



**UNIVERSITY PLACEMENT CELL
OFFICE OF THE DEAN STUDENTS' WELFARE
INDIRA GANDHI KRISHI VISHWAVIDYALAYA,
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No. /DSW/2016-17/

Dated: 17/03/2017

PLACEMENT NOTICE

Recruitment interview of IGKV passed out M.Sc(Ag) applicants for Young Professionals of CGSRLM, Govt. of Chhattisgarh reg.

All IGKV passed out M.Sc(Ag) applicants in Agronomy, Horticulture, Soil Science, Entomology, Genetics and Plant Breeding, Plant Pathology, Agricultural Economics, Statistics & Fruit Science are here by informed that the selection process for the Post of Young Professionals (YPs) in the Chhattisgarh State Rural Livelihood Mission(CGSRLM) "BIHAN", Govt. Of Chhattisgarh shall be conducted in the College of Agriculture, Raipur Seminar Hall on 24-25th March, 2017 from 11am onwards as under, as fixed by CGSRLM.

Eligibility Criteria For YPs

1. M.Sc(Ag.) Agronomy, Horticulture, Soil Science, Entomology, Genetics & Plant Breeding, Plant Pathology, Economics, Statistics, Fruit Science.
2. 1st Class in B.Sc and M.Sc is mandatory.
3. Candidate should have completed M.Sc from IGKV only.
4. Candidate should give an undertaking that they will work with SRLM for at least two years.

Selection Process

1. Written test (two hours) for shortlisted the candidates.
2. Personal interview of shortlisted candidates.

Two representatives of CGSRLM will conduct this process in CoA(R) Seminar Hall on 24th & 25th March 2017, 11 am onwards.

Candidates are requested to appear for the selection process at own cost with original testimonials on 24th March, 2017 at 10:45 am in to the CoA(R), Seminar Hall.

Dr. Hulas Pathak
(Placement Coordinator)
IGKV Placement Cell

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Copy to :-

1. PA to Hon'ble Vice-Chancellor, IGKV, Raipur
2. Registrar, IGKV, Raipur
3. Dean Students' Welfare, IGKV, Raipur for information please.
4. Dean, CoA, Raipur with request to make available the seminar hall as above.
5. All Deans, College of Agriculture/Horticulture IGKV, Raipur for kind intimation to students.
6. All HoDs, CoA, Raipur with request for circulation among students.
7. IPRO, IGKV for press release
8. Notice Board CoA, Raipur/All Boys & Girls Hostels
9. In-charge Server with request to up-load the notice on IGKV web site.

Dr. Hulas Pathak
(Placement Coordinator)
IGKV Placement Cell

YOUNG PROFESSIONAL POLICY

The Chhattisgarh Aajeevika Samvardhan Samiti (Bihan), designated as State Rural Livelihoods Mission (SRLM) will roll out National Rural Livelihood Mission (NRLM) in Chhattisgarh for coming 10 years. The BIHAN programme will enter into all the 146 blocks by 2016. A dedicated team at Block, District & State level will be set up to drive the mission’s agenda. The SRLM-Chhattisgarh i.e., Chhattisgarh Aajeevika Samvardhan Samiti (Bihan) aims to develop a talented pool of Young Professionals (YPs) who have a passion for working with poor and have the potential to become mature development professionals. The YP programme will help develop a cadre of young professionals who will learn and acquire requisite skills as well as competencies for serving the development sector, and particularly to contribute in mission implementation. It will be a unique opportunity for the YPs to learn community development approach to fight against poverty through well-structured field and thematic exposure.

Under the scheme, fresh post graduates from prestigious academic and training institutes across the country will be recruited either through campus placement or through open market recruitment. The potential institutes have initially been enlisted below. Periodic review will be done and accordingly changes will be approved by the Mission Director. They will be drawn from disciplines like Rural Development, Management, Social Work, forestry, Agriculture, Agriculture and Allied, Engineering, IT, Law, Marketing, HR etc. Based on requirement, campus recruitment will be conducted periodically to get the YPs on board. YPs, fulfilling the requisite qualification, will also be hired from the open market through a competitive selection process. The selection methodology will follow test of attitude, interest, aptitude and commitment to work with poor, knowledge and skill.

Eligibility for being YP:

The eligibility criteria for an individual to apply for YP will be as follow.

- Post graduate diploma/degree from national/international institutes of repute.
- Individual having above educational qualification with related work experience will also be eligible.
- Individual should not be more than 30 years of age.

In order to be competitive, a combination of the following attributes will be desirable for YP during the selection:

- S/he should have passion for working with poor.



- S/he should have ability to work in/with teams.
- S/he should have a commitment to undertake grassroots level assignments and stay with rural poor community.
- S/he should be proficient in Hindi and English.

Programme Specification:

The first year of the YP program would be the same for each of the professionals. The YP however would be given the option of choosing the theme they would want to work on in the second year. But there will be few of the selected YPs taken up at the State Level after immersion in Project Villages. The details of task is as follows

(i) Leading Programme Quality Improvement for blocks at District Level

- ✓ The YP will be selected and attached to a district for quality improvement for a specific theme after 15 days induction.
- ✓ For the next 6 months, the YP will be allocated a old block (a block where the project is already being implemented) to work with the block team & Community Cadres by visiting the grass roots institutions i.e., SHGs, VOs, Producers Groups, CLFs. This is for six months. During this duration, the YP is expected to create a system of quantifying the income increase or return derived through the intervention made or investment done through this project.
- ✓ Upon the completion of the 6 months assignment with an old block, the YP would be allocated a new block (less than 1 year from the start of the implementation) to work with the block team & Community Cadres by visiting the grass roots institutions i.e., SHGs, VOs, Producers Groups, CLFs. This is for five months fifteen days. During this duration, the YP is expected to create a system of quantifying the income increase or return derived through the intervention made or investment done through this project.

