

T & M SERVICES CONSULTING PVT LTD Require Manpower On **OUTSOURCING BASIS** For Providing Professional Services In Central / State Government Project Of Gujarat State Rural Livelihoods Mission(Gujarat SRLM) .

The Qualification, Roles, Responsibilities of Various Posts Required in GUJARAT SRLM (NRETP) Given Below,

1) General Manager - Value Chain & Forward Linkage (NRETP)

Designation	General Manager
Level	Top Management
Vertical	Value Chain & Forward Linkage (NRETP)
Administrative & Functional Reporting to	Managing Director, Jt. Managing Director, Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> Should be a Post Graduate in Agri-business management / Rural Management / Rural Marketing or MBA in Marketing from a reputed university/institute. Candidate with UG/PG in agriculture or veterinary science is desirable.
Experience	<ul style="list-style-type: none"> Should have an experience of minimum 5 years in handling value chain development/ market linkage for agriculture produce. She/he should have experience of procurement and marketing of specific agri commodity in large scale. Candidates with experience in managing agriculture commodity supply chain in companies engaged in agri-business, P&L handling experience in a corporate environment would be preferred. Candidate with experience in enterprise promotion, business advisory services, forward and backward linkages for large agriculture based businesses would be given priority. Should have handled procurement / marketing / supply chain for business line / enterprise promotion of at least INR 10 crores turnover annually. Proven experience of leading professional staff and building their initiative and enable them to function as members of efficient and effective teams Developed and managed partnerships in market side, supply side, better technologies Demonstrable experience of project management, ensuring the delivery of high quality program Managed a team of at least 10 members

Job Related Competencies	<ul style="list-style-type: none"> • Setting up a business / vertical in corporate agribusiness company/ start-up environment. • Setting up systems and processes to increase efficiency, profitability of the business Knowledge, skills and ability to use a variety of communication methods, tools and media • Knowledge of supply chain management, designing procurement operations, project management. • Familiarity with mutual assistance principles, functioning of cooperatives or other community based business enterprises, governance mechanisms for Producer Companies would be preferred. • Good data analysis and conceptualization skills • Ability to write concept notes, proposals etc., and make effective presentations • Ability to build and sustain effective partnerships with Government Agencies and private sector organizations • Proven ability to coordinate the work of others and to work as part of a team and share knowledge with others • Effective Teamwork with conflict resolution skills • Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> • Strong Communication and Documentation skills in English Knowledge of Hindi and Gujarati will be preferred Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> • Max 45 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 60000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • Promote economically sustainable producer based organizations to ensure better price realization for the produce of small and marginal producers
Responsibility	<p>Specific tasks of the Senior Technical Expert – Value Chain and forward linkage would include:</p> <ul style="list-style-type: none"> • Development of new proposals in value chain development - Development of intervention strategy, business plan and execution plans for Value Chain development interventions • Facilitating partnership with institutional buyers / local buyers, conducting buyer seller meets • Planning, execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review

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| | <ul style="list-style-type: none">● Develop appropriate institutional strategy to exploit opportunities for value chain development● Develop -Mapping of value chains, Analyzing value chain competitiveness, project strategy, business plans, and standard operating processes for Producer Enterprises and Producer Groups. f. Maintain information regarding produce being handled by PG / PE, markets (prices and trends), commodity-wise details.● Close handholding, capacity building and support to Producer Enterprise staff.● Regular review of the performance of all Producer Enterprises and Producer Groups promoted by the SRLM● Developing and executing capacity building plans for the project staff and community members on value chain development j. Develop manuals and guidelines to facilitate implementation of value chain development. Also, facilitate workshops, consultations necessary for developing the same.● Identify and document best practices in value chain development interventions.● Co-ordination with the Technical Support Agencies for development and implementation of value chain development proposals.● Review of concerned staff at all levels● Development of modules in MIS for monitoring and evaluation of value chain interventions● Any other task assigned by reporting officer |
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2) Project Manager - Model CLF strengthening (NRETP)

Designation	Project Manager
Level	Middle Management
Vertical	Model CLF strengthening (NRETP)
Administrative & Functional Reporting to	Managing Director, Jt. Managing Director, GM-SM&IB and/or Social Management Framework(SMF)&Gender/ Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Post Graduate degree or diploma (equivalent) preferably in Rural Development/Rural Management, Master in Social work
Experience	<ul style="list-style-type: none"> • Minimum 05 years of relevant experience in development sector with experience of design, planning and working in large scale social development projects of government/ non-government organization at state level • Proven track record in working with SHG, VO and CLF
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc • Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> • Max 35 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 40000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • To support in the implementation of Model CLF strategy
Responsibility	<ul style="list-style-type: none"> • Support in development of strategies, policies, advisories, AAPs and roll out of the same for implementation of model CLF strategy • Support in conducting state, district and block level core committee meetings • Support in coordinating with National Resource persons or Technical Support Agencies designated for the state and also developing necessary linkages and ensure on-time completion

