



HLFPPT invites applications from eligible candidates for multiple positions for Centre of Excellence (COE) District Early Intervention Centre (DEIC) and Training Centre. Following are the brief of job profiles:

SL. No	Job Title	No. of Positions Required
1	Pediatrician	1
2	Pediatric Audiologist cum Speech Specialist	1
3	Pathologist	1
4	Pediatric Optometrist	1
5	Physiotherapist	1
6	Clinical Psychologist	1
7	Special Educator	1
8	Counselor	1
9	Nutritionist	1
10	Nurse	2
11	Dental Surgeon/Dentist	1
12	Dental Technician	1
13	Laboratory Technician	2

#### **About HLFPPPT**

**Hindustan Latex Family Planning Promotion Trust (HLFPPT)** is an Indian 'not for profit' organisation, promoted by HLL Lifecare Ltd (a Mini Ratna Public Sector Enterprise of Govt of India). It was founded in 1992 and registered under the Travancore-Cochi Literary, Scientific, Charitable Societies Registration Act 1955.

At HLFPPPT, we are passionate about ensuring safe motherhood and better child health, ultimately building happier and healthy future generations. Our expertise lies in adopting novel approaches for improving Maternal and Child Health, HIV Prevention and Control, Family Planning and Adolescent Health through direct programme implementations, technical assistance and capacity building.

For over two decades, our relentless commitment has made HLFPPPT emerge as India's leading organisation in Reproductive & Child Healthcare and a pioneer in promoting Public Health through Social Marketing & Social Franchising strategies. HLFPPPT actively contributes towards the goals of the National Health Mission, NACP, FP 2020, UHC and Post 2015 MDG Agenda.

Owing to its diverse technical experience and proven track record of impact-driven and scalable interventions, HLFPPPT is a chosen collaborator for designing, implementation and evaluation of programmes for the Government, several National & Global Development Agencies as well as top PSEs and corporate for CSR, including Fortune India 500 Companies like Jindal, Cairn, Suzlon, Essar, etc. We have a dedicated team of experienced professionals in the fields of Social Marketing, Social Franchising, Capacity Building, Community Development, Public Health, Programme Management, Branding and Product Development, Research, Behavior Change Communication, Monitoring & Evaluation, Hospital Management and Skill Development in the Health Sector.

#### **About Project:**

Hindustan Latex Family Planning Promotion Trust (HLFPPT) is establishing and operationalizing a **Centre of Excellence (COE) District Early Intervention Centre (DEIC) and Training Centre in the state** with support from Ministry of Health & Family Welfare and Rashtriya Bal Swasthya Karyakram (RBSK) & NHM. Model DEIC would be established in Super Specialty Pediatric Hospital & Post Graduate Teaching Institute(SSPHPGTI),Sector-30, Noida.

**The objectives of the COE-DEIC are as follows:-**

- a) To deliver accessible health facilities with infrastructure and resource for interdisciplinary evaluation and intervention to be delivered under one roof.
- b) To provide early detection, intervention and referrals for all infants discharged from SNCU, children referred from RBSK, Mobile Health Teams, Delivery points, ASHA, Private medical practitioners and self referral.
- c) To act as Regional COE for conducting training of other DEICs technical staff in the state of UP.

**Job Descriptions**

\*All the DEIC staff will have to work like a team focusing on children from birth to 6 years in a holistic manner.

- (1) **Job Title: Pediatrician**  
**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**  
**Location: Noida**  
**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

**He/She should:**

*A) Assess*

1. Growth and development
2. Nutrition
3. Detailed systematic Neurological examination
4. Detailed developmental assessments
5. Investigation
6. Diagnosis
7. Referral
8. Detailed neurological examination and investigations in case of children with special needs to focus on the causative and prognostic factors prior to undertaking individualized intervention programmes.

*B) Intervention*

1. Nutritional care plan
2. Composite health care services
3. Member of Early Intervention services for child development
4. Genetic counseling
5. Treatment of medical illnesses and associated abnormalities
6. Anticipatory guidance
7. Follow up and progress evaluation services
8. Referral

**Required Academic Qualifications:**

**Essential:** MBBS with PG degree in Pediatrics recognized by Medical Council of India

**Desirable:** Preference will be given to higher qualification (DM/PG Diploma) and post PG two or more years experience.

