

## Recruitment of Young Professionals under PSRLM

### About the Rural Development and Panchayats Department, Punjab.

The Rural Development and Panchayats Department is entrusted with the task of accelerating the socio-economic development of rural Punjab. The department is responsible for the implementation of various schemes for poverty alleviation, employment generation, sanitation, capacity building, women's social and economic empowerments etc. The guiding and driving force of Rural Development and Panchayats Department is to empower the Panchayats to enable them to function as vibrant institutions of self-government in rural areas of the State. (Website: [pbrdp.gov.in](http://pbrdp.gov.in))

### About the Young Professionals(YP) Program under PSRLM

Young Professionals are being recruited under PSRLM(Punjab State Rural Livelihoods Mission) to develop a talent pool who have the passion for working with the poor and have the potential to become development experts. The Young Professionals Program is a rich opportunity to work on the flagship scheme of poverty alleviation towards rural transformation. It is designed to bring in young graduates and develop skills of leadership, program management and analysis while providing an opportunity to directly work on poverty alleviation. YPs interact with policy makers in the department to influence the direction of the scheme. Through the program, the Young Professionals will develop themselves as leaders with rich ground experience and a multitude of skills

The YP program works with the belief that for poverty eradication and livelihood generation of rural masses, we need the best young people of the country working in PSRLM.

### Eligibility:

1. Graduate degree with minimum 65%/7 CGPA from institutes of repute
2. The applicant must be less than 35 years of age
3. The applicant's work experience must be between 0 and 4 years i.e. less than 4 years

### Roles offered:

- a. **State level:** Approx. 5 positions in the State Mission Monitoring Unit
  - For program design, policy implementation, state level monitoring units under the various verticals of PSRLM

**Location:** Rural Development Head Office at Mohali

Vertical	Posts	Role Specific eligibility requirements
Financial Inclusion	1	Degree or Work experience in social work/social development
Livelihoods	1	Degree in Agriculture, Agriculture economics
Institution building	1	None
Capacity building	1	None
MIS(Management information systems)	1	Analytical/Programming skills

b. **District/Block level:** Approx. 25 positions deputed as District Program Managers or Block Program Managers or Cluster co-ordinators(based on experience)

- Managing program at district and block level as cluster incharge for activation of SHGs(Self Help Groups), financial inclusion, training of SHG members, creating livelihood generation models

**Location:** Various blocks/districts

Vertical	Posts	Role Specific eligibility requirements
District Program Manager or Block Program Manager or Cluster Coordinator	25	Preferable to have Degree or Work experience in social work/social development
SVEP(Start-up Village Entrepreneurship Program)	4	None
MKSP(Mahila Kisan Shashaktikaran Pariyojana)	4	Degree in Agriculture, Agricultural economics

**Remuneration:** Rs 40,000 to Rs 55,000 per month based on academic qualifications and work experience

**Application process:**

Those interested may apply by sending their CV and a SOP(300 words) through the form at this [link](#). Last date to apply is **17<sup>th</sup> June**

The SOP should give details of why you want to join as a Young Professional; your career goals; leadership experience; and how your skills/experiences align to the role requirements.

Shortlisted candidates will be contacted for the next round of the process via phone.

If selected, candidates will be expected to join in July/August 2018.

## Detailed Role description:

### Roles of YP at state level:

- Collaboration in Designing Strategy, Planning, Implementation and Monitoring for the state.
- Present scheme outcomes and suggestions to state leadership for policy formulation
- Monitor and evaluate scheme progress towards goals
- Providing Analytics for the mission at various levels.
- Strategic communication with key stakeholders internally and externally
- Conducting impact assessment, research and other studies.
- Fostering innovations in systems, processes and activities.
- Conducting pilots, special and innovative interventions.
- Capturing and disseminating success stories/ case studies.
- Any other task as assigned by State Mission Director/ reporting authority from time to time

### Role of YP at the district and block level:

- Lead the program implementation at district or block level
- Develop and train a strong cluster team
- Providing Analytics support to the mission
- Work closely with the Project facilitation team and community cadres by visiting the grass roots institutions.
- Developing best practice sites under PSRLM and creation of sustainable community institutions.
- Identify, mobilize and align the crucial stakeholders, SHG members and their families
- To create a system of quantifying the income increase or return derived through the intervention made or investment done through this project.
- Fostering innovations in systems, processes and activities.
- Conducting pilots, special and innovative interventions.
- Capturing and disseminating success stories/ case studies.
- Any other activities as assigned by the reporting authority.
- Monitor their team, plans and progress to produce accurate insights with regards to performance against key milestones and outcomes to facilitate better decision-making

### Vertical Specific roles:

- YPs in the SVEP program will look to develop micro-level enterprises in villages.
- YPs in the MKSP program will build the capacity of women in the domain of agro-ecologically sustainable practices
- YPs in the Financial Inclusion role will ensure credit availability to SHGs
- YPs in the Livelihoods role will create avenues and models for job creation in farm and non-farm sectors. They will be responsible for developing annual business plan and successfully achieving target of jobs domain per year with targeted households in the project. They will be

responsible for successfully establishing business relationship with project partners and managing operations with them for job creation

- YPs in the Institute building and capacity building role will increase the capacity of SHGs via training and awareness
- YPs in the MIS role will use technology to make recommendations on improving the effectiveness, efficiency and delivery of services. They will be responsible for analysis based decisions, designing and developing appropriate MIS system and programmatic dashboard for monitoring and evaluation

### Desired skills

- Experience of working with Central and/or State Governments/ NGOs/ Civil Society on development projects will be preferred
- Extremely dynamic individuals who can mobilize and impact stakeholders and lead programs across clusters
- Passion and commitment to work towards the upliftment of weaker sections of society
- Proven leadership experience, Experience in Programme Design, Programme Management and Programme Implementation will be preferred
- An aptitude towards problem solving
- Excellent communication skills, both oral and written.
- Ability to work in teams and exhibit leadership
- Experience in collection, compilation and analysis of statistical data, and preparation of the project reports/ reviews/ notes/ briefs, etc.
- Strong Analytical and computer skills like MS Excel
- Ability to synthesize complex information (quantitative and qualitative) towards effective long term focused decision making
- Promotes continuous learning and encourages imaginative thinking and game changing concepts
- Acts as a role model, nurtures the culture of commitment to the Mission and actively reinforces this across the mission

#### Other points to note:

1. The YP programme is a 2 year program(extendable by 1 year)
2. YPs will be given a 10% annual increment
3. The YPs will undergo an yearly performance evaluation based on which it will be decided whether to extend the contract to next year or not
4. Based on the performance of YP, they may be absorbed into the different verticals of PSRLM
5. The YPs will go through a structured induction and training program to enable them to learn the nuances of the role. Furthermore, there will be review systems and other capacity building experiences. There will be a mentor for each YP.
6. No TA/DA will be given for attending any part of the selection process