

# STEP UP TO TRANSFORM

Position: **Practitioner / Associate Practitioner**  
Practice: **Community Action Labs [CAL]**  
Location: **Block HQs of Chhattisgarh /  
Jharkhand / Madhya Pradesh / Uttar Pradesh**

Join our *young high impact community*

## Working at TRI

TRI ([www.trif.in](http://www.trif.in)) is India's leading organisation focused on multifaceted development in rural India encompassing health, education, economic development and governance, providing tangible improvements in the quality of life. TRI works closely developing and implementing solutions with rural communities, government at different levels and businesses.

TRI deeply values diversity, drawing professionals from various backgrounds and disciplines fostering inclusive and enriching workplace culture. Work at TRI offers opportunities for professional development providing each colleague support to enhance their skills and career trajectories. TRI provides a platform to contribute meaningfully to societal change while aligning with one's career goals.

## Aspirant to Staff Position in TRI

An aspirant to the TRI-family, is a person passionate to change the status-quo with relevant skill sets to impact at scale. She understands and respects the diverse cultural context of India and displays sensitivity towards the socio-economic and culture realities of the communities TRI works with. She possesses required technical proficiency, skills and influencing abilities that are central to the role. Agility and adaptability in challenging conditions and a strong aptitude to work collaboratively in teams and with diverse stakeholders is required.





## Job Overview

Community Action Labs (CAL); congruent to Development Blocks are TRI's direct engagement with communities and local institutions, these are spaces for learning and demonstration; and closely draws intersectional supports with other two Practices : Public Policy in Action (PPiA) and Bending Markets for Flourishing Localities (BMFL); and provides the foundational terra firma to design and evolve solutions.

Engagement in CAL Blocks focuses on developing locality compacts drawing purpose driven collaborative of community collectives, local governance, and public functionaries to address integrated development aspirations of communities. In the CAL Block our efforts on intersectoral strategy is driven through the centrifugal force of "Community First" synergised with fostering institutional mechanisms and process protocols to achieve the tri-sector power of active citizenship, effective state and market engagement to drive development outcomes

As a CAL Professional, you are a key team member of the Community Action Labs (CAL). Your responsibilities, while indicative and not exhaustive, include:

- Ensure that the grass roots delivery is carried out in a planned, professional, systematic and coordinated way, through scoping, exploration and investigation to begin; form new relationships across broad spectrums of our communities and strengthen and develop already existing ones
- Practice the community led approach to develop plans and deliver results
- Collaborate with women collectives, Panchayats, and other community groups to design, execute, and monitor community development projects
- Conduct needs assessments, identify key areas for intervention and develop a detailed implementation plan
- Develop and implement training programs to build the capacity of community organizations and leaders
- Support the development of policies and strategies that promote sustainable development and resilience
- Collaborate with block administration, local authorities and stakeholders to enhance resource mobilization and policy advocacy.
- To monitor, record, evaluate work and provide reports and information as required in order to ensure a consistently high-quality provision and demonstrate the impact of interventions

## Qualification & Experience:

- Graduates with 5-6 years of relevant work experience in livelihoods with community collectives are eligible for the Practitioner role. Those with 2-3 years of relevant experience can apply for the Associate Practitioner position.
- Experience of working in development/social sectors including government agencies with multiple offices will be preferred.
- Good communication skills, both verbal and writing skills is required
- Innovative and solution-oriented mindset
- Strong analytical and problem-solving skills
- Ability to work independently and as part of a team
- Passion for community development and social impact
- Experience of leading a team is essential for the position of 'Practitioner'
- Good communication skills, both verbal and writing skills is required
- Proficiency in both Hindi and English languages

## How to Apply?

We welcome you to join TRI's growing network of practitioners and experts. CAL focuses on putting the community first, fostering collaboration and clear processes to drive positive change through citizen, government, and market engagement. CAL empowers communities, sparks collective action, and creates a lasting impact!

If you are a passionate CAL professional, meeting our eligibility criteria and looking to make a meaningful impact, we would love to hear from you. TRI matches compensation competitively in the sector to draw best talent. Since selection decisions will be made on a rolling basis, interested candidates are encouraged to apply at the earliest.

**To apply, kindly click on the link <https://www.trif.in/careers/>.**

**The deadline for submission of application is 23 Dec 2024. Only shortlisted candidates will be contacted and invited for next steps.**

As an organization committed to equity and inclusivity, we prioritize creating opportunities for individuals from marginalized communities, including those who identify based on caste, gender identity, sexual orientation, race, ethnicity, disability, socioeconomic status, and religious affiliation. We also proactively encourage women who have taken career breaks for lifecycle needs to apply.

**Thank you for your valuable time and showing your interest in working with us!**