(2) **Job Title: Pediatric Audiologist cum Speech Specialist**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Perform audio logical assessments and advice on hearing aids depending upon the severity of the child. He/she has to refer to the institutes where such aids are available.
- b. Guide and counsel the parents about the auditory training.
- c. Assess the level of receptive and expressive language.
- d. Formulate treatment goals on the basis of needs of the child.
- e. Explain the parents and/ or caregivers the importance of speech therapy and demonstrate therapy to them so that they can carry out therapy at home in all the daily living activities.
- f. Maintain records of the follow-up of the child, note progress and doing reassessments wherever deemed necessary and at periodic intervals. The reports of the progress of the child and achievement of goals must be conveyed to the parents.
- g. Assess for speech disorders.
- h. Work as a part of the DEIC team and liaison with other team members in formulating a comprehensive and inclusive programme for the holistic approach.
- i. Provide services that focus on verbal and non-verbal communication skill development.
- j. Assess the oro- motor skills required for feeding problems (sucking and swallowing) for the children with Neuro-motor impairment.
- k. Facilitate speech clarity (ability to produce and combine speech sounds and use the voice), facial expression, body language and gestures, alternative or augmentative communication (e.g., sign language, picture symbols and verbal output devices, PECT), pre-literacy skills.
- l. Ensure functionality of equipment/toys/furniture.

**Required Academic Qualifications:**

**Essential:** Bachelor's degree in Audiology and Speech Language Pathology from any recognized university in India

**Desirable:** Preference will be given to Master's degree in Audiology and Speech Language Pathology or PG diploma/ Ph. D with two or more years of working experience with children/in child care unit..

(3) **Job Title: Pathologist**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Provide expertise in the areas of Hematology, Histopathology and clinical pathology.
- b. Provide pathology diagnosis and prepare appropriate medical reports.
- c. Support medical staffs in performing laboratory testing.
- d. Coordinate with supervisor to implement quality improvement initiatives.
- e. Performs microscopic examination of specimens to determine evidence of any diseases.
- f. Prepare pathology reports of laboratory results.
- g. Interpret laboratory findings and diagnosis to patients.

**Required Academic Qualifications:**

**Essential:** MBBS/MD (Pathology)/ Diploma in pathology with at least 1 year of relevant experience.

**Desirable:** Preference will be given to the candidates with two or more years of working experience.

- (4) **Job Title: Pediatric Optometrist**  
**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**  
**Location: Noida**  
**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Work as a team along with other professionals and will help formulate an inclusive programme especially for the children with visual problems as a part of multiple disability.
- b. Prescribe vision therapy, vision training or orthoptic treatment for children with learning problems or common binocular vision disorders, including strabismus and amblyopia.
- c. Will detect or diagnose ocular conditions associated systemic health conditions, and refer them to appropriate health care professionals
- d. Offer counseling services to the families on preventive vision care.
- e. Prescribe the spectacle lenses including progressive, aspheric, and safety/protective spectacles based on the visual needs of the children.
- f. Referral to further genetic, neurological and endocrinal evaluation.

**Required Academic Qualifications:**

**Essential:** Bachelor in optometry or Master in optometry from any recognized university

**Desirable:** Preference will be given to the candidates with two or more years of working experience with children/in child care unit.

- (5) **Job Title: Physiotherapist**  
**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**  
**Location: Noida**  
**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Assess the child with motor delay/disabilities and identify the needs of the child.
- b. Formulate treatment goals on the basis of needs of the child.

- c. Provide services for sensory integration
- d. To counsel the parents on home therapy for the child with focus on Activities of Daily Living (ADL).
- e. Explain the parents and/ or caregivers the importance of physical management and demonstrate therapy to them so that they can carry out therapy at home in all the daily living activities.
- f. Maintain records of the follow-up of the child, note progress and doing reassessments wherever deemed necessary and at periodic intervals. The reports of the progress of the child and achievement of goals must be conveyed to the parents.
- g. Liaison with all the professionals involved in the intervention of the child to enhance the overall development of the child.
- h. Prescribe proper furniture depending on the special needs of the child in daily living activities aids and appliances such as orthoses e.g., Ankle- foot- orthoses (AFOs), gaiters etc.
- i. Guide and counsel the parents on therapies and use of aids and appliances that are prescribed to the child.
- j. Ensure functionality of equipment/toys/furniture in the DEICs.
- k. Inform the DEIC manager to track the child in case there is a drop-out in follow-up.
- l. To follow up and evaluate the sick newborns, including those within the SNCU.
- m. In case of referrals prepare detailed referral notes.

