

Action on Disability and Development India

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**ADD INDIA IS LOOKING FOR FELLOWS TO SERVE THE PERSONS WITH
DISABILITIES IN CHIKKABALLAPUR DISTRICT**

1. ABOUT US:

Action on Disability and Development (ADD) India is a resource and training agency which pioneered 34 years ago the idea of self-help groups of persons with disabilities in villages and mainstreaming disability. Over the years, it has successfully equipped over 180 NGOs to work with over 100 thousand persons with disability to improve their quality of life. At any given time, ADD India works with over 2000 persons with disabilities and their family members. ADD India currently works with partner NGOs and Organizations of persons with disabilities (OPDs) in Karnataka and Tamil Nadu. Realizing the importance of having strong allies in civil society to advance and improve the situation of persons with disabilities, ADD India has facilitated the growth of several OPDs in the country and strengthened the disability movement in rural areas through building leadership and organisational skills.

In Karnataka, we are working in 5 districts and the Chikkaballapur district is one among them. ADD India has been working in this district from the year 2020 and promoting and strengthening OPDs in three taluks and extending our service in the remaining 3 taluks viz; Gauribidanur, Bagepalli and Chintamani since October 2022. The OPDs that we promoted at the village level are actively engaged in the provision of rehabilitation and socio-economic services to their members, which they consider part of their mandate. The higher-level OPDs formed at block/ taluk and district levels are mostly committed to raising awareness among the stakeholders, advocating for equal rights as citizens and having access to “the programs and entitlements on an equal basis with a primary focus on accessing programs and policies that are specific to persons with disabilities. Inclusive development builds on the idea of a ‘society for all’ where persons with disabilities can live their lives with dignity and enjoy their human rights on an equal basis with others. This is a common goal for ADD India and OPDs.

2. FELLOWSHIP FOCUS AREA AND SCOPE OF WORK

ADD India is committed to acting as a catalyst focused on creating urgency and demand for change-making skills in the community to empower persons with disabilities and to promote an inclusive society. The goal of the ADD India Fellowship is to empower individuals committed to serving persons with disabilities and creating a meaningful impact in the lives of the people and society to a greater extent.

The purpose of recruiting the fellows is not to create a uniform set of “social impact leaders,” but to offer each Fellow the tools to ask what leadership means to them and how they want to go engage with the depth of their potential. They will be transformed as potential leaders with specific skills and commitment to support the persons with disabilities and influence the community stakeholders to bring about a value-based inclusive community. Also, it is expected them to play a crucial role with OPDs in sustaining the rehabilitation services and development interventions even after the project comes to an end. We are planning to recruit two fellows in the month of September 2023 and one more in next year. The expected roles and functions of the fellows are detailed below;

2.1 FELLOW TO PROMOTE INCLUSIVE EDUCATION (1 person for two years 2023-25):

Children with disabilities have equal rights to education as children without disabilities. Inclusion of children with disabilities is based on respect for the fundamental human rights and dignity of each individual and it envisions an entire education system becoming more responsive to the needs of all children. There have been diverse principles, approaches and practices aimed at meeting the needs of these children within the mainstream education system so that children disabilities study with children without disabilities in regular schools. Inclusion cannot be realized unless teachers are empowered as agents of change, with values, knowledge and attitudes that permit every student to succeed. Hence, the Inclusive Education Fellow has a greater role to play with the schools, SSA and education department to make inclusive education possible for all kinds of children.

His or her specific roles in the normal schools would be;

- a. Identify the structural and attitude barriers that prevent the Students with Special Needs (SSNs) to participate and benefit from the education services and take steps to address them with the stakeholders.
- b. Motivate and encourage the family members to send their children regularly to schools and provide essential education and rehabilitation services to prevent them being get dropped out.
- c. Work with the schools to create a safe classroom environment that allows the special needs children to learn alongside their peers while experiencing positive socialization.
- d. Promote children's clubs and create a positive attitude between non-disabled and disabled children and peer group support services.
- e. Collaborate with regular education teachers and SSA teachers to plan and present lesson plans, create assessments, adapt, or modify the existing teaching and make sure that the needs of all students with disabilities in the classroom are being met.
- f. Encourage the school administration to encourage students with disabilities to actively participate in academic, sporting, and social occasions.
- g. Coordinate with school administration and education department to ensure the children with disabilities benefit from educational assistance, assistive aids, and medical and referral services.
- h. Motivate the parents of children with disabilities to participate in the school management committees, sensitize and guide the SMCs to make inclusive education supports to benefit all children with disabilities.
- i. Help the students with disabilities to appear for higher education with required career guidance and admission procedures.

His or her specific roles in promoting home-based education would be;

- j. Identify the children who would be requiring home-based education and ensure that the resource teachers carry out the education and rehabilitation interventional plan for them;
- k. Prepares tailor-made teaching and learning materials for the student requiring home-based education and trains the primary caretaker or siblings of the student on how to teach various subjects.
- l. Communicate with the school teachers and family members about each student's progress and their challenges.

- m. Guide the children to appear for the exams conducted by the schools and arrange personal assistance or scribes if required.

3.2 FELLOW TO MENTOR CAREGIVERS' GROUPS: (1 person for two years 2023-25):

The role of the fellow is to promote and strengthen the caregivers' groups and guide them to access quality health care and rehabilitation services for their family members having disabilities. Also, support the caregivers' groups in promoting early intervention and home-based rehabilitation services and coordinate psychosocial services with the support of other service organisations.

