

# Project on Barefoot Technicians (BFT) Cell

## 1 Project Background

For the grounding of the Barefoot Technician concept with State Governments, it is sought to house a Cell of young technical professionals to support the development, roll out, monitoring and scale up of Barefoot Technicians in the country.

## 2 Function of BFT Cell

- a. Serve as a **technical assistance hub** for State Governments and provide them assistance on any matter related to the implementation of BFT in a speedy and proactive basis. This will include preparation of training modules, conduct of training, quality control, evaluation and placement of BFTs.
- b. Serve as a **knowledge repository** for all technical matters related to BFT and other aspects of implementing Mahatma Gandhi NREGA. This will include updating training material, development of audio-visual material, compilation of best practices etc.
- c. **Co-ordinate operational aspects** of BFT with the MoRD, National Institute of Rural Development and Panchayati Raj, State Governments and State Institutes of Rural Development.
- d. Conduct evaluations, host workshops, discussions and reviews to deliberate on progress made and key challenges ahead. Periodically **submit reports** to the Ministry, for improving the quality of implementation of Mahatma Gandhi NREGA.
- e. Serve as a **platform** for Central Government, State Governments, Technical Agencies, International Agencies and Civil Society Organizations to interface with each other towards improving the technical aspects of the delivery of Mahatma Gandhi NREGA.

## 3. Key Results Expected

### a. Training Material

- Facilitation of translation of training content in regional languages;
- Development of audio-visual content and presentations as per training material;
- Provide inputs for development of other training material developed by Ministry;
- Maintaining repository of all training material for Mahatma Gandhi NREGA;

### b. Support to State Governments for roll out and deployment of BFTs

- Preliminary meetings with State Governments on BFT;
- Assist State Government in correct identification of BFTs and trainers;
- Cultivation of capable Master Trainers/Trainers trained and made available;
- Conduct of Training of Trainers nominated by State Governments;
- Ensuring evaluation and accreditation of Trainers and recommendation to states;
- Support for training implementation and management capacity of SIRDs/other institutions;

### **c. Monitoring and quality assurance for training and deployment of BFTs**

- Support for coordination services to on-going training programmes at SIRDs/other institutions;
- Monitoring of quality of training being given as per prescribed module;
- Ensuring adequate facilities, training aids and material is provided;
- Continuous assessment and support to candidates throughout training;
- Ensuring evaluation and accreditation of BFTs;
- Effective technology development and information service developed and provided;

### **d. Support to BFTs on the job**

- Supporting State Government to ensure deployment of BFTs with determined role responsibilities;
- Hand hold BFTs once deployed on executing role responsibilities;
- Conducting information dissemination and BFT awareness workshops with other technical functionaries on role of BFT;
- Assisting in organisation of joint workshops of BFT and other technical functionaries at the State Government level.

### **e. Advocacy through establishment of collaboration network**

- Assist in organising peer review learning workshops between states;
- Assessment of impact of BFTs as per stated objectives;
- Effective collaboration network established and utilised;
- Develop model training centres and centres of excellence of BFT at State level;

## **4. Recruitment Qualifications**

### **a. Education:**

#### **1. Essential**

Masters in Social Sciences or in relevant area.

#### **2. Desirable**

Masters in Engineering

### **b. Experience:**

#### **i. Essential**

- At least two-three years of work experience in rural development sector.

#### **ii. Desirable**

- Experience with Civil Society Organisations working on MGNREGA would be preferable.
- Experience of working with government to implement social sector programmes would be an asset.

### **c. Knowledge and Skills:**

- Understanding of development challenges and rural poverty.
- Familiarity with government policies, programmes and government operational systems in India.
- Knowledge of MGNREGA processes and challenges, particularly at the ground level.
- Ability to coordinate effectively between multi stakeholders
- Knowledge of engineering concept is an asset but not essential. Familiarisation of the concept of barefoot technicians and the permissible works and processes under MGNREGA is essential.

- Ability to work in small teams, and flexible ways of working.
- Strong communication (written and oral) skills.
- Proficiency in MS-Office, especially Power Point and Excel; understanding of Management Information System (MIS) would be an asset.

d. **Language:**

Fluency in English and Hindi is essential. Knowledge of regional language(s) would be an asset.

e. **Age :** 45 years and below

## 5. Governance Structure

- a. BFT Cell will be housed within Mahatma Gandhi NREGA Division, Ministry of Rural Development.
- b. Consultants will be hired for a period of one year on contract basis subject to renewal for duration of the project.
- c. All consultants are engaged at a national level for the activities detailed in ToR.
- d. Existing Programme Executive on BFT will co-ordinate the activities of the consultants and report to Joint Secretary (RE), Mahatma Gandhi NREGA.
- e. Joint Secretary (RE) will review the functioning of the Project BFT Cell on a quarterly basis.

## 6. Location

- a. The office for this purpose will be in New Delhi at the same location of other NREGA consultants.
- b. All consultants are expected to travel to States on a regular basis.
- c. Consultants may also be deputed to states for short-term duration.

## 7. Finances

Consultants will be paid a consolidated remuneration of **Rs. 80,000** per month for a period of one year.

- a. They will be provided with a laptop each.
- b. They will be provided travel support to States, as required.

## 8. Submission of Applications

- All the interested and eligible candidates are required to submit the application through **On-line format** available on NIRDPR website ([www.nird.org.in](http://www.nird.org.in)). The application format is made available on or before **28.6.2017**.
- Only shortlisted candidates selected on the basis of education and experience will be called for interview
- In case more qualified candidates are found suitable, a written test on analytical skills, Mahatma Gandhi NREGA and other Rural Development Programmes and issues related to Barefoot Technologies etc. will be conducted to scrutinize the candidate.
- The last date for receiving applications through online is 7/7/2017
- The interviews (if necessary written test) will be conducted on the premises of NIRD&PR, Rajendranagar, Hyderabad
- Shortlisted candidates will be informed only through online (e-mail)
- Candidates are advised to submit the applications\ only through online

