



## JOB DESCRIPTION

**POSITION:** Programme Lead – Ultra Poor Graduation Initiative (UPGI)    **LOCATION:** Delhi

**REPORTS TO:** Executive Director

**LEVEL/GRADE:** Manager/Sr. Manager

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**Location:** New Delhi

### About ACCESS:

ACCESS Development Services is a national livelihoods promotion organization with a focus on incubating innovations and developing sustainable models for the livelihoods promotion of the poor. To this end, ACCESS is structured uniquely to work at all levels of the value chain – implementing programmes on the ground (Tier-I), working with Civil Society Organizations, Government Departments, the Corporate sector, and Multilateral / Bilateral Agencies (Tier II) as also undertaking national initiatives to influence and support policy initiatives and strengthening the enabling environment (Tier III). ACCESS with its head office in New Delhi has a pan-India presence having state offices in 9 states and 26 project offices. More at [www.accessdev.org](http://www.accessdev.org)

### About ACCESS - BRAC UPGI Partnership:

BRAC is one of the world's largest development organizations, dedicated to empowering people living in poverty. Working across 12 countries in South Asia and Africa, BRAC touches the lives of more than 120 million people worldwide. BRAC takes a holistic approach to alleviating poverty with programs that include microfinance, education, healthcare, food security programs, and more.

The **Ultra-Poor Graduation Initiative (“UPGI”)** is a global unit of BRAC that was founded in 2016 to build on the success of BRAC's Ultra-Poor Graduation program in Bangladesh. BRAC UPGI aims to position the Graduation approach as a key driver to eradicating extreme poverty worldwide. It does this by:

- Advocating for uptake of the Graduation approach by policymakers, national governments, multilateral institutions, and non-governmental organizations; and
- Effective adaptation and implementation of the Graduation approach in countries around the world, supported through technical assistance and capacity strengthening for external stakeholders.

In 2002, BRAC pioneered the Ultra-Poor Graduation (“Graduation”) approach in Bangladesh – a holistic intervention to help people lift themselves from extreme poverty – after recognizing that existing poverty alleviation programs were not reaching the poorest people. Through the provision of livelihood assets, cash transfers, and continued mentoring and training, the Graduation approach addresses participants' multidimensional needs within the local context and ‘graduates’ people from extreme poverty into sustainable livelihoods. Graduation is an evidence-based, scalable intervention proven to break the poverty trap for the long term. So far, BRAC's flagship Graduation program has impacted over 2 million Bangladeshi households—totaling over 9 million people.





To help eradicate extreme poverty, BRAC UPGI is working to scale globally by integrating Graduation into existing government programs and helping 21 million more people lift themselves from extreme poverty by 2026. BRAC UPGI is committed to creating effective solutions that leverage the available resources and existing programming to achieve the long-term benefits demonstrated by Graduation. The organization is partnering with governments, as well as multilateral institutions, NGOs, and civil society, in countries where BRAC UPGI thinks it can have maximum impact and drive greater uptake for Graduation.

Both ACCESS and BRAC UPGI are committed to supporting the policy and ultra-poor programmes landscape in India so that central and state governments, as well as civil society organizations, can locally learn from and adapt Graduation program approaches that have a higher potential to address the multi-faceted constraints affecting populations living in extreme poverty. The partnership aims to engage on issues for the empowerment of poor communities to escape extreme poverty, learning from the highly successful UPGI, through a set of initiatives designed to raise awareness and engage with stakeholders to facilitate cross-learning on successful ultra-poor programmes and experiences.

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### Position Summary:

ACCESS seeks to hire a senior development professional to lead the partnership with UPGI for undertaking research, network building, and advocacy for the adoption and scaling of ‘graduation style’ programming for poverty alleviation in India. The focus of this partnership will be to engage and influence central and state governments / civil society organizations / multilateral/bilateral organizations to inform and influence and help in adapting and integrating the ultra-poor graduation approaches within their social security benefits and poverty-focused programmes and schemes. This will be achieved through a multi-pronged strategy of knowledge creation and advocacy through extensive communication approaches as well as one-on-one intensive engagement with critical stakeholders with a view to foster partnerships with them on providing support for the integration.

The position will report to Executive Director, ACCESS Development Services, and work closely with the global team of BRAC UPGI for the strategic direction and technical guidance.

### Responsibilities:

- 1) Plan, design, and roll out research and learning activities on poverty alleviation, social security services delivery, and related programs run by state government bodies, and the policies that reach and shape the opportunities available for people living in extreme poverty in India.
- 2) Design and implement communication and awareness initiatives on popularising learning from Graduation approaches from within and outside India including roundtable events, webinars, and social media dissemination.
- 3) Regular engagement with national-level policy bodies such as NITI Aayog, Ministry of Rural Development, etc. to promote Graduation uptake by government entities





- 4) Creating a country level network of stakeholders working in the area of poverty alleviation and promote and disseminate learning on graduation approach through this forum
- 5) Engaging with wider coalitions and networks, regionally, nationally, and internationally, to align with the goals and plans of stakeholders in the field of poverty alleviation in India and support their uptake of the Graduation approach.
- 6) Coordinate learning and exchange visits within India and internationally between Graduation implementers to facilitate the sharing of experiences with adaptation of the program and scaling through governments and large donor funded programmes.
- 7) Other activities that promote the shared objectives as jointly identified by ACCESS and BRAC UPGI.

### Qualifications:

The person should have a range of experience in poverty alleviation programming in India covering implementation, research and policy advocacy in the areas of social services delivery/microfinance/ livelihoods or enterprise promotion. The candidate should have experience of working with state / central government in the capacity of technical support provider / advisor / funder. Proven experience of providing services to government for improving their systems and programmes will be desirable. Experience in research and data handling and management will be required.

### Education & Experience:

- Masters or higher degree in Rural Management, Business Administration, Statistics, Economics, Demography, Development studies, Public policy or equivalent.
- At least 8-10 years of relevant work experience as outlined above

### Skills and competencies:

- Strong program strategy, planning, and organization
- Understanding of Indian central and state-level government structures, systems, and processes
- Ability and confidence to approach senior-level officials in government and build rapport and relationship
- Existing network and relationship with the government and non-government stakeholders in engaged and invested in poverty alleviation and social security programmes and delivery
- Ability to analyze complex systems and communicate in well-articulated and presented documents and reports
- Ability to work effectively in teams, as well as independently, including in diverse work environments and in multiple time zones
- Fluent in English, Hindi, and other local dialects



## Travel Requirement

- Willingness to travel 30% or more including in remote geographies within India

**COMPENSATION:** The salary range in this position is commensurate to industry standards and will be determined based upon the experiences and fixed as per the HR policies of the organization.

*ACCESS is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, gender, sexual orientation, gender identity or expression, religion, national origin, marital status, age, disability,*

**Interested candidates should send an up-to-date CV and cover letter addressing the above requirements to [sukhbir@accessdev.org](mailto:sukhbir@accessdev.org). Only short-listed candidates will be contacted. The deadline is July 12<sup>th</sup>, 2022.**

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