

Young Professional Scheme under Rajasthan Gramin Ajeevika Vikas Parishad

Background

Rajasthan Grameen Ajeevika Vikas Parishad designated as registered body under aegis of Department of Rural Development, Govt. of Rajasthan, 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.

The YP programme intends to select on internship newly passed out post graduates from premiere academic institutes across the country. These post graduates will be drawn from disciplines like rural management, management, social work, agriculture, engineering, marketing, finance, HR etc. These young professionals will be elected on internship either through campus placement or through open market annually. The selection methodology will follow test of aptitude, attitude, interest and commitment to work with the poor. Based on requirement, campus selection will be conducted periodically by RGAVP to get the YPs on board. Young Professionals, who are fulfilling the requisite qualifications, will also be hired from the open market through a competitive selection process. The selection methodology again will involve test of aptitude, attitude, knowledge and skill.

Eligibility for being YP

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

1. Post graduate diploma/degree from national/international institutes of repute.
2. Individual having above educational qualification with related work experience will also be eligible. However, the experience should not exceed 3 years in total.
3. 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:

1. S/he should have passion for working with poor.
2. S/he should have ability to work in/with teams.
3. S/he should have a commitment to undertake grassroots level assignments and stay with rural poor community.
4. S/he should be proficient in Hindi & English and preferably regional language.

RGAVP will follow “equal opportunity” concept for selection of YPs. However, qualified men and women with differently able and those coming from ST/SC community will be given preference during the selection.

Programme Specification

YPs will be selected for supporting thematic operations of RGAVP at state as well as district/block/cluster level. The tenure of an YP will be for a maximum period of 2 years in general. However, the services of YP may be terminated at any time during this period, if the performance of the YP is not found satisfactory. Once selected, these YPs will be given necessary orientation and trainings of the programme by RGAVP. They will be tagged with a Resource Block for grass root level firsthand experience of IB&CB and FI for a period of initial six months. After six months, based on the performance and expertise, the YP may be assigned with the district level thematic responsibility in addition to IB&CB and FI of the block. After completion of one year, based on the performance, the YP may be assigned to look after the responsibility of proposed new blocks, which are going to be implemented through Internal CRP promoted through Resource Blocks and services of few YPs may be taken at the State level. However, the services of a YP can be taken at any level on the basis of interest shown by the YP to work in specified vertical and requirement of the mission.

It is expected that the YP will have substantial exposure of thematic operations during her/his tenure. This will lead to a bright career in development sector with valued experience of working with marginalized communities, across caste, gender and ethnicity. As per Project requirement, YPs may be deployed at any level after induction.

Role of YP at State Level:

- Developing programme support system within RGAVP
- Designing and extending technical assistance to RGAVP
- Supporting knowledge management and strategic communication
- Review and monitoring activities, including key performance indicators
- Capacity building programme.
- Conducting impact assessment and other studies
- Conducting pilots, special and innovative interventions

Role of YP at District & Block level:

- Work closely with the Project Facilitation Team & Community Cadres by visiting the grass roots institutions i.e., SHGs, VOs, Producers Groups, CLFs.
- To create a system of quantifying the income increase or return derived through the intervention made or investment done through this project.
- Undertake periodic impact assessment studies & monitoring project activities
- Identify areas of special intervention and innovation & work for them

- To prepare guidelines, implementing quality pilot & projects
- Supporting block & district teams and rolling out the projects.
- Capturing and disseminating success stories/case studies.
- Any other activities as assigned by the DPM.

Performance Evaluation:

A bi-monthly review system will be conducted for assessing performance and progress of the YPs. State Mission Director, RGAVP will preside this bi-monthly review meeting along with all SPMU staff. Besides this, YP will have to submit a fortnightly/monthly progress report to RGAVP. 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. An exclusive team appointed by the State Mission Director, RGAVP 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.

Process of selection

Young Professionals may be selected through campus selection from the academic Institutions of good repute. Post graduates YPs from various institutions with the background of social work, rural development, forestry, management etc from all over India, will be selected. YP may also be taken on board through open market. The Selection Committee for Campus Interview and screening of candidates from open market shall be minimum three members of the following: State Mission Director, Project Director, Financial Advisor, General Manager (HR), any officer of RGAVP nominated by State Mission Director, representative of NMMU and a Developmental Project Expert.

Remuneration and allowances:

YPs will be selected from prestigious academic and training institutes as mentioned below

Category	Institutions	Monthly Gross Compensation in INR
1	XLRI, FMS, MDI, DSE, All IITs, All IIMs, International Institutes of eminence (like universities of Columbia, John Hopkins, Howard, Yale, Oxford, London School of Economics etc.)	50,000

2	IRMA, TISS, Delhi School of Social Work, All NITs, SPJIM, SIBM, NRLM Fellows selected by NMMU, New Delhi	40,000
3	All other institutes of national eminence like NIRD, IIFM, XISS, IIRM etc.	30,000

The potential institutes have been identified as listed above. Periodic review will be done as and when required by a committee headed by State Mission Director and Chief Operating Manager and Project Director (Administration) as its members. In addition to this, a Communication Allowance of Rs. 1500 (including Internet) shall also be admissible to the YPs.

Other entitlements will also be applicable for YP as described below.

1. An annual increment of 10% shall be admissible to the YP.
2. A 20 days Casual Leave shall be available to the YPs in a year.
3. Maternity leave of 180 days shall be admissible to YPs.
4. The TA/DA for YPs will be as per norms of RGAVP.

Reporting:

All the YPs on the roll of RGAVP are required to submit monthly progress reports to the thematic head in the case of YPs working with SPMU. YP working at district /block level will report on monthly basis to DPMs

Capacity Building for YP

RGAVP 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 be conducted by the mentor to 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 YPs in phased manner. The mandatory exposures to best practice location will be another feature in YP's capacity building programme.