	<p>of all activities planned in model CLF strategy viz., Collection & compilation of current status of CLFs data, Vision building, Business plan development, action plans etc.,</p> <ul style="list-style-type: none">● Coordinate with other thematic for integration of all activities at CLF level● Regular field visits and reviewing the performance of Model CLF for ensuring proper implementation and integration of all thematic interventions● Support in preparation of Bye-laws, registration and compliance by SHG federations● With support of Technical Expert - CB, develop pool of community master trainers/ Resource Persons at state, District and block level and CLF level and regularly coordinating and monitoring their performance● Plan, design and conduct capacity building activities for members of SHG federations, CBO staff and community cadre● Customized modules and protocols shared by NMMU and if required develop state specific modules and materials● Regularly Mentoring/monitoring/guiding concerned staff at state, district and block teams to ensure effective rollout of Model CLF strategy● Provide support in development and operationlization of Governance, financial and HR management systems● Identify and document of best practices, case studies and success stories etc.● Preparation, analysis and submission of MIS and reports to state and NMMU● Any other task assigned by reporting officer
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3) Project Manager - Insurance / Pension (NRETP)

Designation	Project Manager
Level	Middle Management
Vertical	Insurance / Pension (NRETP)
Administrative & Functional Reporting to	Managing Director, Jt. Managing Director, GM-MF&FI and/or Digital Finance/ Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Post Graduate degree or diploma (equivalent) preferably in Rural Development Management, Master in Social work, Financial Management
Experience	<ul style="list-style-type: none"> • Minimum 05 years of relevant experience in related sector with experience of design, planning and working in large scale projects of government/non-government organisation at state/national level
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc • Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> • Max 35 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 40000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • To Provide guidance to the Mission Team for the implementation of insurance/pension initiatives
Responsibility	<ul style="list-style-type: none"> • Support in mainstreaming of insurance and pension Initiatives • Develop pool of community cadre/master trainers- training, deployment and management • Customized modules and protocols shared by NMMU and if required develop state specific modules and materials

	<ul style="list-style-type: none">● Mentor/monitor/guide staff at state, district and block team to ensure effective rollout of the activities● Represent at different forums and liaison with different line departments and NMMU related to the mission activities and reports● Facilitate planning, managing and budgeting at various levels● Provide support in programme, systems, data and fund management activities in the state <p>Any other task assigned by reporting officer</p>
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4) Project Manager - Organic Village Cluster(NRETP)

Designation	Project Manager
Level	Middle Management
Vertical	Organic Village Cluster(NRETP)
Administrative & Functional Reporting to	Managing Director, Jt. Managing Director, GM- Farm Livelihood (Agri & AHD) and/or Value Chain and Forward Linkage/Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Candidate should be a Post-Graduate in Agriculture / Agri-business Management/Rural Management/Rural Marketing/social sciences from a reputed university/institute
Experience	<ul style="list-style-type: none"> • 5+ years in a large size livelihood development project or in reputed industry at middle management level, responsible for promotion of organic agriculture practices and allied activities based livelihoods or managing commodity business in scale, certification, sourcing, value addition, marketing etc. • Candidate should also have minimum 3 years of experience working in any part of the value chains of organic produce. • Should have handled procurement/marketing/ supply chain for organic agricultural produce • Experience of developing a business/vertical for promotion of organic farming, practices within an organization/corporate institution would be preferred. • Experience of roll-out of PGS or Third party certification with at least 500 farmers. • Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams • Developed and managed partnerships in market side, supply side, for technical know-how of implementation of organic farming • Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams • Managed a team of at least 5 members

Job Related Competencies	<ul style="list-style-type: none"> ● Knowledge of organic certification standards – both third party and PGS certification systems ● Knowledge of compliances for both export and domestic markets for organic produce. ● Knowledge of organic farming methods, agro-ecological practices ● Experience in setting up systems and processes to roll-out organic farming in the States ● Good data analysis and conceptualization skills ● Ability to write concept notes, proposals etc., and make effective presentations ● Ability to build and sustain effective partnerships with Government Agencies and private sector organizations ● Proven ability to coordinate the work of others and to work as part of a team and share knowledge with others ● Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> ● Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc ● Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> ● Max 35 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> ● Upto Rs 40000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> ● PM-organic village clusters would work under the guidance of the GM – Farm Livelihoods(Agri & AHD or Value Chain and Forward Linkage) to roll-out organic farming and certification in the States
Responsibility	<ul style="list-style-type: none"> ● Planning, execution and monitoring of the sanctioned organic village cluster projects through regular field visit and review ● Cluster level planning and roll out of organic village cluster development activities ● Rolling out certification in the clusters ● Support the SRLMs in development of value addition and market linkage strategies for organic produce ● Development of protocols, package of practices for organic farming. Also, facilitate workshops, consultations necessary for developing the same. ● Mapping of value chains, analyzing value chain

