Job Title: Community Engagement Lead

Location: Kadipani, Kawant, Chhotaudepur (Field-based with regular travel)
Experience Required: 5–7 years in community engagement, specifically in tribal areas
Qualification: Master's Degree in Social Sciences, Development Studies, Social Work, Public Policy, or equivalent

Purpose of the Role:

To build and sustain strong, trust-based relationships between **GMDC (Gujarat Mineral Development Corporation)** and the **tribal communities** residing in and around its mining operational areas. The Community Engagement Leader will serve as a vital link between the company and the community, ensuring **inclusive development**, managing **CSR interventions**, and enabling long-term, positive social impact through strategic and participatory engagement.

Key Responsibilities:

1. Community Engagement & Relationship Building

- Act as the **primary liaison** between GMDC and the tribal community.
- Foster **trust and transparency** by conducting regular meetings, dialogues, and interactions with village leaders, tribal elders, youth, and community-based organizations.
- Understand the **cultural, social, and economic context** of tribal areas to ensure respectful and sensitive engagement.
- Develop and maintain a **community feedback and grievance redressal mechanism** to ensure concerns are addressed promptly.

2. Stakeholder Management

- Build collaborative relationships with **Panchayati Raj Institutions (PRIs), local government departments, SHGs, youth groups**, and other relevant stakeholders.
- Represent GMDC at local forums, public hearings, Gram Sabhas, and development planning sessions.
- Act as a voice of the community within GMDC, advocating for inclusive planning and policy alignment.

3. Capacity Building & Awareness

- Organize awareness campaigns, capacity-building workshops, and training programs on health, sanitation, education, rights, livelihoods, etc.
- Encourage youth and women participation in community development activities.
- Promote inclusion of tribal knowledge and local wisdom in CSR strategies.

4. Data Management & Reporting

- Conduct baseline and need assessment studies in collaboration with monitoring teams or partners.
- Maintain detailed documentation of community profiles, stakeholder mapping, and engagement records.
- Prepare monthly progress reports, case studies, impact stories, and documentation of CSR activities.
- Assist in evaluation, audits, and third-party reviews of CSR projects.

5. CSR Program Implementation

- Support in the planning, execution, and monitoring of CSR initiatives in alignment with the **community's needs** and GMDC's strategic CSR framework.
- Coordinate with implementation partners, NGOs, local government bodies, and subject experts to ensure high-quality project execution.
- Focus areas may include **healthcare, education, livelihoods, skill development, women empowerment, tribal art & culture preservation**, and **infrastructure support**.
- Ensure **community participation and ownership** in CSR initiatives for sustainability.

Required Skills & Competencies:

- **Empathy and cultural sensitivity**, especially toward tribal communities.
- Strong **interpersonal and communication skills** in Gujarati and preferably tribal dialects (if known).
- Proven experience in **community mobilization**, participatory rural appraisal, and trust-building.
- Working knowledge of **CSR guidelines, government development schemes**, and tribal development policies.
- Ability to coordinate with multiple stakeholders and manage field-level operations independently.
- Strong documentation, report writing, and basic data analysis skills in English & Gujarati

Desirable Attributes:

- Previous experience in **mining-affected areas** or rehabilitation & resettlement and **corporate CSR divisions**.
- Familiarity with **CSR reporting frameworks** and **social impact assessments**.
- Problem-solving mindset and ability to operate in challenging rural/tribal terrains.

Remuneration:

Competitive, based on experience and qualifications, as per industry and GMDC norms.