(ii) Rolling out thematic/verticals functions at the district level

- ✓ After one year, the performance of YPs will be evaluated based on specific performance indicators before placing at the District level to work on a particular Livelihood verticals for a period of 1 year.
- ✓ Definition of Livelihoods Verticals : CGSRLM has aimed to work on implementing resource blocks strategy. It will also work for various verticals

associated for improvement in quality of the poor live such as Agriculture, Animal husbandry, NTFP, Arts & Crafts, Non-farm Activities, various Social Security Schemes and Entitlement, Food Security, Health and Nutrition, Micro Enterprise, Jobs, Micro Insurance, etc. Many more verticals will about to emerge and will be implemented in the grassroot institutions (i.e. SHGs).

- ✓ These products will be managed by the YP for 1 year at the district level The main responsibility is to prepare guidelines, implementing quality pilot, handholding block & district teams and rolling out through the State.
- ✓ After successful completion of the work of a product manager or vertical manager for an year, the YPs will be evaluated on the performance of the products / verticals in the villages and will be placed within the suitable designation of CGSRLM.

(iii) Managing Verticals at the State Level: The YPs will be hired at the State Level to handle and manage a specific Vertical

- ✓ There will be a mentor for each of the YPs. SRLM will appoint mentor/s for all the YPs in the CGSRLM. The mentors will be from Reputed Institution, Management & Research Institutions. The mentor will act as nodal reference person for all guidance, induction and troubleshooting for YP.
- ✓ A monthly review system will be conducted for assessing performance and progress of the YPs. MD-SRLM will preside this review meeting along with all SPMU staff. Besides this, YP will have to submit a fortnightly/monthly progress report to SRLM. The nodal reference person will design the reporting format for the YP.
- ✓ The YP's will go through a yearly performance appraisal. This will decide whether the YP's contract is to be extended further or not. The key performance indicators for this evaluation will be derived from successful quality implementation of programmes in old & new block and income increase through different livelihoods interventions or any specific output as mentioned in the terms of reference. An exclusive team appointed by the Mission Director – SRLM will conduct the performance appraisal of the YPs. After a thorough appraisal, If the YPs performance is rated/ found non –

satisfactory, the appraisal team could recommend for discontinuation of the contract. If the performance is rated / found satisfactory, the appraisal team will recommend for extension of service.

- ✓ The maximum contract of YP will be of 5 years. The contract could be terminated by either side after giving one month notice or one month remuneration in lieu of the notice.

Recruitment of Young Professionals:

For the selection of YPs, services of external agency may be sought. For the purpose an exclusive recruitment policy will be drafted once the agency is taken on board. The external agency must be of national repute and have similar experience of other Government sponsored schemes/programme. The agency may further be awarded task of mentoring and capacity building of YP, if required.

As mentioned above, YPs will be recruited from prestigious academic and training institutes. Their recruitment plan will be as follows-

Name of the academic and training institute	No. of YPs
All IIMs, all IITs, XLRI, FMS, IRMA, IGKV, Delhi School of Economics, IIFM, TISS, JNU, XISS, XIMB, National Law Schools (like NLS, NALSAR, HNLU etc.), School of Social Work, Shanti Niketan Kolkata, Nirmala Niketan Mumbai, Loyala College Chennai and any other P.G institutions of eminence at national level	15

SRLM may expand the list of institutions and revise it annually based on performance of the institutions. Decision may be taken by MD SRLM in this regard.

Compensation and benefits:

Compensation and benefits for YPs will be based on professional experience. This will be competitive and best among what is being paid in the state across the development sector. This will be divided into different components and paid as per following:

Sr.	Component	Compensation
1.	Monthly Gross Pay	30,000 – 40,000 (Scope of negotiation with candidates/institutions while conducting campus selection/open recruitment)
2.	Other benefit and Allowance	YP will be given entitlement as per the entitlements of Tier II officers in CGSRLM

The monthly gross compensation of the Experienced YPs will be based on the years of experience & negotiation during the selection process. The Mission Director of CGSRLM

will be authorized to take the decision in the fixation of the gross monthly compensation of Experienced YPs.

The monthly gross compensation package in the subsequent years for these institutions will be increased depending on the market trends. The decision of CGSRLM is final in this regard.

Capacity Building for YP:

CGSRLM will be responsible for identifying areas of improvement for each of the YPs. Accordingly, the respective mentor will provide required inputs to YPs. Regular field visits will also be conducted by the mentor to guide and provide on the spot solutions at field level. Mandatory orientation and training on NRLM principles, CRP strategies, thematic components and programme management aspects will be provided to all YP in scheduled manner. Each YP will also be sent for MDPs of 10-15 days in reputed training/academic institutions to acquire managerial skill. The mandatory exposures to best practice location will be another feature in YP's capacity building programme. An external agency may further be awarded task of mentoring and capacity building of YP, if required.

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