**Required Academic Qualifications:**

**Essential:** Bachelor's degree in Physiotherapy from any recognized university in India

**Desirable:** Preference will be given to the candidates with two or more years of working experience with children/in child care unit.

**(6) Job Title: Clinical Psychologist**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Perform the developmental assessment.
- b. Administer the scales/tools to diagnose the developmental disabilities.
- c. Guide and counsel the family.
- d. Work on behavior modification for the child and the family.
- e. Maintain records of each child in terms of what psychological tests are used, what programme suggested and the progress of the child.
- f. Maintain records of the follow-up of the child, note progress and doing reassessments wherever deemed necessary and at periodic intervals.

**Required Academic Qualifications:**

**Essential:** Master's degree in Child Psychology from any recognized university in India

**Desirable:** Preference will be given to Ph.D in the field of Psychology with two or more years of working experience with children/in child care unit.

**(7) Job Title: Special Educator**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Focus on development of pre-school children (3-6 years) with special needs.
- b. Focus on working with children up to the age of 6 years with profound & multiple disabilities including providing them with individualized intervention programs in consultation with the pediatrician and therapist. The pediatrician must have done a detailed neurological examination and investigations to focus on the causative and prognostic factors prior to undertaking individualized intervention programmes.
- c. Employ special educational strategies and techniques during instruction to improve the development of sensory- and perceptual-motor skills, language, cognition, and memory.
- d. Provide direct and indirect instructional guidelines for providing a positive and stimulating environment at home.
- e. Counsel parents about their children's development and to determine priorities for their children and their individualized needs.
- f. Maintain accurate and complete records and prepare reports on children's activities.
- g. Maintain professional competence by participating in curriculum development activities, meetings, and other professional opportunities.
- h. Help in procuring disability certificate, wherever required.

**Required Academic Qualifications:**

**Essential:** B.Ed. in Special Education in the field of Mental Retardation/ Diploma in Early Childhood Special Education (Mental Retardation)/ B.Ed. Special Education (Locomotor and Neurological Disorder)/ P.G. Diploma in Special Education (Mult. Dis.:Physical and Neuro.) recognized by Rehabilitation Council of India.

**Desirable:** Preference will be given to M.Ed in Special Education in the above mentioned fields with two or three years of working experience with children/in child care unit.

- (8) **Job Title: Counselor**  
**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**  
**Location: Noida**  
**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Meeting with family to discuss their emotional, mental, or lifestyle issues.
- b. Acting as a facilitator of group counseling session or a mediator in a conflict resolution setting.
- c. Providing relevant information or resources specific to the children's need.
- d. Assisting children's to set goals and adopt strategies to address their issues.
- e. Attending and supervision of training sessions.
- f. Undertaking personal therapy.

**Required Academic Qualifications:**

**Essential:** M.A in Psychology/ Psychosocial Rehabilitation from a recognized University with 3 years of work experience.

**Desirable:** Preference will be given to candidates with M. Phill/PG Diploma with two or more years of working experience with children/in child care unit.

(9) **Job Title: Nutritionist**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Identify and connect with patients in need of nutrition counseling.
- b. Establishes treatment plans and communicates with children/family regarding nutrition plan.
- c. Meets directly with children to identify educational needs, utilize information handouts/ booklets as needed.
- d. Identifies ways to improve care of children and conduct training on nutritional values.
- e. Performs other duties and responsibilities as assigned.
- f. Participated in quality improvement of the program in conjunction with other services offered.

**Required Academic Qualifications:**

**Essential:** Bachelors in Food Science and Nutrition from a recognized University.

**Desirable:** Preference will be given to M.Sc in Nutrition/PG Diploma in Nutrition and dietetics with two or more years of working experience.

(10) **Job Title: Nurse**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**No. of positions: 2**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. He/ She will work closely with DEIC team members & Nodal officer, DEIC.
- b. Provide services to all the DEIC catering district, if required, He/ She will visit/ attend camps organized at other (DEIC catering) districts.
- c. He/ She will do firsthand screening on '4Ds' approach of the referred children and coordinate with DEIC members, pediatrician and Nodal officers for providing referral services.
- d. Visit all newborn: SNCU/NBSU, NRC, Post Natal ward, ensure the every pre-term/sick born child with low birth weight, children with birth defects referral with developmental delay & disabilities are followed up.
- e. To follow up services to the ailing child as per advice of the Pediatrician, Medical Officer and Dental doctor.
- f. In-service training from time to time.
- g. Records maintenance of all activities related to RBSK.
- h. Perform all duty as per RBSK mandate. In addition, should do any other duty assigned by the Nodal Officer-DEIC as and when required.

