



**NATIONAL INSTITUTE OF RURAL DEVELOPMENT & PANCHAYATI RAJ**

(An Organization of Ministry of Rural Development, Govt. of India)

Rajendranagar, Hyderabad - 500 030

NRLM Resource Cell, NIRD&PR needs the services of dynamic and experienced persons for empanelment of National Resource Persons for the following themes under NRLM:

1. Institution Building and Capacity Building
2. Financial Inclusion
3. Food Nutrition Health & Wash
4. Gender
5. Convergence
6. HR

Applications are invited from eligible professionals to support training and capacity building needs of various State Rural Livelihood Missions across the country on the aforesaid thematic domains. Candidate may not indicate more than two themes. Last date for receipt of application is extended to 10.12.2016.

For further details visit: [www.nird.org.in](http://www.nird.org.in).

**DIRECTOR, NRLM (RC)**

## **Empanelment of National Resource Persons- Institution Building and Capacity building under DAY-NRLM**

Deen Dayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY-NRLM) under the Ministry of Rural Development (MoRD) aims at creating efficient and effective institutional platforms of the rural poor enabling them to increase household incomes through sustainable livelihoods and improved access to financial and public services. The NRLM functions in a mission mode for target based time bound delivery of outcomes following a demand driven approach which would allow the states to formulate their own poverty alleviation plans on the basis of available allocation, resources and skills.

NRLM (RC), NIRD&PR has empanelled 270 Resource persons at the National level including North Eastern states to support the various capacity building activities of NRLM and utilizing their knowledge, exposure, expertise and experience for NRLM process, trainings, preparation of modules, field visits, documentation of case studies, best practices and handholding support to SRLMs as per their demand.

### **Theme 1: Institution Building and Capacity Building**

- Institution building begins with organizing all poor households (women) into Self-Help Groups, Village Organizations and aggregate institutions of the poor that provide them with voice, space and resources. These platforms 'of the poor' and 'for the poor' would partner with local self-governments, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services to the poor.
- Universal Social Mobilisation, Building Institutions of the Poor and Building Capacities NRLM ensures the poor are provided with the requisite skills for managing their institutions, linking up with markets, managing their existing livelihoods, enhancing their credit absorption capacity and credit worthiness.
- A multi-pronged approach is adopted for providing continuous capacity building of the targeted families, SHGs, their federations, government functionaries, bankers, NGOs and other key stakeholders.
- In addition to the above, it has been decided to empanel a pool of resource persons for Institution Building and Capacity Building efforts under the mission, including facilitating Convergence

### **Essential criteria**

- ❖ Bachelor or Master's Degree or equivalent in Social Science, Management, Engineering, Science, Agriculture Science, Veterinary, Forestry, Horticulture, preferably from reputed institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB etc.,
- ❖ Minimum 7 years relevant work experience with large scale poverty alleviation programs in various states
- ❖ Above mentioned experience should be with any one or more the NRLM empanelled non-profit Capacity Building Agencies (CBAs) such as CARE, PRIA, BASIX, PRADAN, MYRADA, SRIJAN, AKRSP, Reach India Trust, officials worked/ working

in State/National level Poverty Alleviation Projects etc.,

- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills
- ❖ Having experience of designing participatory trainings and capacity building modules and materials in the areas notified
- ❖ Having a comprehensive understanding on NRLM processes and activities
- ❖ Willing to travel extensively across the states or the country even sometimes in short notice

## **Theme 2: Financial Inclusion**

- NRLM facilitates universal access to the affordable cost-effective reliable financial services to the poor. These include financial literacy, bank account, savings, credit, insurance, remittance, pension and counselling on financial services. The core of the NRLM financial inclusion and investment strategy is “making poor the preferred clients of the banking system and mobilizing bank credit”
- In order to facilitate bank linkages, State Level Bankers’ Committees (SLBC) would constitute exclusive sub-committees for SHG bank linkages and financial inclusion in NRLM activities. Similarly, District Level Coordination Committees and Block Level Coordination Committees would review SHG-Bank linkages and NRLM.
- The Mission units are also expected to use the services of the field level customer relationship managers such as Bank Mitra/Sakhi.
- Further, institutions of the poor are expected will be guided to constituting community-based recovery mechanisms (sub-committees on bank linkage and recovery of loans), vibrant book keeping system and audit.
- NRLM works towards increasing the portfolio of products of savings, credit, insurance (life, health and assets) and remittance through the institutions of the poor directly or in partnership with mainstream financial institutions using various institutional mechanisms and technologies.

