

RESUME

Name : Ms. Rupa Kapoor

Introduction

I am a Development Consultant with more than ten years of professional experience in Public Health, specially Reproductive and Sexual Health (RSH). My primary interest is in mobilizing stakeholders and communities to address issues related to their development using low cost techniques. I have actively coordinated projects on the 'Life Cycle Approach (maternal, child and youth health)' in West Bengal, Mumbai and Delhi and have been an Advisor for Capacity Building on multiple issues of Public Health. I am also an exponent of the **Positive Deviance Initiative**-a concept by which communities can find solution to their problems (in health, nutrition etc) by their collaborative initiative and resource mobilization. The process leads to sustainable development in both rural and urban settings without any extra cost as it is based on existing knowledge and resources.

Specialization/Core Competencies

- Handholding and supporting organizations/individuals in their project planning, formulation, development and implementation.
- Development of Project Manuals and building capacity on multifarious issues such as:
 - The life cycle approach;
 - Early childhood care and stimulation;
 - Youth reproductive and sexual health; young people's skill development and communication skills;
 - Leadership and Management of programmes;
 - Reproductive & Child Health
 - Private-Public Partnership initiatives'
 - Issues related to health and nutrition.
- Developing programs which are community based, innovative, low cost, time bound and sustainable. Projects which are replicable without external support and funding.
- Enabling organizations to develop monitoring and evaluation tools.
- Empowering organizations to handle project issues and concerns.
- Need assessment and capacity building of organizations (their community leaders and other stakeholders).
- Capacity building on the **Positive Deviance Methodology** which can address any social problem based on local knowhow and resources.
- Capacity Building on the Public-Private Partnership initiative which can enable Government and Private Stakeholders to work in tandem so as to improve health facilities.
- Capacity building on Reproductive and Sexual health.
- Enabling organizations to develop areas for networking and advocacy with local, State and National bodies.
- Report writing and Documentation of best practices.

Experience:

Organization	Duration	Position/ Profile	Focus areas
<p>Centre for Advocacy and Research (CFAR), Delhi</p>	<p>February 2015- 5th November' 15</p>	<p>Consultant – Documentation & Training</p>	<p>Documentation and preparation of write-ups on different advocacy issues- Eg. People's Committees in UP, Swachha Bharat Abhiyan, Economic situation of women in India, Domestic Violence etc.</p> <p>Documentation and Capacity Building of the 'Mahila Pragati Manch' under CFAR; developing the Manch as a women's CBO</p> <p>Preparation of Project Proposals</p> <p>Introduction & implementation of Positive Deviance methodology in Sanitation for a model slum –A community managed programme on Sanitation (NTPC Subhash Camp Badarpur, Delhi)</p> <p>Capacity Building for team on Positive Deviance (PD) at Delhi & Kolkata</p> <p>Programme Management Support - Delhi & Kolkata CFAR</p>
<p>Smile Foundation, Delhi</p>	<p>October'14 - January'15</p>	<p>Manager, Swabhiman, Smile Foundation</p>	<p>Managing multiple programmes on Women Empowerment (called 'Swabhiman') focusing on the life cycle approach to women's development. The programmes emphasized on improving the Reproductive and Child health of Women, Reproductive & Sexual Health of Adolescent girls and education of the girl child through Sponsorships.</p> <p>Swabhiman is operational in Delhi, Bangalore and Mangalore. In Mangalore, the project emphasized on skill building of young women through vocational training as the path to financial empowerment. Capacity building of partner NGOs, facilitating programme objectives and goals, project monitoring, documentation of best practices, mobilizing key IEC materials were the key components in programme management.</p>
<p>Foundation of Mother and Child Health (FMCH), Mumbai.</p>	<p>June 2013 Daylong</p>	<p>Consultant Capacity Building</p>	<p>Capacity building on the Positive Deviance (PD) methodology.</p> <p>Training selected staff members on applying the Positive Deviance methodology in reducing malnutrition in children less than 3 years of age.</p>