	<p>competitiveness, project strategy, business plans, and standard operating processes for Producer Enterprises and Producer Groups taking up marketing of organic produce</p> <ul style="list-style-type: none">● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details.● Identifying institutional buyers / local buyers, conducting buyer seller meets● Development of new proposals in organic village cluster development● Developing and executing capacity building plans for the project staff and community members on farm livelihoods and value chain development● Develop manuals and guidelines to facilitate implementation of value chain development.● Identify and document best practices● Co-ordination with the Technical Support Agencies for development and implementation of organic village clusters● Ensuring data collection and entry into MIS for monitoring and evaluation● Any other task assigned by reporting officer
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5) Project Manager - Forward Linkage (NRETP)

Designation	Project Manager
Level	Middle Management
Vertical	Forward Linkage (NRETP)
Administrative	Managing Director, Jt. Managing Director, GM- Farm Livelihood (Agri & AHD) and/or Value Chain and Forward Linkage/Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Candidate should be a Post-Graduate in Agri-business Management/ Rural Management/ Rural Marketing or MBA in Marketing from a reputed university/institute. Candidate with UG/PG in agriculture or veterinary science is desirable.
Experience	<ul style="list-style-type: none"> • Should have an experience of minimum 3 years in handling value chain development/ market linkage for agriculture produce. She/he should have experience of procurement and marketing of specific agri-commodity in large scale • Candidate with experience in managing agriculture commodity supply chain in companies engaged in agribusiness, P&L handling experience in a corporate environment would be preferred. • Candidate with experience in enterprise promotion, business advisory services, forward and backward linkages for large agriculture based businesses would be given priority. • Should have handled procurement / marketing / supply chain for vertical of at least INR 2 crores turnover annually. • P&L handling experience for the vertical / business / product line. • Experience of starting a business / vertical within a corporate environment would be preferred. • Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams • Developed and managed partnerships in market side, supply side, better technologies • Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams • Managed a team of at least 5 members

Job Related Competencies	<ul style="list-style-type: none"> ● Experience in setting up a business/ vertical in corporate agribusiness company/ start-up environment. ● Experience in setting up systems and processes to increase efficiency, profitability of the business Knowledge, skills and ability to use a variety of communication methods, tools and media ● Knowledge of supply chain management, designing procurement operations, project management. ● Familiarity with mutual assistance principles, functioning of cooperatives or other community based business enterprises, governance mechanisms for Producer Companies would be preferred. ● Good data analysis and conceptualization skills ● Ability to write concept notes, proposals etc., and make effective presentations ● Ability to build and sustain effective partnerships with Government Agencies and private sector organizations ● Proven ability to coordinate the work of others and to work as part of a team and share knowledge with others ● Effective Teamwork with conflict resolution skills ● Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> ● Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc ● Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> ● Max 35 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> ● Upto Rs 40000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> ● PM- Forward linkage would work under the guidance of the GM – Farm Livelihoods (Agri & AHD or Value Chain and Forward Linkage)to promote economically sustainable producer based organizations to ensure better price realization for the produce of small and marginal producers
Responsibility	<ul style="list-style-type: none"> ● Specific tasks of the PM - Forward linkage would include: ● Planning, execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review ● Mapping of value chains, analyzing value chain competitiveness, project strategy, business plans, and standard operating processes for Producer Enterprises and Producer Groups. ● Maintain information regarding produce of the SHG members,

	<p>markets (prices and trends), and commodity-wise details.</p> <ul style="list-style-type: none">● Identifying institutional buyers / local buyers, conducting buyer seller meets● Development of new proposals in value chain development - Development of intervention strategy, business plan and execution plans for Value Chain development interventions● Close handholding, capacity building and support to Producer Enterprise staff.● Timely review of the performance of all Producer Enterprises and Producer Groups promoted by the SRLM● Developing and executing capacity building plans for the project staff and community members on farm livelihoods and value chain development● Develop manuals and guidelines to facilitate implementation of value chain development. Also, facilitate workshops, consultations necessary for developing the same.● Identify and document best practices in value chain development under farm livelihoods initiatives● Co-ordination with the Technical Support Agencies for development and implementation of value chain development proposals.● Ensuring data collection and entry into MIS for monitoring and evaluation of value chain interventions● Any other task assigned by reporting officer
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6) Project Manager - Livelihoods Training and Capacity Building (NRETP)

