



POPULATION SERVICES INTERNATIONAL, INDIA
JOB DESCRIPTION

TITLE: Senior Manager - Program Implementation

NUMBER OF POSITIONS: 1

LOCATION: Purnia-Bihar

DEPARTMENT: Programs

REPORTS TO: General Manager - Program Implementation

SUPERVISES: FPCs

GRADE LEVEL/SALARY BAND: C2

POSITION CATEGORY: Program Operations

Population Services International (PSI) India is a non-profit, non-governmental organization dedicated to ensuring accessible and affordable healthcare for vulnerable populations in India, thereby improving their quality of life and well-being. Established in 1980 under the India Societies Act of 1860, PSI India began implementing full-scale activities in 1988. Over the past thirty-seven years, PSI India has demonstrated unwavering dedication and strong expertise in program implementation, planning and policy, research and evaluation, social behaviour change communication, and strategies for building habitable, sustainable, and healthy cities. PSI India has positively impacted the lives of millions across various states through its diverse programs. Its technical and operational capabilities have engaged government bodies, international and national philanthropic agencies, and private entities to address a wide range of health issues, including reproductive health, maternal health, child health, non-communicable diseases, communicable diseases, HIV/AIDS, and nutrition. For more information, please visit www.psi.org.in.

POSITION PURPOSE:

The Senior Program Manager will provide strategic leadership, technical oversight, and end-to-end program management for the AWESOMM_HER project. S/he will be responsible for planning, implementation, stakeholder engagement, digital innovation integration, monitoring & evaluation, and donor reporting. The role requires strong coordination with state and district government stakeholders, schools, health systems, and development partners, ensuring high-quality implementation and scalability of adolescent health interventions.

DUTIES AND RESPONSIBILITIES:

- Lead overall planning, implementation, and management of the AWESOMM_HER project across all intervention districts
- Ensure timely execution of program activities in alignment with approved work plans, timelines,



- and quality standards
- Liaise and advocate with State Health Society, NHM, RKSK, Education Department, and WCD Department for convergence and institutionalization
 - Represent PSI India in state and district-level coordination, review, and dissemination meetings
 - Oversee implementation of program components including: Adolescent health & nutrition interventions, menstrual health & hygiene promotion, mental health and life skills programming & digital health innovations (AI chatbot, mobile applications, EMA tracking)
 - Lead integration of digital platforms for adolescent engagement, behaviour change, and monitoring
 - Supervise and mentor program staff, ensuring performance management, accountability, and capacity development
 - Guide training programs for ASHAs, ANMs, teachers, counsellors, and peer educators
 - Ensure effective school and community engagement strategies, including parent engagement and youth-led initiatives
 - Oversee monitoring, evaluation, and learning (MEL) systems, including: baseline and endline assessments, routine MIS tracking, indicator monitoring (anaemia, absenteeism, self-agency, etc.)
 - Ensure timely preparation of monthly, quarterly, and annual reports for donor and internal stakeholders
 - Document best practices, innovations, and impact stories to support scale-up and advocacy
 - Oversee budget management, resource utilization, and compliance with donor and organizational guidelines
 - Identify risks and ensure implementation of mitigation strategies
 - Undertake any other tasks assigned by the supervisor in support of program goal
- QUALIFICATION AND EXPERIENCE:**
- Postgraduate degree in Public Health, Health Management, Social Sciences, or related field
 - 8-12 years of experience in public health program implementation
 - Minimum 5 years of experience in program leadership roles
 - Experience working with government systems (NHM, RKSK, Education, WCD)
 - Experience in adolescent health, gender, or school health programs preferred
 - Experience in digital health/technology-enabled interventions desirable

A. SKILLS:

- Strong program management and leadership skills
- Experience in multi-stakeholder coordination and government engagement
- Strong analytical, monitoring, and reporting skills
- Excellent communication and presentation skills
- Ability to manage large-scale, multi-district programs
- Proficiency in English and Hindi (regional language preferred)

B. COMPETENCIES:

- **Drive Change and Innovation:** act with urgency for continuous improvement and with a bias towards action; promote development of breakthrough solutions; embrace and advocate innovations that improve results; aggressively promotes the need for breakthrough improvements.
- **Develop Others:** give people challenging assignments to develop their capabilities; provide timely coaching, instruction and feedback, create an environment where failure is seen as an opportunity to learn; Coaches others and helps them develop their knowledge and skills; Give people authority to make decisions.
- **Act with Long Term Perspective:** take actions today to build a strong foundation for future



success; identify and take advantage of emerging opportunities; keep PSI's long-term goals.

- **Manage Complexity:** clarify issues in complex or ambiguous situations; balance competing priorities or goals; manage effectively in matrix organization; make timely decisions using available facts in ambiguous situations; make sense of inconsistent data; Keeps focused on key objectives and results when addressing the details of a situation.
- **Influence Decisions & Actions:** build support for recommendations and decisions; find common ground and mutual benefits to gain agreement and commitment; show enthusiasm, excitement and passion for goals. Identifies and communicates benefits to get agreement.

PSI India is an Equal Opportunity Employer and encourages applications from qualified individuals regardless of race, religion, national origin, sexual orientation or disability