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EPOS Health India, Kolkata, West Bengal.	September 2007- October 2007	Consultant Documentation	Process Documentation of the capacity building workshops and outcomes of the Private Public Partnership Initiative under KFW and Department of Health & Family Welfare, Government of West Bengal.
EPOS Health India, Kolkata, West Bengal.	Dec 2006- September 2007	Advisor- Capacity Building for Private-Public Partnership Initiative (PPP) under KFW and Department of Health & Family Welfare, Government of West Bengal	Capacity Building of Government and Private Health Service providers on Private- Public Partnership (PPP) programme; areas for improvement of health status of the State. Training Needs Assessment Preparation of Training Manual on PPP; Building Capacity (<i>District & Block Health and Family Welfare Samities</i>) Building capacity of Private Sector Partners (<i>NGOs and Diagnostic</i>) on schemes such as: <i>Emergency Transportation of patients at Rural Hospitals (RHs)/ Block Primary Health Centers (BPHCs)/ Primary Health Centers (PHCs) and Provision of Diagnostic Services at RHs/ BPHC.</i>
CINI: Adolescent Resource Center (ARC), Kolkata, West Bengal	Feb 2004- December 2006	Senior Project Associate : Adolescent Health Division	Focus area: Reproductive & Sexual Health & Rights of Young People Coordination of multiple pilot projects. Adolescent Girls' Anaemia reduction Programme (3000 girls) supported by Johns Hopkins University) in and out of school. Skill building of YP (supported by CINI UK) LCA programme for maternal & child Health (supported by Philips India).
Child In Need Institute (CINI) Kolkata, West Bengal	June 2001- Feb 2004	Project Associate, Child Health Division, Child In Need Institute (CINI): Programme Development, Capacity Building, Facilitation and Team management.	Focus area: Maternal and Child Health Facilitation of Project: 'Positive Deviance in Early Childhood Care- An action-research project of CINI, UNICEF and Govt. of West Bengal – Department of Social Welfare. Project emphasized on preventing malnutrition among 0-3yrs children through a community based approach. Built capacity of ICDS staff Facilitated the project in 48 villages of 2 Blocks in 24 Pargana South, West Bengal. Supported the project in Murshidabad District WB. Mobilized service providers and communities to plan and execute programme based on existing knowledge and resources. Developed local monitoring mechanisms and BCC techniques. Networking and advocacy at various National, State and local levels for promotion of

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			programme. Conducted multiple capacity building programmes on PD for stakeholders Developed documentation, reporting, MIS and PD training modules.
West Bengal Voluntary Health Association (WBVHA) Kolkata, West Bengal	June 2000 – June 2001	Project Assistant (RCH Unit) Project: Reproductive and Child Health Programme (RCH I)	Focus area: RCH programme Monitoring Monitoring and Evaluation of RCH activities of the Field NGOs under WBVHA. Reporting and Documentation. Networking at the National, State and District, level for programme advocacy. Project Planning and mobilization of resources. Organized RCH Trainings and Workshops with FNGOs. Developed IEC materials for advocacy of RCH programmes for FNGOs.

Major Capacity Building Initiatives undertaken	<ul style="list-style-type: none"> • Capacity Building on the application of Positive Deviance methodology in Sanitation for project team- Center for Advocacy & Research (Cfar), Delhi and Kolkata. • Capacity Building on RCH & Positive Deviance for Field personnel at Smile Foundation, Delhi • Conducted the PD workshop on addressing Child Malnutrition for Foundation of Mother and Child Health (FMCH), Mumbai. • Capacity building of selected Government and Private stake-holders on the Public-Private Partnership Methodology in selected Districts of West Bengal. • Conducted multiple trainings/ workshops at the State and District level on improving health services for Govt./Private stakeholders under the Public Private Partnership (PPP) Initiative. • Conducted trainings for organizations and stakeholders (both Govt. & NGO) on young people's health, nutrition and skill building as part of Young People's Reproductive and Sexual Health and Rights (YRSHR) responsibilities. • Conducted Training of Trainers on Positive Deviance (PD) Methodology on Early Childhood Care- for ICDS staff members. • Conducted various short term capacity building workshops across West Bengal and other States on Positive Deviance. • Represented CINI in facilitating a workshop on CINI's achievements in Orissa. • Facilitated and participated In PD Hearth Training at Ahmedabad, Gujarat.
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Skills:

- Developing training modules on Community based Sanitation & Waste Management
- Knowledge of the Positive Deviance Concept which addresses issues of a community through community participation, planning, monitoring & evaluation. One of the first to be trained on this methodology (when introduced in India), this method has been successful worldwide and adopted by UNICEF & Department of Social Welfare (ICDS), Govt. of India.
- Developing behavior change communication (BCC) techniques primarily for NGOs staff members.
- Developing techniques for Communication and leadership building.
- Developing techniques for Community Mobilization.
- Developing methods of partnering with local CBOs and resource mobilization through existing local organizations.
- Developing Innovative projects that can sustain without continuous external funding.
- Developing local monitoring mechanisms that are easily applicable by community.

Developed a Community-Based Monitoring System (with a mascot) in Positive Deviance (PD) for West Bengal which was later adopted by Vietnam.

Educational Qualifications:

Period	Qualifications	University
1997-1999	Master of Social Work (M. S.W); Topped University	Department of Social Work, Sriniketan, Visva Bharati University, Shantiniketan.
1994-1997	B.A in Political Science; Second Division; Received Awards for highest proficiency in Political Science and English	Bethune College, Calcutta University.
1992-1994	First Division	West Bengal Council of Higher Secondary Education (H.S).
1992	First Division	I.C.S.E Board.