Designation	Project Manager
Level	Middle Management
Vertical	Livelihoods Training and Capacity Building (NRETP)
Administrative	Managing Director, Jt. Managing Director, GM- Farm Livelihood (Agri & AHD) and/or Value Chain and Forward Linkage/Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Candidate should be a Post-Graduate in Agriculture / Agri-business management/ Rural Management/ Rural Marketing/ social sciences from a reputed university/institute
Experience	<ul style="list-style-type: none"> • 5+ years in a large size livelihood development project or in reputed industry at middle management level, responsible for development of training materials, manuals for Staff, community resource persons and community for livelihoods activities. • Candidate should also have minimum 3 years of experience working in development and implementation of training and capacity building programs • Experience of designing and implementing large scale training programs at the State level for a large scale for a farm livelihoods based program • Experience of developing training material (flipcharts, documents, posters, video etc) on sustainable agriculture, livestock, NTFP or value chain for various types of recipients (community resource persons, community, Staff). • Experience of using innovative technologies for delivery of training • Experience of building robust training architecture. • Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams • Developed and managed partnerships with academic institutions, training agencies for implementation of training at various levels • Managed a team of at least 5 members
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of training needs at various level - community resource persons, community, Staff, etc • Knowledge of training techniques, methodologies and use of technology for training delivery • Experience in setting up systems and processes to roll-out training on various in the States • Good data analysis and conceptualization skills

	<ul style="list-style-type: none"> • Ability to write concept notes, proposals etc., and make effective presentations • Ability to build and sustain effective partnerships with Government Agencies, academic institutions, training agencies etc. • Proven ability to coordinate the work of others and to work as part of a team and share knowledge with others • Demonstrated openness to change and ability to • manage complex situations
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc • Experience in Govt. Sector (PSU), Social Sector will be preferred
Age Limit	<ul style="list-style-type: none"> • Max 35 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 40000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • PM- Livelihoods training and capacity building would • work under the guidance of the GM – Farm Livelihoods (Agri & AHD or Value Chain and Forward Linkage) to manage the training and capacity building activities and requirements for staff, community resource persons and community.
Responsibility	<ul style="list-style-type: none"> • Developing and executing capacity building plans for the project staff and community members on farm livelihoods • Co-ordinate with Sustainable Agriculture, Livestock, NTFP, Value Chain and organic farming teams of Farm Livelihoods to develop the training and capacity building strategy for staff, CRPs and community and identification of training needs for staff, CRP and community • Co-ordinate development of modules / training material (print and video) with the support of NRPs / Expert organizations. • Identify best practice sites to be developed as immersion sites / exposure visits • Support the teams under Farm Livelihoods in development of protocols, package of practices for organic farming. Also, facilitate workshops, consultations necessary for developing the same. • Regular documentation and publication of best practices • Partnerships with academic institutions, capacity building agencies for providing trainings. • Ensuring data collection and entry into MIS for monitoring and evaluation of training and capacity building activities

7) Young Professional - Farm Livelihood (NRETP)

Designation	Young Professional
Level	Middle Management
Vertical	Value Chain & Forward Linkage (NRETP)
Administrative	GM-Farm Livelihood (Agri & AHD) and/or Value Chain and Forward Linkage/Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Post Graduate in Agri-business management / Rural Management / Rural Marketing or MBA in Marketing from a from a reputed university/institute
Experience	<ul style="list-style-type: none"> • 0-2 years' experience in livelihoods promotion • Experience of working in marketing / supply chain within a corporate environment would be preferred. • Field experience of working in a large scale livelihoods promotion program
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of supply chain management, designing procurement operations, project management. • Knowledge of mutual assistance principles, functioning of cooperatives or other community based business enterprises, governance mechanisms for Producer Companies would be preferred. • Good data analysis and conceptualization skills • Ability to write concept notes, proposals etc., and make effective presentations • Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational • proficiency in MS Office, Internet, etc.
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 25000/per month(commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • Young professionals would work under the guidance of the GM-Farm Livelihood (Agri & AHD) and/or Value Chain and Forward Linkage to implement value chain development interventions in the States.

Responsibility	<ul style="list-style-type: none">● Execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review● Analyzing value chain competitiveness, and business plans for Producer Enterprises and Producer Groups.● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details.● Identifying institutional buyers / local buyers, conducting buyer seller meets● Support in collection of information / data for development of new proposals in value chain development● Support in execution of capacity building plans for the project staff and community members on farm livelihoods and value chain development● Facilitate workshops, consultations necessary for developing manuals and guidelines to facilitate implementation of value chain development.● Identify and document best practices in value chain development under farm livelihoods initiatives● Ensuring data collection and entry into MIS for monitoring and evaluation of value chain interventions
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8) Young Professional - Non-Farm Livelihood (NRETP)

