



NABARD Consultancy Services
(A wholly owned subsidiary of NABARD)
(An ISO 9001: 2015 Company)

Requires Project Based Contract Staff for the project “State Training Management Unit under Swachh Bharat Mission (Rural) in Rajasthan” in Rajasthan State

NABARD Consultancy Services (NABCONS), a wholly owned Subsidiary of NABARD and a leading consultancy organization in the field of agriculture and rural development (www.nabcons.com). NABCONS invites **ONLY ONLINE** applications from Indian Citizens for the following posts as Project Based Contract Staff for project “State Training Management Unit under Swachh Bharat Mission (Rural) in Rajasthan” in Rajasthan State.

The posting for the following posts at various locations, will be as under:

S. No.	Name of the Position	Vacancy	Place of Posting
1	State Training Management Unit Manager	01	Jaipur, Rajasthan
2	State Training Management Unit Member	04	
Total		05	

The recruitment is project based on contract basis for initial period of one year, which can be extended based on requirement of the project, performance review and to be co-terminus with the project period.

Project Background

The State Training Management Unit (STMU) at the state level will work with the department that handles the SBM that will cover both sanitation and drinking water supply capacity strengthening in the state. The objective is to strengthen capacities of at least 03 members of each Gram Panchayat (GP) in the State.

A. Key Responsibilities:

S.No.	Name of the Position	Job Profile
1	State Training Management Unit Manager	<p>The incumbent in this position will manage and track capacity strengthening initiatives pertaining to components of Open Defecation Free-Plus (ODF-Plus [ODF(s), Solid and Liquid Waste Management (SLWM)]) and safe and secure drinking water supply in the state and overall assistance to state through strong project management systems and tools for achieving training objectives to ensure quality and sustainability.</p> <ul style="list-style-type: none">i. Overall supervision and management of the capacity strengthening initiative.ii. Capacity building needs assessment, developing capacity building strategy and annual plans, training management and inputs to strengthen the policies and strategies related to capacity building needs for moving beyond ODF, and for safe water supply.iii. Preparation and implementation of cascading plan of training of Gram Panchayats (GPs) on Water and Sanitation Hygiene (WASH).iv. Supervise and monitor the district level trainings of PRI members and Swachagrahis by Field trainers at district level. Supervise all other trainings carried out by FTs.

S.No.	Name of the Position	Job Profile
		<ul style="list-style-type: none"> v. Supervise the function of all members of STMU vi. Manage budget allocation for all proposed trainings at State Level. vii. Coordinate and communicate with the key stakeholders and state level teams covering both water and sanitation departments. viii. Evaluate TNA, flag potential risks, and propose effective risk mitigation solutions and create reports for the State Training Management Unit. ix. Monitoring and evaluating the progress of WASH capacity building activities for moving beyond ODF and coordinating with National Training Management Unit (in Ministry of Drinking Water and Sanitation (MDWS)) and NIRD/SIRD/ other state level Training institutes for roll out of capacity building initiatives. x. Ensure that training information pertaining to State is updated on the Capacity Building Dashboard (online monitoring system on the Ministry's website). xi. Support development of training material needed specific to the state. Technical knowledge of Twin Pit Toilets, Fecal Sludge Management (FSM), Solid and Liquid Resource Management (SLRM) and relevant sanitation technologies, and critical areas of drinking water supply is desirable. xii. Travel to the project implementation sites and supervise the activities to ensure transparency and accountability and quality assurance at regular interval. xiii. Perform other duties that may be assigned by SBM Mission Director(MD)
2	State Training Management Unit Member	<p>The incumbent in this position will work as part of the STMU and support in managing and tracking capacity strengthening initiatives pertaining to components of ODF-Plus (ODF(s), SLWM) and safe and secure drinking water supply at the state level. The position shall be based at the State Headquarters or as decided by the state.</p> <ul style="list-style-type: none"> i. Supporting supervision and management of the WASH Capacity Strengthening initiative under STMUM ii. Supporting capacity building needs assessment, developing capacity building strategy and annual plans, training management and inputs to strengthen the policies and strategy related to capacity building needs for moving beyond ODF, and for safe water supply. iii. Preparation and implementation of cascading plan of training of GPs on WASH iv. Supervise and monitor the district level training of PRI members and Swachhagrahis by field trainers at district level. Supervise all other trainings carried out by FTs v. Assist the STMUM in updating the training information pertaining to State on the Capacity Building Dashboard (online monitoring system on the Ministry's website). vi. Supporting management of budget allocation for proposed trainings at state level vii. Coordinating and communicating with relevant stakeholders and state level teams covering both water and sanitation departments. viii. Evaluate TNA, flag potential risks, and propose effective risk mitigation solutions and create reports for the Training Management Unit. ix. Monitoring and evaluating the progress of WASH capacity building activities for moving beyond ODF and coordinating with National Training Management Unit (in MDWS) and NIRD/SI RD/ other state level Training institutes for roll out of capacity building initiatives.