**Required Academic Qualifications:**

**Essential:** General Nursing Midwifery from any nursing school or institution recognized by the Indian Nursing Council.

**Desirable:** Preference will be given to B.Sc Nursing candidates with two or more years of experience with children/in child care unit.

(11) **Job Title: Dental Surgeon/Dentist**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Diagnose oral diseases for the children referred to the DEICs.
- b. Provide advice regarding oral health for the children with Neuromotor impairment who especially have chewing difficulties and unable cleanse teeth and oral cavity due to motor problem.
- c. Promote oral health and disease prevention.
- d. Interpret x-rays and diagnostic tests.
- e. Ensure the safe administration of anesthetics.
- f. Monitor growth and development of the teeth and jaws especially for the children who are on anti-epileptic drugs.
- g. Perform surgical procedures on the teeth.

**Required Academic Qualifications:**

**Essential:** BDS from any university recognized by Dental Council of India.

**Desirable:** Preference will be given to the candidates with two or more years of working experience with children/in child care unit.

(12) **Job Title: Dental Technician**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

- a. Work with dentists to create tooth restorations and orthodontic devices for pediatric patients.
- b. Fill prescriptions for pediatric patients; make custom bridges, crowns, dentures and orthodontic appliances based on tooth molds and impressions.
- c. Correct dental irregularities by manufacturing fixed or removable appliances.
- d. Dental technician's specialization includes bridges and crowns, partial or complete dentures, ceramics, implants and orthodontic appliances, such as braces.
- e. Replace missing facial and body tissues due to developmental abnormality by fabricating maxillo-facial prostheses.
- f. Construct prostheses by following the dentist's prescription; making models of the mouth and teeth from impressions of the patient's mouth taken by the dentist; building-up wax replicas of part or all of the mouth and/or teeth on the model; encasing the wax in a mould material and melting away the wax; replacing the wax with plastic, metal, or ceramic materials to make the



replacement appliance; polishing and finishing the appliance prior to its being placed in the patient's mouth by the dentist.

g. Document actions by completing forms, reports, logs, and records.

**Required Academic Qualifications:**

**Essential:** Passed 1 or 2 years course on Dental technician from a recognized institution.

**Desirable:** Preference will be given to the candidates with two or more years of working experience with children/in child care unit.

(13) **Job Title: Laboratory Technician**

**No. of Positions: 2**

**Project: Centre of Excellence (COE) District Early Intervention Centre (DEIC)**

**Location: Noida**

**Remuneration: Salary will commensurate with experience of the candidate and past salary drawn.**

**Key Roles & Responsibilities:**

a. Collect blood or tissue samples from patients, observing principles of asepsis to obtain blood sample.

b. Conduct chemical analyses of body fluids, such as blood and urine, using microscope or automatic analyzer to detect abnormalities or diseases, and enter findings into computer.

c. Set up, adjust, maintain and clean medical laboratory equipment.

d. Analyze the results of tests and experiments to ensure conformity to specifications, using special mechanical and electrical devices.

e. Conduct blood tests to perform blood counts.

f. Obtain specimens, cultivating, isolating and identifying microorganisms for Analysis

g. Examine cells stained with dye to locate abnormalities.

h. Consult with a pathologist to determine a final diagnosis when abnormal cells are found.

i. Inoculate fertilized eggs, broths, or other bacteriological media with organisms.

j. Cut, stain and mount tissue samples for examination by pathologists.

k. Prepare standard volumetric solutions and reagents to be combined with samples, following standardized formulas or experimental procedures

l. Test raw materials, processes and finished products to determine quality and quantity of materials or characteristics of a substance.

**Required Academic Qualification :**

**Essential:** Passed Diploma or a bachelor's degree in Medical Laboratory Technician from a recognized University.

**Desirable:** Preference will be given to bachelor's degree in Medical Laboratory Technician with two or more years of working experience.

**Pls. Note: The interested candidates should send their detailed CV along with cover letter on or before July 31<sup>st</sup>, 2017 after publication of this advertisement to:**

**Manager- HR (Recruitment)**

Hindustan Latex Family Planning Promotion Trust

B-14 A, Sector 62,

NOIDA, UP – 201307

or E-mail at [careers@hfppt.org](mailto:careers@hfppt.org) mentioning “**Application for the post of \_\_\_\_\_**”  
in the subject line of E-mail or on the top of the envelop if sent by post.