Designation	Young Professional
Level	Middle Management
Vertical	Enterprise Promotion (NRETP)
Administrative & Functional Reporting to	GM- Marketing & CRS and/or Enterprise Promotion /Any Other Official designated by MD
Position	01
Place of Posting	Head Office, GLPC Ltd.
Qualification	<ul style="list-style-type: none"> • Post Graduate in Agri-business management / Rural Management / Rural Marketing or MBA in Marketing from a reputed university/institute.
Experience	<ul style="list-style-type: none"> • 0-2 years' experience in livelihoods promotion • Experience of working in marketing / supply chain within a corporate environment would be preferred. • Field experience of working in a large scale livelihoods promotion program
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of supply chain management, designing • procurement operations, project management. • Knowledge of mutual assistance principles, functioning of cooperatives or other community based business enterprises, governance mechanisms for Producer Companies would be preferred. • Good data analysis and conceptualization skills • Ability to write concept notes, proposals etc., and make effective presentations • Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational • proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 25000/per month (commensurate with experience and Company's Policies)

<p>Role</p>	<ul style="list-style-type: none"> ● Young professionals would work under the guidance of the SPM – Forward Linkage to implement value chain development interventions in the States ● would work under the guidance of the GM – Farm Livelihoods (Agri & AHD or Value Chain and Forward Linkage) to manage the training and capacity building activities and requirements for staff, community resource persons and community.
<p>Responsibility</p>	<ul style="list-style-type: none"> ● Execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review ● Analyzing value chain competitiveness, and business plans for Producer Enterprises and Producer Groups. ● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details. ● Identifying institutional buyers / local buyers, conducting buyer seller meets ● Support in collection of information / data for development of new proposals in value chain development ● Support in execution of capacity building plans for the project staff and community members on farm livelihoods and value chain development ● Facilitate workshops, consultations necessary for developing manuals and guidelines to facilitate implementation of value chain development. ● Identify and document best practices in value chain development under farm livelihoods initiatives ● Ensuring data collection and entry into MIS for monitoring and evaluation of value chain interventions

9) Assistant Project Manager District - Non-Farm/ Enterprise Promotion (NRETP)

Designation	Assistant Project Manager -District
Level	Middle Management
Vertical	Enterprise Promotion (NRETP)
Administrative	Senior GM-cum-Director-DRDA, District Livelihood Manager and/or GM-Enterprise Promotion/Any Other Official designated by MD
Position	03
Place of Posting	District Rural Development Agency (DRDA), Dahod (1), Narmada (1), Surendranagar (1)
Qualification	<ul style="list-style-type: none"> • MBA in Finance/Business/Rural Management/ Marketing from an institution of repute or CA or ICWA.
Experience	<ul style="list-style-type: none"> • Minimum of 2 years of experience of working in non- farm livelihoods promotion or in a business organisation preferably in rural based value chains. • Experience of working in teams and managing relationships with all stakeholders
Job Related Competencies	<ul style="list-style-type: none"> • Strong in numeracy, analytical, and business skills • Good team player with strong ability to work in teams and with people with no direct reporting relationships • Strong in communication skills • Data driven, open to learning and adaptable, should be willing to adapt to ground realities • Compassionate for the poor and willing to look at issues from their lens • Honest, fair and objective in work • A Self-starter and a target-oriented person • Willing to travel extensively in the field and stay in a village for 15 days a month
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 30000/per month (commensurate with experience and Company's Policies)

<p>Role Responsibility</p>	<p>The APM-District shall be responsible for overseeing all enterprise development activities in the allocated district. The specific responsibilities of the APM District are:</p> <ul style="list-style-type: none"> • Ensure roll-out and functioning of entrepreneurship promotion activities within the district • Identify new business opportunities and markets for setting up enterprises • Coordinate with functional experts in the district for seeking their advice and services for promoting, enhancing, and improving performance of enterprises • Coordinate with the other domain teams in the district for effective implementation of enterprise activities • Ensure regular data-collection and analysis of supported enterprises (through software application, or manually, as the case may be) • Ensure regular monitoring and reporting of entrepreneurship development activities in the block • Document and share experiences of entrepreneurs and innovative practices undertaken in the field • Coordinate with the technical support agency cluster development activities in the district • Monitor the work of the Block teams and the TSAs under the program in his/her district • Ensure that the enterprises supported under the program are sustainably financially viable within the defined timelines of the project. • Facilitate forward and backward linkages for the enterprises set up under the programme. • Facilitate and do capacity building of the CRPs and the staff of the cluster enterprises in the district. • Review the financial and business parameters of the cluster and larger group enterprises in the district on a regular basis • Facilitate and build the capacities of the block teams, CRPs and community members in the OSF in business plan appraisal, evaluation and approvals. • Ensure that financial requirements of enterprises are met, both from CEF and through Formal Financial Institutions in co-ordination with the District FI team. • Assist the incubator appointed by the SRLM in identifying SHG women-run enterprises for incubation support • Provide data-driven market intelligence, support market linkages, scout for new business opportunities, and facilitate access to technology and skills • Ensure that both the quantitative and qualitative targets are met. • Roll out of technology platform for enterprise promotion, monitoring the enterprise development activities in the district, and identification and coordination with the pool of functional experts.
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10) Assistant Project Manager (Taluka) - Financial Inclusion (NRETP)