The specific roles and functions will be;

- a. Identifying health promotion activities at local and regional levels and working with stakeholders to access quality health care services.
- b. Promote caregivers' groups where people with similar impairments or similar rehabilitation needs come together to share information, ideas, and experiences. And, encourage interactions between these groups and rehabilitation professionals to enable mutual understanding and collaboration.
- c. Facilitate the growth of the caregivers' groups at the project level and promote parents' associations at taluk and district levels.
- d. Organise training programs for caregivers with the support of resource organisations and rehabilitation professionals to gain basic rehabilitation skills to meet the therapeutic needs of their family members.
- e. Set up neighbourhood initiatives for early intervention services, set up pre-vocational units for school dropouts, and community-based therapy services for people affected by strokes and other neurological conditions.
- f. Support the caregivers' groups in preparing resource materials to support rehabilitation activities undertaken in the community.
- g. Coordinate with people with disabilities and their families to determine their needs for assistive devices, facilitate access to assistive devices and ensure maintenance, repair, and replacement when necessary.
- h. Coordinate environmental modifications to improve the functional independence of a person with a disability. Facilitate environmental modifications at an individual level (in the home), e.g., ramps for wheelchair access, handrails near steps, toilet adaptations and widening doorways, or at the community level.

3.3 FELLOW FOR BUSINESS DEVELOPMENT (1 person for one year 2024-25):

The role of a fellow is to encourage and assist disabled people's organizations to address the livelihood needs of persons with disabilities and to promote their inclusion in local economic development initiatives. S/he will facilitate access for people with disabilities and their families to acquire entrepreneurship skills, enhancing employability and business skills capacity to earn their livelihood, improve their standard of living and contribute to the well-being of their families.

The specific roles and functions will be;

- a. Conduct livelihood resource mapping and prepare livelihood plans for each panchayat and support traders to prepare business plans and marketing linkages.

- b. Link persons with disabilities to acquire skills training in government, private sector and from local artisans.
- c. Assist persons with disabilities to setup business (small and medium, individually/collectively) and network with mainstream organizations providing business development services.
- d. Facilitate marketing of products and services.
- e. Facilitate entrepreneurs' group for mutual learning and support.
- f. Identify, facilitate, and promote access of people with disabilities to financial services, access to grants, loans and other financial assistance schemes from government or private institutions.
- g. Guide OPDs to manage and administrate their savings, credit, and financial services.
- h. Guide and support the educated youths and unemployed to get into mainstream employment by organising carrier guidance services.
- i. Prepare the educated youths to appear for government exams and advocate for 4 % reservation in skill training, employment and in all poverty reduction programs.

4. TIME FRAME FOR ASSIGNMENT

ADD India is seeking full-time fellows to associate with us for a period of 12-24 months. The first fellows (2) are expected to join us in 2023 will be serving for two years (September 2023 to August 25), while the third fellow is expected to join us in 2024 and will serve for one year.

5. TRAINING AND MENTORING:

Our Fellowship program is designed to provide training and mentoring support to fellows throughout the period of the program. Training will include short-term courses in thematic areas, hands-on training by resource persons and the field team, and visits to CBR projects to learn best practices. The fellows will be undergoing training in organisations like APD, Mobility India and Seva in Action on thematic areas for a period of 3 to 6 months. Thereafter, they will be exposed to various CBR projects and professionals to learn the best practices and given opportunities to attend workshops and training in relevant fields.

Mentoring support will be extended to them through regular meetings, training, fieldwork assignment and periodical review and planning process. The Executive Director of ADD India plan and assess their training and growth periodically and extend mentoring support in the field with the help of a Senior Program officer.

6. MONTHLY INCENTIVE:

Fellows will receive a consolidated monthly payment of Rs.15000/- (including travel expenses).

7. Eligibility Criteria:

- a. Minimum two years of professional/voluntary experience, preferably in a disability related field/ rehabilitation/ education/social sector.
- b. Prior experience working with a community through demonstrating a strong interest in disability related projects aimed at creating social impact.

- c. Individuals having communication skills and the ability to travel independently to villages?
- d. The candidates who intend to serve persons with disabilities and their communities in the long run.
- e. Fluency in Kannada and English is desirable.
- f. Age should be between 21 and 35
- g. Preference is given to persons with disabilities or caregivers

8. APPLICATION PROCESS

STAGE-1 (Submit CV & Online Assessment)

Submit your CV and begin your Online Assessment. During the assessment you will be asked to provide a detailed easy-based response in which you can share your story, perspectives, intention to join the Fellowship, and overall worldview.

STAGE-2 (Personal Interview)

The Personal Interview stage is where the esteemed panel evaluates the applicant's personal characteristics and suitability for the role. This stage is designed to help the selection panel make informed decisions based on factors beyond academic qualifications and work experience and gain a deeper understanding of the person.

FINAL SELECTION:

The selected candidates of Stage -2 will be notified on a rolling basis during the application period via email and/or SMS. On confirmation, candidates will be sent the offer letter, specifying details of the programme, Fellowship support and terms and conditions of the Fellowship.

ONBOARDING

Once the candidates have accepted the offer, the onboarding process will be initiated. We continuously engage with selected candidates over an online forum to get to know them better and clarify their doubts regarding the Fellowship.

All positions are full-time and Chikkaballapur based. Interested candidates shall submit your CV to contact@addindia.org Telephone: 080-2676 5881. Mentor: Mr. Muralidara - 9880946413