### **Essential criteria**

- ❖ Bachelor or Master’s Degree or equivalent in Social Science, Management, Engineering, Science, Agriculture Science, Veterinary, Forestry, Horticulture, preferably from reputed institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB etc.,
- ❖ Minimum 7 years relevant work experience with large scale poverty alleviation programs/Rural Development programs in various states.
- ❖ Public/Private/Co-operative sector Bank officials/Retd, Bank officials, NABARD officials, RBI officials etc.,
- ❖ Above mentioned experience should be with any one or more the NRLM empanelled non-profit Capacity Building Agencies (CBAs) such as BASIX, CARE, SEWA, DHAN, PRADAN, MYRADA, SRIJAN, AKRSP, Reach India Trust, officials worked/ working in State/National level Poverty Alleviation Projects etc.,

- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills
- ❖ Having experience of designing participatory trainings and capacity building modules and materials in the areas notified
- ❖ Having a comprehensive understanding on NRLM processes and activities
- ❖ Willing to travel extensively across the states or the country even sometimes in short notice

### Theme 3: Food Nutrition Health & WASH

- NRLM (Resource Cell), National Institute of Rural Development & Panchayati Raj (NIRD & PR) has empanelled 242 Resource Persons at the National level, including North Eastern States, to support various capacity building activities of NRLM and for utilizing their knowledge, exposure, expertise and practices and hand holding support to State Rural Livelihood Missions (SRLMs).
- In addition to the above, it has been decided to empanel a pool of resource persons for health and nutrition trainings, specifically in the area of maternal and child health and nutrition, and WASH.
- Empanelled Resource Persons will need to work on capacity building of SRLM Staff and develop State and Block Level Trainers. They shall also need to travel to field areas to support the capacity building of community cadres by the State and Block Level Trainers. While necessary capacity building materials and tool kits are already developed, the experience of the NRPs and the continual field level feedback will need to be incorporated into developing fresh capacity building resources.

S. No.	Broad Theme	Sub Themes
1	<b>Food</b>	Agriculture Nutrition Linkages Access to the Public Distribution System
2	<b>Nutrition</b>	The 1000 Day Programme Balanced Diets Maternal, Infant and Young Child Feeding
3	<b>Health</b>	Ante, Intra and Post Natal Care Care of the Newborn Immunization Prevention and Treatment of Common Diseases Insurance
4	<b>WASH (Water, Sanitation and Hygiene)</b>	Access to safe water Construction and Use of Toilets Personal and Environmental Hygiene

### Essential Criteria

- ❖ Qualifications
  - Postgraduates in Medicine / Paediatrics/ Community Medicine

- Postgraduates in Nutrition
- Masters in Social Work
- Relevant Graduate / Postgraduate Degree in Water and Sanitation Engineering
- ❖ Minimum 10 years relevant work experience, especially with rural communities. Prior experience of working with State Rural Livelihood Missions will be appreciated.
- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills
- Willing to travel extensively across the states or the country even sometimes in short notice

#### **Theme 4: Gender**

- NRLM (Resource Cell), National Institute of Rural Development & *Panchayati Raj*(NIRD & PR) has empanelled 242 Resource Persons at the National level, including North Eastern States, to support various capacity building activities of NRLM and for utilizing their knowledge, exposure, expertise and practices and hand holding support to State Rural Livelihood Missions (SRLMs).
- In addition to the above, it has been decided to empanel a pool of resource persons for Gender Sensitization and creation of awareness on gender related issues, vulnerability of women and men, government schemes, acts, rights and entitlements of women. Facilitation of Social Action through Social Action Committees to address the Gender based social issues and Gender trainings,
- Empanelled Resource Persons on gender will need to work on capacity building of SRLM Staff and develop State and Block Level Trainers. They shall also need to travel to field areas to support the capacity building of community cadres by the State and Block Level Trainers. While necessary capacity building materials and tool kits are already developed, the experience of the NRPs and the continuous field level feedback will need to be incorporated into developing fresh capacity building resources.

#### **Essential criteria**

- ❖ Bachelor or Master's Degree or equivalent in Social Science, Management, Engineering, Science, Agriculture Science, Veterinary, Forestry, Horticulture, preferably from reputed institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB etc.,
- ❖ Minimum 7 years relevant work experience with large scale poverty alleviation programs in various states
- ❖ Above mentioned experience should be with any one or more NRLM empanelled non-profit Capacity Building Agencies (CBAs) such as CARE, PRIA, ASMITA, Bhoomi, CWS,PRADAN, MYRADA, SRIJAN, AKRSP, Reach India Trust.etc., officials worked/ working in State/National level Poverty Alleviation Projects etc.,

- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills
- ❖ Having experience of designing participatory trainings and capacity building modules and materials in the areas notified
- ❖ Having a comprehensive understanding on NRLM processes and activities
- ❖ Willing to travel extensively across the states or the country even sometimes in short notice

### **Theme 5: Convergence**

- Government of India and State Governments are implementing a wide range of programmes to address different dimensions of poverty and deprivation. It is highly essential that these programmes are mobilized for the benefit of the extremely poor and other eligible families. For this, capacity building of CBOs/CLFs under NRLM is key so that they are able to access and avail these schemes in a sustainable manner.