Designation	Assistant Project Manager (Taluka)
Level	Lower Management
Vertical	Digital Finance (NRETP)
Administrative & Functional Reporting to	TLM/DLM and GM- Digital Finance and/or Any Other Official designated by MD
Position	09 (One per Block)
Place of Posting	Taluka Development Office, Dahod: Dahod, Garbada, Limkheda, Sanjeli; Narmada: Dediapada, Sagbara; Surendranagar: Chotila, Sayla, Patdi
Qualification	<ul style="list-style-type: none"> • Post Graduate degree or diploma preferably in Rural Development Management, Master in Social work/Financial Management
Experience	<ul style="list-style-type: none"> • Fresh Graduate from management institute • Comfortable with computer/MS Office and latest android based platform
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in Gujarati is essential. Knowledge of English & Hindi is desirable, Operational proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 15000/per month (commensurate with experience and Company's Policies)
Role Responsibility	<ul style="list-style-type: none"> • The APM-taluka shall be responsible for overseeing all Financial Inclusion activities in the allocated block. The specific responsibilities of the APM Taluka are: • Support in strengthening of Alternate Banking Solution and Micro Insurance • Support in the identification of cadre and their trainings and deployment • Conduct training for community Institutions and cadre • Attend BLBC meeting and share the progress report, constraints (if any any) in SHG bank linkage • Support in conducting of training of Branch managers and others • Mentor/monitor/guide staff and community cadre to ensure effective rollout of financial inclusion activities of the Mission • Provide support in programme, systems, data and fund management and anchor Financial inclusion activities in the block • Coordinate with Bank and Corporate BC to provide technical solution to BC Sakhi • Any other task assigned by reporting officer

11) Assistant Project Manager (Taluka) - Forward Linkage (NRETP)

Designation	Assistant Project Manager -Taluka
Level	Lower Management
Vertical	Value Chain & Forward Linkage (NRETP)
Administrative	TLM/DLM and GM – Value Chain and Forward Linkage and/or Any Other Official designated by MD
Position	09 (One per Block)
Place of Posting	Taluka Development Office, Dahod: Dahod, Garbada, Limkheda, Sanjeli; Narmada: Dediapada, Sagbara; Surendranagar: Chotila, Sayla, Patdi
Qualification	<ul style="list-style-type: none"> • UG (4 years course) in Ag Science, Forestry, and /or PG in Rural Development/Rural Management/social sciences
Experience	<ul style="list-style-type: none"> • 1-2 years of experience of procurement and marketing of specific agri commodity in large scale, experience in managing agriculture commodity supply chain in companies engaged in agri business • P&L handling experience for an area / product line within an agri-commodity focused corporate environment. • Experience in procurement / marketing of agriculture commodities. • Experience of setting up field level procurement centers • Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams • Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams • Managed a team of at least 5 field staff
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of supply chain management, execution of procurement operations, project management. • Familiarity with mutual assistance principles, functioning of cooperatives or other community based business enterprises, governance mechanisms for Producer Companies would be preferred. • Ability to work with government agencies, technical support partners at the block level

	<ul style="list-style-type: none"> ● Ability to work effectively with community resource persons, community and field staff to deliver results ● Effective Teamwork with conflict resolution skills ● Demonstrated openness to change and ability to manage complex situations
Other Requirements	<ul style="list-style-type: none"> ● Spoken, reading & written fluency in Gujarati is essential. ● Knowledge of English & Hindi is desirable, Operational proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> ● Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> ● Upto Rs 15000/per month (commensurate with experience and Company's Policies)
Role Responsibility	<ul style="list-style-type: none"> ● The APM-taluka Forward Linkage would work under the guidance of the GM – Value Chain and Forward Linkage to implement value chain development interventions in the blocks ● Responsible for execution and monitoring of the sanctioned value chain development projects at the block level ● Continuously scout for opportunities by analyzing potential for developing value chain interventions for existing commodities being produced in the block ● Facilitate the technical support agencies in implementation of the sanctioned projects. ● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details of local and block level markets. ● Identifying local buyers / local buyers, facilitating buyer seller meets at the block level ● Collection of information / data for development of new proposals in value chain development ● Execution of capacity building plans for the project staff, udyog mitra and community members on farm livelihoods and value chain development ● Facilitate workshops, consultations necessary for developing manuals and guidelines to facilitate implementation of value chain development. ● Identify and document best practices in value chain development under farm livelihoods initiatives in the block ● Ensuring data collection and entry into MIS for monitoring and evaluation of value chain interventions

12) Assistant Project Manager (Taluka) - Organic Farming (NRETP)

