



Who We Are

What do you want to be when you grow up? For some, it's an exciting question filled with endless possibilities. But for millions of young people in India, the answer feels distant—blurred by uncertainty, limited exposure, and circumstances beyond their control. Many drop out of school, unable to see how education connects to their future. Others make career choices based on family expectations, never truly discovering their passions or potential.

At **Antarang**, we believe that **career education is not a privilege—it's a right**. Our mission is to integrate it into the public school system, ensuring that every young person, regardless of their background, has the guidance, skills, and confidence to **aspire, act, and achieve**.

And it's working. Our students are filmmakers, fitness trainers, chefs, entrepreneurs, and more—breaking cycles of poverty and rewriting their futures. Over the past decade, we've guided **360,000+** adolescents into diverse career pathways.

But we're not stopping there.

Our Bold Goal?

To enable **10 million young people (Grades 9-12) to enter career pathways of their choice by 2030**. That's why we partner with **schools, parents, industries, and governments**—embedding career guidance into the education system so that every young person has the support and opportunities they need to thrive.

Now, we're looking for people who believe in the power of possibility.

At Antarang, your work won't just be a job—it'll be a chance to change the trajectory of young lives. If that excites you, we'd love to have you on this journey.

Our Program

Our program is a **4-year career guidance** initiative for Grades 9th to 12th students. Facilitators deliver classroom sessions, administering psychometric tests to help students explore relevant career options based on their interest and aptitude. A guidance report is generated for each student, followed by individual counseling. The program also covers goal setting, **study skills, and prioritizing**, helping students stay on track with their academic and career goals.

We conduct our sessions in **4 languages - English, Hindi, Marathi, and Urdu**. The program is designed to engage students, break stereotypes, and build aspirations with the involvement of parents and Head Masters.



The Role: Program Support Officer

Location: Mumbai, Thane, Pune, Dharashiv, Yamunanagar

Part-Time

Join the team that shapes thousands of young careers. Including your own!

Major Responsibilities

Deliver Quality Career Sessions

- Execute structured career education sessions in all allocated schools and grades, maintaining session frequency and quality standards
- Create a safe and inclusive classroom environment to ensure maximum student participation
- Adjust how you teach to suit your local audience, while keeping the core course content intact
- Analyse assessment and exit slip data to understand student progress and adapt support accordingly.

Data Management

- Administer Baseline, Endline, and Module Based (BL/EL) assessments
- Ensure OMR(Optical Mark Recognition) hygiene: accurate collection, annotation, and timely submission of all student data
- Upload Session scheduling, Attendance and other data at regular intervals
- Maintain scheduling records, conduct pilots, maintain pilot data, and all district/state-level reporting requirements
- Flag implementation challenges and propose solutions to the state/district team.

Counselling and Personalised Student Support

- Conduct individual career counselling sessions for all students
- Added support at transition points, those at risk of dropout, and those with specific guidance needs
- Facilitate structured group reflection and peer-learning opportunities where relevant
- Connect students to relevant resources, platforms (NCS, Shiksha), and industry networks.

Parent and Community Engagement

- Conduct parent information and orientation sessions
- Conduct telephonic follow-ups and home visits (with School Teacher) for high-risk or high-need students
- Navigate community contexts and gendered expectations with empathy and cultural sensitivity.

School Ecosystem Investment

- Hold regular meetings with the Head Master, submit structured reports, and advocate for embedding career education in school culture
- Build relationships with teachers and school staff to create a supportive learning environment.

Industry Exposure and Alumni Engagement

- Coordinate industry visits, career fairs, and speaker sessions
- Facilitate student engagement with alumni and working professionals from relevant sectors
- Curate testimonials and impact stories from students and industry partners.
- Support alumni through transition calls, events, and ongoing communication, while identifying opportunities to deepen their involvement in program activities

Professional Learning and Development

- Attend all Training sessions, including onboarding and refresher training, monthly workshops
- Engage with the LMS(Learning Management System) for continuous learning, certification, and Professional Development
- Participate in peer-learning communities and contribute to team knowledge-building through research- especially during non-school weeks

- Work with Training and Quality team member for reflection on session execution and student learning,
- Self-guided research/Engagement with learning packets for relevant knowledge pieces

Additional Role of PSO

- Conduct regular classroom observations for Career Teacher
- Give Feedback and Coach Career Teachers for driving student impact

Profile Requisites

- Graduate in any discipline; candidates with a background in Social Sciences or Education are preferred
- Able to commit 5 hours per day Monday-Saturday for at least a year
- B.Ed. or a certification in Counselling is an added advantage
- Proficiency in the local language is mandatory; working knowledge of English is required
- 1–2 years of experience in classroom management, student facilitation, or a related educational setting
- Prior experience working with adolescents and first-generation learners is strongly preferred
- Exposure to community-based or grassroots programme work is desirable
- Basic digital literacy – Google Suite (Docs, Sheets, Forms) and WhatsApp
- Ability to maintain programme documentation and related work products
- Empathetic and sensitive when working with teenage learners across diverse social backgrounds
- Strong community connect with an understanding of local context
- Solution-oriented, accountable, and self-driven
- Builds trust-based relationships with students, families, and team members
- Committed to continuous learning and personal growth.

What's in it for You?

- A chance to shape the country's future by directly impacting one of the biggest challenge areas
- Be part of a work culture that is vibrant, fun, and rooted in Care
- Develop your skills through structured training as well as consistent practice and feedback
- Be more career-ready yourself by being able to take up different roles in the social impact space and beyond
- Last but not least...the chance to form some strong bonds and connections!

Consultancy Fees

Consultancy Fees: INR 16,000 - 20,000 per month, depending on experience

Wish you luck and hope to be in touch!

For queries, write to careers@antarangfoundation.org

[Click Here to Apply.](#)



Enabling India's youth to
take charge of their future.