The programmes for convergence include:

- Entitlements - PDS, MGNREGS, social security, Right to education etc.
- Houses under PMAY and toilets and bath spaces under Swacch Bharat Mission
- Improving quality of life - Health & nutrition, clean drinking water, sanitation, permanent housing, electricity etc.
- Enhancing capabilities - Elementary education, vocational, technical education, skills enhancement, etc.
- Creating livelihoods opportunities - Institutional finance, Agriculture, animal husbandry, watersheds, MSME development, food processing, etc.
- Physical Infrastructure Schemes - Roads, electricity, telecommunications, etc.
- Effectiveness of these programmes can be vastly enhanced with linkages between the institutions of the poor, PRIs and the respective line ministries. The convergence and partnerships would enable them and us to develop different models for service delivery. NRLM/SRLMs would working on developing these partnerships with Non-Government Organizations (NGOs) and other Civil Society Organizations(CSOs),Academic, Training and Research Institutions, Public-Public, Public-Private, Public-Private-Community Partnerships build synergies It would also build a variety of partnerships for poor to increase the access to their rights and entitlements, public services, expertise and other services.

### **Essential criteria**

- ❖ Bachelor or Master's Degree or equivalent in Social Science, Management, Engineering, Science, Agriculture Science, Veterinary, Forestry, Horticulture, preferably from reputed institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB etc.,
- ❖ Minimum 7 years relevant work experience with large scale poverty alleviation

programs in various states, including experience and expertise in promoting convergence

- ❖ Above mentioned experience should be with any one or more of the NRLM empanelled non-profit Capacity Building Agencies (CBAs) such as CARE, PRIA, BASIX, PRADAN, MYRADA, SRIJAN, AKRSP, Reach India Trust,, officials worked/working in State/National level Poverty Alleviation Projects etc.,
- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,
- ❖ Proven skills in capacity building of PRIs
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills in English and Hindi essential. Any other regional language would be an added advantage.
- ❖ Having experience of designing participatory trainings and capacity building modules and materials in the areas notified
- ❖ Having a comprehensive understanding on NRLM processes and activities
- ❖ Willing to travel extensively across the states or the country even sometimes in short notice

## **Theme 6: Human Resources**

- In addition to the above, it has been decided to empanel a pool of resource persons for HR specifically in the area of Organizational Development (OD)
- Empanelled Resource Persons will need to work on capacity building of SRLM Staff and preparation of HR manual, preparation of model HRM, recruitment of staff, induction and immersion and procurement, staff capacity building, performance appraisal, development of staff promotion policy, grievance redressal mechanism, development of performance management system, HR systems, HR processes and HR audit.etc.,

### **Essential criteria**

- ❖ Master's Degree /post graduate diploma with HR specialization from reputed university/institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB etc.,
- ❖ Minimum 7 years relevant work experience on HR/OD in reputed organization
- ❖ Should have passion for HR/OD work
- ❖ Should have good understanding of social development, poverty issues and willingness to live and work with the community.
- ❖ Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,
- ❖ Proven skills on going and mentoring trainers as well as field staff
- ❖ Excellent reading, writing and communication skills
- ❖ Having a comprehensive understanding on NRLM processes and activities

- ❖ Willing to travel extensively across the states or the country even sometimes in short notice

The interested persons can send their latest updated resume / CV with options above theme and interested state and area of expertise to [nrlmcellnirdhr@gmail.com](mailto:nrlmcellnirdhr@gmail.com) latest by 10<sup>th</sup> December, 2016.

Empanelment would be completed as per the norms of NRLM- MoRD and based on the qualifications, experience, expertise of the resource Persons. The resource fee to NRPs would be paid as per approved norms of NRLM- MoRD.

**Director, NRLM (RC)**



**National Institute of Rural Development & Panchayati Raj**  
Rajendranagar, Hyderabad - 500 030

**National Rural Livelihoods Mission - Resource Cell**

Application for the theme of:

Native / Preferred State:

1. Name :
2. Father's Name :
3. Date of Birth and age as :  
(as on 01<sup>st</sup> November, 2016)
4. Address for Correspondence :
5. e-Mail :
6. Contact No. :
7. Educational Qualification :  
(In descending order, up to SSC/Class X)

Degree/Diploma Certificate	Year of passing	College/ Institute	Board/University / Institution	Subjects	Marks / Division

8. Total Experience (in years):  
(Latest first)

S. No	Name of Organisation / Place	Designation	Tenure (From and To & Years and Months)	Responsibility/ Assignment	Achievement

9. Relevant Experience (in years):

10. Languages:

Language	Read	Write	Speak
ENGLISH			
HINDI			
Other language			

11. Computer Proficiency:

12. Any other information, applicant may like to give (but not more than 100 words):

13. References (Two):

Name	Designation and Organisation	Address with contact number

**Attach CV (not more than 3 pages).**

I hereby declare that all the statements made in this application form and enclosures are true to the best of my knowledge and belief.

**Date:**

**Name:**

**Place:**

**Signature:**