Designation	Assistant Project Manager -Taluka
Level	Lower Management
Vertical	Value Chain & Forward Linkage (NRETP)
Administrative	TLM/DLM and GM – Value Chain and Forward Linkage and/or Any Other Official designated by MD
Position	09 (One per Block)
Place of Posting	Taluka Development Office, Dahod: Dahod, Garbada, Limkheda, Sanjeli; Narmada: Dediapada, Sagbara; Surendranagar: Chotila, Sayla, Patdi
Qualification	<ul style="list-style-type: none"> • UG (4 years course) in Ag Science, Forestry, and /or PG in Rural Development/Rural Management/social sciences
Experience	<ul style="list-style-type: none"> • 1-2 years in a livelihood development project responsible for promotion of organic production systems and allied activities based livelihoods • Should have handled procurement / marketing / supply chain for organic agricultural produce • Experience of roll-out of PGS or Third party certification with at least 100 farmers. • Experience in setting up systems and processes to roll-out organic farming • Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams • Managed a team of at least 5 field staff
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of organic certification standards – both third party and PGS certification systems • Knowledge of compliances for both export and domestic markets for organic produce. • Knowledge of organic farming methods, agro-ecological practices • Ability to work effectively with community resource persons, community and field staff to deliver results • Good data analysis and conceptualization skills • Ability to build and sustain effective partnerships with Government departments, technical support agencies and capacity building agencies • Demonstrated openness to change and ability to manage complex situations

Other Requirements	<ul style="list-style-type: none"> ● Spoken, reading & written fluency in Gujarati is essential. ● Knowledge of English & Hindi is desirable, Operational proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> ● Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> ● Upto Rs 15000/per month (commensurate with experience and Company's Policies)
Role Responsibility	<ul style="list-style-type: none"> ● The APM-taluka organic farming would work under the guidance of the GM – Value Chain and Forward Linkage and/or GM – Farm Livelihoods and be responsible for the implementation of organic farming and certification in the Blocks ● Execution and monitoring of the sanctioned organic village cluster projects through regular field visit and review ● Cluster level planning and roll out of organic village cluster development activities ● Rolling out certification in the clusters and facilitate technical support agencies in implementation ● Continuously scout for opportunities by analyzing potential for developing value chain interventions for existing commodities being produced in the block ● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details. ● Identifying local buyers, conducting buyer seller meets ● Executing capacity building plans for the project staff and community members on farm livelihoods and value chain development ● Identify and document best practices ● Ensuring data collection and entry into MIS for monitoring and evaluation

13) Assistant Project Manager (Taluka) - Enterprise Promotion (NRETP)

Designation	Assistant Project Manager -Taluka
Level	Lower Management
Vertical	Enterprise Promotion (NRETP)
Administrative & Functional Reporting to	TLM/DLM and GM – Enterprise Promotion and/or Any Other Official designated by MD
Position	09 (One per Block)
Place of Posting	Taluka Development Office, Dahod: Dahod, Garbada, Limkheda, Sanjeli; Narmada: Dediapada, Sagbara; Surendranagar: Chotila, Sayla, Patdi
Qualification	<ul style="list-style-type: none"> • Post graduate in management / commerce /engineering background from an institution of repute.
Experience	<ul style="list-style-type: none"> • Minimum of 0-1 years of experience of working in non-farm livelihoods promotion or in a business organisation preferably in rural based value chains.
Job Related Competencies	<ul style="list-style-type: none"> • Strong in numeracy, analytical, and business skills • Good team player with strong ability to work in teams and with people with no direct reporting relationships • Data driven, open to learning and adaptable, should be willing to adapt to ground realities • Compassionate for the poor and willing to look at issues from their lens • Honest, fair and objective in work • A Self-starter and a target oriented person. • Willing to travel extensively in the field and stay in a village for 15 days a month
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in Gujarati is essential. • Knowledge of English & Hindi is desirable, Operational proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 15000/per month (commensurate with experience and Company's Policies)
Role & Responsibility	<ul style="list-style-type: none"> • The APM-taluka Enterprise Promotion has the responsibility of operations of the One Stop Facility (OSF) centre. She/he has to ensure that entrepreneurs in the blocks are provided the required

	<p>services. The specific role is</p> <ul style="list-style-type: none">● Ensure provision of Business Support Services by OSF to all the entrepreneurs in the block● Ensure that OSF has the required technical information (information about schemes etc) for the services that need to be rendered● Create various data sets of enterprise and entrepreneurs in the block including the baseline survey of existing enterprises; ensure that this data is updated at regular intervals● Assist in preparing the necessary content for training and capacity building of various stakeholders● Ensure that financial requirements of enterprises are met, both from CEF and through Formal Financial Institutions● Coordinate amongst TSA, OSF, CBOs and project staff for effective implementation● Assist in identification and selection of Community Cadre and Mentors for OSF● Institutionalise OSF and governance mechanisms (infrastructure, opening bank-account, appointment and rotation of signatories, etc.) as per norms● Support the CBOs in operationalising the various activities under the programme and in building their capacities to take over all the programme elements at the end of the project period● Identify new business opportunities and markets for setting up enterprises● Ensure regular monitoring and reporting of entrepreneurship development activities in the block● Ensure that both the quantitative and qualitative targets are met● Ensure MIS and monitoring reports are submitted as per the defined timelines.● Provide handholding and business management support to the clusters /incubated enterprises being supported in the block.
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14) Young Professional (NRETP) - Social Management Framework (SMF) & Gender (NRETP)