S.No.	Name of the Position	Job Profile
		<p>x. Supporting development of training material needed specific to the state. Technical knowledge of Twin Pit Toilets, FSM, SLRM and relevant sanitation technologies, and critical areas of drinking water supply is desirable.</p> <p>xi. Travel to the project implementation sites and supervise the activities to ensure transparency and accountability and quality assurance at regular interval.</p> <p>xii. Perform other duties that may be assigned by STMUM, SBM Mission Director (MD)</p>

B. Eligibility Criteria (Education & Experience):

S. No.	Name of the Position	Qualification	Professional Experience	Other Criteria
1	State Training Management Unit Manager	<p>Essential Educational Qualification</p> <p>Preferably Degree/ PG in Rural Development/ Social Sciences/ Management/ Engineering/ and any other relevant degree with a good academic record.</p>	<ul style="list-style-type: none"> • Minimum 10 years of overall experience in managing WASH projects at National/ State Level with government, donor organization, corporates, NGOs, training institutes. Work experience with government will be an added advantage. • Proven experience in project management, training and monitoring of training. • Proven experience in design and implementation of capacity building/training needs assessment, design of programs, and design of training events either in WASH sector or another development sector. • Demonstrated capabilities of leadership. • Experience of working on sanitation and drinking water. • Experience of working on SBM-G desirable 	<ul style="list-style-type: none"> • Good command over English/ Hindi and local Language-written and spoken. • Good training imparting skills in local language and Hindi. • Experience in using participatory approaches like CAS, ODEP, CLTA, CATS, PRA and preparation of VWSS etc. • Understanding of PRI system and PRI training expertise. • Knowledge of MS office.
2	State Training Management Unit Member	<p>Essential Educational Qualification</p> <p>Preferably Diploma/ Degree/ PG in Rural Development/ Social Sciences/ Urban Management/ Engineering/ and any other relevant degree with a good academic record.</p>	<ul style="list-style-type: none"> • Minimum 05 years of overall experience in managing WASH projects at National/ State Level with government, donor organization, corporates, NGOs, training institutes. Work experience with government will be an added advantage. • Proven experience in project management, training and monitoring of training. • Proven experience in design and implementation of capacity 	<ul style="list-style-type: none"> • Good command over English/ Hindi and local Language-written and spoken. • Good training skills in local language and Hindi • Experience in using participatory approaches like CAS, ODEP, CLTA, CATS, PRA and preparation of VWSS etc.

S. No.	Name of the Position	Qualification	Professional Experience	Other Criteria
			building/ training needs assessment, design of programs, and design of training events either in wash sector or another development sector. <ul style="list-style-type: none"> • Demonstrated capabilities of leadership. • Experience of working on sanitation and drinking water. • Experience of working on SBM-G desirable 	<ul style="list-style-type: none"> • Understanding of PRI system and PRI training expertise. • Knowledge of MS office.

C. Age Criteria

S.No	Position	Age Limit as on 01 September 2020
1	State Training Management Unit Manager	Preferably below 65 years
2	State Training Management Unit Member	Preferably below 65 years

D. Remuneration:

The candidate will be paid consolidated remuneration based on the experience, educational qualification and overall suitability of the candidate. The candidates will be liable for tax liabilities under section 192 of the Income Tax Act & Rules in force and the tax will be deducted at source:

S.No	Position	Consolidated Monthly Remuneration
1	State Training Management Unit Manager	Rs 65,000/-
2	State Training Management Unit Member	Rs 52,000/-

E. Other facilities:

In addition to the remuneration as mentioned above other facilities as under will also be provided:

- Candidates will also be eligible for PF and Gratuity as per Company's policy. It may be mentioned that the option for PF is irrevocable and once exercised cannot be changed in future.
- Travelling allowance eligibility: Payment of Travelling Allowance for the posts will be made by the client as per the details below:

No.	Name of Service/ Post	Daily travelling allowance per diem		Travel Fare	Mileage allowance Place of duty/ residence to Airport/ railway station/ bus stand and for return journey
		Intra-state	Inter-state		
1	State Training Management Unit Manager	Rs 1500/-	Rs 3000/-	Actual fare will be paid on furnishing actual travel tickets/ receipts.	Rs 150/-

2	State Training Management Unit Member	Rs 1000/-	Rs 2000/-	Otherwise, fare of express bus will be paid.	Rs 150/-
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- iii. Candidates will be eligible for Casual leaves of 18 days per calendar year during the contract period on proportionate basis as applicable to PBCS as per NABCONS Policy.
- iv. In addition to the above the candidates will not be eligible for any other benefits/ allowances/local conveyance reimbursement etc.
- v. There will be no claim for regularization during or after the expiry of contract period.

F. Contract Period:

Initial contract will be for one year from the date of joining, which can be extended based on periodic performance review and to be co-terminus with the project period. Initial 03 months will be of probation period during which NABCONS shall have the right to terminate the services of the individual without any notice period or assigning any reason. Thereafter NABCONS reserves the right to terminate the contract by giving three months' notice within the contract period.

G. How to apply:

Interested candidates may apply online in the prescribed format within 10 days from **03 September 2020 to 13 September 2020** by clicking the following links and filling the details therein:

S. No.	Name of the Position	Link to apply
1	State Training Management Unit Manager	https://forms.gle/YnjvhXssTUMawEUi6
2	State Training Management Unit Member	https://forms.gle/TiXU57rVc9utPMrs8

In case the above link does not work, you may also copy and paste the link in your web browser and fill the details therein.

H. Last date for submission of online applications: 13 September 2020

I. General Information:

- Only Shortlisted candidates will be called for the interview. Location and the process of the Interview will be indicated in the call letter. The candidates may kindly note that any cost incurred by them for attending the interview will not be reimbursed by NABCONS.
- The applicant may submit the declaration in the Google form with respect to the educational qualification and experience. Self-attested copies of educational qualifications and experience certificates to be compulsorily submitted at the time of the interview. Original documents would be required for verification at the time of interview, failing which candidate will not be allowed to attend interview.
- Place of posting of the candidate appointed will initially be at Jaipur, Rajasthan. They may however be liable to be posted anywhere in India as per project requirement. Further, as part of their functioning the above staff may be required to travel across the State of Rajasthan from time to time.
- NABCONS will not provide accommodation for the selected/appointed candidates.
- List of selected and waitlisted candidates for the posts will be uploaded in NABCONS website (www.nabcons.com). The validity of the panel of selected and waitlisted candidates will be co-terminus with the project.

- No correspondence will be entertained from any ineligible and non-selected candidate in all matter regarding eligibility, the selection process, documents to be produced for the selection process, assessment, prescribing minimum qualifying standards, number of vacancies, communication of result, etc. The company's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- The final appointment will be based on the decision of selection committee constituted for the purpose. Company reserves the right to increase/ decrease the number of posts or not to fill up any of the posts.
- The appointment shall be subject to being found medically fit, for which purpose the candidate shall be required to undergo the protocol of medical tests upon reporting at place of posting. The continuance in NABCONS's service shall be subject to remaining medically fit to discharge duties and responsibilities. The decision of NABCONS regarding medical fitness shall be final and binding on the candidate.
- Merely satisfying the eligibly criteria does not entitle candidate to be called for the interview. NABCONS reserves the right to call only the requisite number of candidates for the interview depending on number of responses, after preliminary screening / shortlisting with reference to candidate's qualification, suitability, experience, etc., as per eligibility criteria.
- Applications received after the due date shall not be entertained and will be rejected.
- Under no circumstances applications by hand or any other mode will be entertained. The application submitted through online mode provided in this advertisement will only be accepted.
- The contractually engaged staff shall have no legal claim to regular absorption either during the period of contractor after the period of contract expires. Similarly, the Contract Appointee will have no claims as to seniority.
- NABCONS reserves the right to cancel the recruitment for the captioned post without assigning any reason at any stage.

Advt. Ref.No. NABCONS/CO-HR/007/PBCS/2020-21

Dated: 03 September 2020

