



**Programme Manager:
Fellowship**

Apply by: 30 October 2025



Avaazein Foundation (AF)

VISION

Communities working together using democratic and constitutional values to build an equitable, gender-just society, free of discrimination.

AF is an Indian non-profit organisation working since 2022. It supports individuals, and organisations believing in constitutional values and working in creative ways to build an equitable and just world.

‘Avaazein’, means ‘Voices’, that for us connotes verbal and non-verbal expressions of aspirations, demands, celebrations, and reclamations of rights and dignity.

About the Programme and the Position

Jugni Fellowship Programme offers non-academic fellowships where individuals can take up innovative ideas, within the framework of small or medium budgets. Through the fellowship programme, we aim to reach out to socially, politically, and economically marginalised people discriminated on the basis of identities including gender, caste, disability, religion, sexuality and sexual orientation, and race

Programme Manager, Fellowship would work with the fellowship team comprising Programme Director and Programme Manager, to co-manage the programme. They would work closely with fellows from different parts of India, with primary responsibilities being day-to-day implementation, strengthening fellow support systems, and contributing to strategic programme evolution.

Role of Programme-Manager, Fellowship

Organisational level

- ❖ Contribute to strengthening AF's vision, with other members of the organization.
- ❖ Contribute to developing and improvising AF's policies and systems based on experience and lived realities.
- ❖ Contribute to improving knowledge building and practices within Avaazein Foundation, while advancing feminist thought and action through the fellowship programme

Programme level

- ❖ Manage outreach, selection, and onboarding of fellows, ensuring alignment with the programme's vision.
- ❖ Actively contribute to the overall strategy, visioning, and evolution of the Fellowship Programme.
- ❖ Assess fellows' needs and challenges; offer timely, tailored support for effective implementation of their proposed work.
- ❖ Track progress of individual and collective action plans and provide consistent handholding through calls, check-ins, and Fellows' visits.
- ❖ Identify risks and challenges in the Fellowship Programme and co-develop strategies for mitigation and improvement.

Role of Programme-Manager, Fellowship

Programme level

- ❖ Design, co-create, and facilitate trainings, learning sessions, and exposure visits in consultation with fellows, with a focus on feminist, rights-based, and grassroots frameworks.
- ❖ Support content development for workshops and capacity-building initiatives that are context-responsive and reflective of fellows' needs.
- ❖ Connect fellows with relevant individuals, networks, movements, and campaigns to strengthen their ecosystem of support.
- ❖ Ensure systematic collection and storage of fellows' reports, stories, and updates.
- ❖ Track programme indicators through feedback, documentation, and field visits.
- ❖ Participate and co-manage periodic review and strategy meetings, to align programme goals with organisational priorities.
- ❖ Draft periodic reports, document learnings, and integrate insights into future cohort planning.
- ❖ Assist in identifying resource persons, mentors, and partner organisations aligned with the Jugni Fellowship's values.
- ❖ Contribute to mapping of grassroots collectives, campaigns, and movements for potential collaboration.
- ❖ Support the design and facilitation of reflective spaces with fellows and alumni for ongoing feedback and programme refinement.

Requirements for the Role

- 1 Minimum 2-3 years of experience in Fellowship Management is essential
- 2 Strong grounding in feminist values and social justice frameworks.
- 3 Experience in working with marginalized communities, preferably in rural or peri-urban settings in South India and/or in at least 2-3 states in the North-East region of the country
- 4 Ability to work in English and one or more Indian languages
- 5 Ability to travel extensively and independently to programme locations.
- 6 Openness to learn, un-learn, experiment, re-learn, and work in a hybrid (virtual and physical interactions) and evolving environment.

Bringing your strengths, creative and imaginative ways of working, and sense of fun would help make Avaazein a great place to work

Application Details

Name of the position: **Programme Manager, Fellowship**

Location: **Candidate could work from any location in India**

Type: **Full Time**

Reporting Colleague: **Program Director, Fellowship**

Annual salary: **Rs. 12-17 Lakhs, commensurate with experience**

Note:

This role requires travel anywhere in the country to field areas of fellows, and for other organisational purposes.

Application Details

The position is open till October **30, 2025**. Kindly share **your CV** and **tell us why you are interested in this position**. Please feel free to use any method/form you like (written, audio, video, or any other format of your choice).

Email it to bindu@avaazeinfoundation.org

If our requirements align, we will reach out to further understand your work and experience through interaction/s. The mode of communication will be decided based on mutual convenience. Applications will be processed on a rolling basis.

Avaazein Foundation believes in creating a space where people from diverse backgrounds and experiences can share, learn, and grow together. Let us know if you would like to join us on this journey.



AVAAZEIN FOUNDATION

Powering Voices