CBM India Trust
Position Profile

CBM India Trust is committed to improving the quality of life of persons with disabilities and members of other marginalized communities. We work in partnership with local, national, and international actors with the aim of creating a more equal society for all. Our vision is to have an inclusive world in which all persons with disabilities enjoy their human rights and achieve their full potential.

Position: Ear and Hearing Care Advisor
Location: Pan India (with travel to project locations as required)
Reporting to: Director-Programs/ Executive Director

1. Objective:

The Ear and Hearing Care Advisor will provide strategic, technical, and programmatic leadership for ear and hearing care initiatives implemented by the organization. The role involves supporting the design, implementation, monitoring, and quality assurance of programs focused on prevention, early identification, treatment, rehabilitation, and inclusion of persons with hearing impairment.

The advisor will work closely with government stakeholders, healthcare providers, partner organizations, and program teams to strengthen accessible, community-based, and inclusive ear and hearing care systems.

2. Responsibilities:

Technical Leadership

- Provide technical guidance for planning and implementation of ear and hearing care programs.
- Support development of strategies for prevention and management of hearing impairment.
- Promote integrated and community-based approaches for ear and hearing care.
- Ensure adherence to national and international standards, protocols, and best practices.
- Support integration of ear and hearing care into primary healthcare systems.

Program Management

- Support program design, implementation, review, and scale-up of hearing care initiatives.
- Assist in preparation of annual plans, budgets, donor proposals, and technical reports.
- Monitor program indicators, outputs, and outcomes.
- Support implementation of hearing screening, early identification, referral, rehabilitation, and assistive technology initiatives.
- Promote sustainable models for ear and hearing care services.

Quality Assurance and Capacity Building

- Conduct supportive supervision and quality assessments of program activities and partner institutions.

- Develop and facilitate training programs for ENT specialists, audiologists, speech therapists, community workers, teachers, and program staff.
- Promote quality standards in hearing screening, diagnostics, rehabilitation, and follow-up services.
- Support development of technical guidelines, training modules, and standard operating procedures.

Partnership and Stakeholder Engagement

- Liaise with government departments, National Health Mission, hospitals, rehabilitation centers, academic institutions, NGOs, and development partners.
- Represent the organization in technical working groups, conferences, workshops, and advocacy platforms.
- Support advocacy initiatives related to hearing impairment, early intervention, and disability inclusion.

Monitoring, Evaluation, and Research

- Support data analysis, program evaluation, and documentation of best practices and learnings.
- Contribute to operational research and evidence generation in ear and hearing care.
- Ensure accurate reporting and use of program data for decision-making and program improvement.

Inclusion and Community Engagement

- Promote disability-inclusive and gender-sensitive programming.
- Support community awareness and behavior change initiatives related to ear and hearing health.
- Strengthen referral linkages and community participation for early identification and rehabilitation services.
- Promote inclusion of persons with hearing impairment in education, healthcare, and community systems.

3. Required Skills, Qualifications & Personal Traits

- Bachelor's degree in Audiology and Speech Language Pathology (BASLP), Master's degree in Audiology/Speech and Hearing, MBBS with ENT specialization, or equivalent qualification in ear and hearing care.
- Minimum 10+ years of experience in ear and hearing care programs, rehabilitation, or public health initiatives.
- Experience working with NGOs, disability sector organizations, or public health systems is preferred.
- Strong understanding of hearing impairment, early intervention, assistive devices, rehabilitation, and inclusive programming.
- Experience in program management, training, and stakeholder coordination.
- Familiarity with government disability and hearing care programs is desirable.

Skills and Competencies

- Strong technical knowledge in ear and hearing care and rehabilitation.
- Excellent communication, facilitation, and stakeholder engagement skills.
- Program planning, monitoring, and reporting abilities.
- Strong analytical and problem-solving skills.
- Ability to work collaboratively with multidisciplinary teams.
- Willingness to travel extensively to project locations.

Preferred Attributes

- Commitment to inclusive development and public health.
- Sensitivity towards disability inclusion and community engagement.
- Ability to work in multicultural and resource-constrained settings.
- Strong documentation and presentation skills.

4. Other requirements

The future job holder is expected to adhere to CBM India's policies and procedures, commit to CBM India's Child Safeguarding Policy and Code of Conduct, and follow CBM India's safety & security protocols.

CBM India encourages persons with disabilities and women to explore this important opportunity. Share your profile at jobs@cbmindia.org on or before 10th November 2026.