Designation	Young Professional
Level	Lower Management
Vertical	Social Management Framework (SMF) & Gender (NRETP)
Administrative & Functional Reporting to	DLM/APMD and/or GM-SMF & Gender/Any Other Official designated by MD
Position	03
Place of Posting	District Rural Development Agency (DRDA), Dahod (1), Narmada (1), Surendranagar (1)
Qualification	<ul style="list-style-type: none"> • Post Graduate degree or diploma preferably in Rural Development Management, Master in Social work
Experience	<ul style="list-style-type: none"> • Fresh Graduate from management institute • Preferably 1 year experience in rural development / community works
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in English & Gujarati is essential. Knowledge of Hindi is desirable, Operational • proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 25000/per month (commensurate with experience and Company's Policies)
Role	<ul style="list-style-type: none"> • To implement Model CLF strategy
Responsibility	<ul style="list-style-type: none"> • Development and rolling out of strategies, customization of VO& CLF SOPs, CLF AAPs, systems for implementation of model CLF strategy • Development and training of Community Spearhead Team and CLFs • Facilitation of activities as planned model CLF strategy viz., Collection of current status of CLFs data, • Vision building, Business plan development, action plans etc., • Regular field visits and reviewing the performance of Model CLF for ensuring proper implementation and integration of all thematic interventions • Preparation of Bye-laws, registration and compliance by SHG federations • Plan, design and conduct capacity building activities for members of SHG federations, CBO staff and community cadre • Customized modules and protocols shared by State and if required develop CLF specific modules and materials

	<ul style="list-style-type: none">● Attending CLF meetings regularly and mentoring/monitoring/guiding concerned CLF EC and staff to ensure effective rollout of Model CLF strategy● Development and operationlisation of Governance, financial and HR management systems● Identify and document of best practices, case studies and success stories etc.● Preparation, analysis and submission of MIS and reports to state● Any other task assigned by reporting officer
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15) **Technical Co-ordinator - Organic Farming (NRETP)**

Designation	Technical Co-ordinator
Level	Lower Management
Vertical	Value Chain & Forward Linkage (NRETP)
Administrative & Functional Reporting to	TLM/DLM and GM – Value Chain and Forward Linkage and/or Any Other Official designated by MD
Position	18 (Two per Block)
Place of Posting	Taluka Development Office, Dahod: Dahod, Garbada, Limkheda, Sanjeli; Narmada: Dediapada, Sagbara; Surendranagar: Chotila, Sayla, Patdi
Qualification	<ul style="list-style-type: none"> • Diploma in agriculture from a AICTE recognized institute or UG (4 years course) in Ag. Science, Forestry
Experience	<ul style="list-style-type: none"> • 1+ years in a livelihood development project responsible for promotion of organic production systems and allied activities based livelihoods. In case of Diploma Agriculture, fresh graduates may be considered. • Experience of roll-out of PGS or Third party certification would be preferred • Experience of working with community and community mobilization for livelihoods interventions • Experience in executing training and capacity building programs at the field level with community resource persons and community
Job Related Competencies	<ul style="list-style-type: none"> • Knowledge of organic certification standards – both third party and PGS certification systems would be preferred • Knowledge of organic farming methods, agro-ecological practices • Ability to work effectively with community resource persons, community and field staff to deliver results
Other Requirements	<ul style="list-style-type: none"> • Spoken, reading & written fluency in Gujarati is essential. Knowledge of English & Hindi is desirable, Operational • proficiency in MS Office, Internet, etc
Age Limit	<ul style="list-style-type: none"> • Max 30 years, relaxable by 5 years for Reserved Candidate
Compensation	<ul style="list-style-type: none"> • Upto Rs 10000/per month(commensurate with experience and Company's Policies)

Role Responsibility	<ul style="list-style-type: none">● The Technical Co-ordinator- organic farming would work under the guidance of the TLM and/or APM-Organic Farming and be responsible for the implementation of organic farming and certification at the cluster level● Cluster level planning and roll out of organic village cluster development activities● Rolling out certification in the clusters and facilitate technical support agencies in implementation● Maintain information regarding produce of the SHG members, markets (prices and trends), commodity- wise details.● Executing capacity building plans for the project staff and community members on farm livelihoods and value chain development● Identify best practices and communicate the same to the block level● Ensuring data collection and entry into MIS for monitoring and evaluation
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