

SYNERGY SANSTHAN

Job Description- Regional Lead

Position: Regional Lead (1)

Location- Bhopal, Madhya Pradesh

About Synergy Sansthan:

Established in 2006, Synergy Sansthan is a youth-centric nonprofit organization rooted in the belief that Young People are not just beneficiaries but changemakers. Born out of the vision and commitment of a few passionate youth leaders from rural India, the organization has grown into a powerful movement advocating for a youth-led, gender -just and participatory development paradigm. From its humble beginnings, Synergy Sansthan has evolved into a promising force in youth empowerment in Madhya Pradesh, currently operating directly across 11 districts and extending its reach to 21 districts through strategic partnerships and collaborative networks. Over the past 19 years, the organization has touched the lives of over 3 lakh adolescents and youth from marginalized tribal, rural and semi-urban communities—nurturing leadership, strengthening agency and catalyzing grassroots change. At the heart of Synergy’s work is the empowerment of adolescents and young people, especially those from Scheduled Tribes, Scheduled Castes, religious minorities and people with different gender identities. Flagship initiatives such as HumRahi, Udaan Fellowship and Yuvalaya -Youth Resource Centre have consistently demonstrated that when rural and tribal youth are given the right platforms, they emerge as resilient leaders, social entrepreneurs and advocates for justice within their communities. One of SYNERGY’s most transformative contributions has been the incubation and mentoring of early-stage youth-led organizations, many of which now anchor impactful development efforts in some of the most underserved geographies of Madhya Pradesh. Driven by the conviction that systemic change cannot be achieved through project-based interventions alone, Synergy Sansthan has increasingly focused on building institutions, ecosystems and inclusive narratives. The organization works to create safe, enabling spaces where young people can organize, learn, express and lead, thereby gaining not just skills but the confidence to challenge structural inequities and break intergenerational cycles of marginalization. As part of its current strategic focus, Synergy is scaling proven models, promoting social innovation and entrepreneurship among youth and deepening cross-sectoral collaborations. The organization is also investing in policy dialogue, institutional partnerships and youth-led research to amplify grassroots voices in state and national platforms. Today, the organization is striving for youth-driven transformation in central India, building capacities, courage and conviction among a new generation of socially conscious leaders. Synergy Sansthan aims to co-create a resilient, gender-just, youth-centered development ecosystem—one that is recognized, resourced and respected at all levels.

Position Overview:

At Synergy Sansthan, we are dedicated to amplifying the voices of young people and ensuring their active participation in shaping a sustainable and resilient future. The Regional Lead provides crucial role in implementation and monitoring of the project on “Youth Leadership, Knowledge and Collective Action.”

The Regional Lead role is vital in developing and implementing actionable interventions that foster youth involvement across various initiatives and geographies. You will be responsible for overseeing the creation of tools and frameworks for both existing and new initiatives, while simultaneously promoting youth-driven work and mobilization. The Regional Lead will also coordinate grassroots efforts, build strong relationships with local stakeholders and guide the design of community-focused interventions that address youth issues, ensuring that the organization’s impact is felt at the local level. Regional Lead will play a critical role in advancing Synergy Sansthan’s mission of integrating learning into organizational systems as well as across the wider ecosystem of actors working for and with young people.

Key Responsibilities

➤ **Programme Support and Youth Work**

- Promote youth-centric development work at the regional level by coordinating and implementing all processes in alignment with approved plans.
- Lead the execution of operational and programmatic plans, ensuring alignment with the organization's strategic objectives across initiatives in the region.
- Ensure that planned initiatives are delivered on time, within budget and in full compliance with donor and organizational requirements.
- Work closely with programme teams to develop work plans, monitor progress against programmatic and budgetary targets and make timely course corrections to programme design when required.
- Strengthen visibility of youth work through systematic documentation, reporting and knowledge-sharing.

➤ **Training and Development**

- Plan and execute regional-level youth work initiatives—including campaigns, workshops, studies, trainings and documentation—while generating evidence and learning from field practice in line with programmatic priorities.
- Provide regular performance and progress reports to programme leadership, including actionable insights and recommendations for improvement.

➤ **Stakeholder Engagement**

- Build and sustain strong relationships at the regional level with key stakeholders, including CSOs, government departments, youth practitioners, local media, partners and service providers.
- Represent Synergy Sansthan at external forums, meetings and events, strengthening visibility, partnerships and community outreach.

➤ **Operational Management**

- Oversee day-to-day operations in the region, ensuring efficiency, quality and cost-effectiveness across all initiatives.
- Monitor and manage operational budgets, ensuring optimal allocation and adherence to approved financial frameworks.
- Identify operational gaps and opportunities for process improvement and implement systems and procedures to streamline workflows in your region
- Ensure that all activities comply with organizational policies, donor guidelines and applicable legal and regulatory standards.

We are looking for a person, with:

- ✓ Good sense of humour, ready to learn, assimilate and adapt to the cultural and contextual requirements of a youth focused and youth led team.
- ✓ Master's Degree in Social Work, Gender, Women Development, Rural Management, Business Administration, environmental science, economics, development studies, or related fields.
- ✓ 3-5 years of relevant Youth work experience and strong understanding of partnership management, project processes, project management with a focus on youth engagement.
- ✓ Good financial management skills, with experience in budgeting and cost control. Good communication skills, both written and verbal.
- ✓ Good presentation and facilitation skills, with the ability to engage a diverse range of stakeholders, including youth, local communities, government representatives and civil society organizations.
- ✓ Ability to develop and implement training programs and capacity-building initiatives on adolescent and youth issues.

- ✓ Willingness to travel extensively within Madhya Pradesh and occasionally to other states.
- ✓ Excellent interpersonal skills and the ability to collaborate effectively with a variety of stakeholders.

Please complete the Application Form Diversity Detail Format and upload your latest resume/CV (mandatory)

[Application Form](#)

Please Apply on or before 14th January 2026.

Salary- The salary offered will be in the range of 5.50 to 7.00 Lakhs, though commensurate with the experience and expertise of the candidate and includes other benefits like PF, Insurance, paid leaves, work from home/flexible working hours, etc.

We offer an enriching learning environment and the opportunity to work with a team of dedicated and passionate professionals who share a common vision. We aim to be an equal opportunity employer. We welcome all applications irrespective of age, race, colour, gender, disability, sexual orientation, religion, belief or creed. People of all gender identities, including LGBTQ+, are encouraged to apply.