenges. Use geographic mapping if possible to identify the shortest and most efficient paths.

- **Organizing Meetings and Events (IEC):** Facilitate regular meetings with stakeholders and organize events or Information, Education, and Communication (IEC) campaigns as needed. These activities will aim to engage and empower both stakeholders and beneficiaries.

Conduct or facilitate interactive sessions such as workshops, demonstrations, and Q&A forums to educate and involve stakeholders. Organize awareness drives, street plays, or exhibitions to visually and practically demonstrate waste management practices.

- **Capacity Building:** Coordinate and facilitate training sessions to enhance the skills of stakeholders as outlined in the action plan. Facilitate team-building activities to strengthen collaboration among involved parties.
- **Oversee the Construction of the Waste Management Facility:** In Collaboration with the Gram Panchayat Members and other partners establish a detailed construction plan, ensuring that the project aligns with local needs, environmental standards, and available resources. Coordinate timelines, budget, and key construction milestones to keep all stakeholders informed and engaged.
- **Operations Management:** Oversee on-the-ground operations and the Solid Waste Management (SWM) unit with assistance from a supervisor. Provide support to the SHG group or other teams managing the dry waste collection center, offering guidance as necessary.
- **Due Diligence of the SWM Facility Site Area:** Evaluate the site's suitability for a Solid Waste Management (SWM) facility, considering factors like accessibility, proximity to residential areas, soil stability, and potential environmental impacts. Clearly define and demarcate the boundaries of the SWM facility site area to prevent encroachments and ensure compliance with local zoning laws. Plan and review the layout of the facility to optimize space utilization and create efficient workflows within the site.
- **Stakeholder Communication:** Maintain strong communication and build positive relationships with all Gram Panchayat stakeholders and any other partner organizations
- **Reporting, Monitoring, and Evaluation:** Prepare monthly progress reports and document meeting minutes. Conduct quarterly impact assessments or as required by funders, and fulfill any additional reporting requests from funders or Hasiru Dala. Prepare yearly reports with all the support documents as required by the funders.
- **Issue Escalation and Resolution:** Identify and communicate major issues to the team, assisting in their resolution.
- **Photo Documentation:** Capture photographic documentation of events and activities as needed.

- **Flexible Support:** Perform any additional tasks as assigned by the core team.
- **Relationship Building with Waste Pickers:** Foster positive relationships with waste pickers, supporting their involvement in the program.
- Preferably with **proficiency in speaking and reading kannada** to effectively engage with the community and other stakeholders.

Place of Posting : Handenahalli Gram Panchayat  
Expected Date of Joining : Immediate.  
Duration of the Project period : 3 years from December 2024.  
Payscale : Rs. 38,000 per month

Application instructions: -

- Please submit your application consisting of resume along with a cover letter to: [hr@hasirudala.in](mailto:hr@hasirudala.in) and CC: to [nirmala@hasirudala.in](mailto:nirmala@hasirudala.in)
- Please mention 'Program Associate – SWM in Gram Panchayat' in the email subject line.
- Please note that only shortlisted candidates will be contacted.