



**NATIONAL INSTITUTE OF RURAL DEVELOPMENT &  
PANCHAYATI RAJ**

(An Organization of Ministry of Rural Development, Govt. of India)  
Rajendranagar, Hyderabad - 500 030

NRLM Resource Cell, NIRD&PR needs the services of dynamic and experienced persons to be empaneled as National Resource Persons for the following themes under DAY-NRLM to provide technical services:

1. Financial Inclusion (Digital Finance, Enterprise finance, Micro insurance & social security)
2. Livelihood Farm ( Sustainable Agriculture, Organic farming, Livestock, NTFP and ValueChain)
3. Livelihood Non-Farm (Handloom and Handicrafts, Food Processing, Rural Tourism, Business accounting etc.,)
4. Institution Building and Capacity Building
5. Food Nutrition Health & WASH
6. Convergence & Social Development
7. Thematic Studies/MLE
8. Community Funds and Bookkeeping practices
9. MIS (SHG/Federation Transaction System application implementation)

Applications are invited from eligible professionals to support training and capacity building needs of various State Rural Livelihood Missions across the country on the aforesaid specializations. Candidate shall not apply for more than two themes.

Last date for receipt of application is 01/09/2021.

For further details visit: <http://career.nirdpr.in/>

Advt. No. 13/2021  
(NRLMRC/HR/NRPS/Empanelment/2017-18)

Sd/-  
Assistant Registrar (E)

## **Empanelment of National Resource Persons- under DAY-NRLM**

Deen Dayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY-NRLM) under the Ministry of Rural Development (MoRD) aims at creating efficient and effective institutional platforms of the rural poor enabling them to increase household incomes through sustainable livelihoods and improved access to financial and public services. The NRLM functions in a mission mode for target- based time bound delivery of outcomes following a demand driven approach which would allow the states to formulate their own poverty alleviation plans on the basis of available allocation, resources and skills.

NRLM (RC), NIRD&PR has empaneled 400 + resource persons at the National level including North Eastern states to support various capacity building activities of NRLM and utilizing their knowledge, exposure, expertise and experience for NRLM process, trainings, preparation of training modules, field visits, documentation of case studies, best practices and handholding support to SRLMs as per their demand.

To support the implementation of the above agenda, there is a need to build a vast pool of National Resource Persons who have specific experience and expertise in various aspects in the following criteria under Financial Inclusion:

### **1. Theme: Financial Inclusion**

#### **a) Sub-theme: Digital Finance**

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the following areas</p> <ul style="list-style-type: none"><li>▪ Technical assistance to SRLMs in implementation of the BC model</li><li>▪ Support designated SRLMs to institute a standard reporting system for the BC model</li><li>▪ Prepare analytics on the performance of the BC model as per agreed templates</li><li>▪ Work with SRLMs and identified banks to activate the dual authentication facility for the BC channel</li><li>▪ Work with SRLMs to get Dual Authentication off us solution enablement at BC points of banks,</li><li>▪ Follow-up with technical department of various Banks for activation of dual authentication; field testing of the dual authentication system in consultation with SRLMs/NMMU.</li><li>▪ Work with NMMU, select banks and NPCI to devise and operationalize the off-us transactions</li></ul>
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	with dual authentication at BC points
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>i. Post Graduate in any discipline</li> <li>ii. Should have work experience of minimum 3 years out of which at least 2 years in agent banking model with operational supervisory experience.</li> <li>iii. Candidate should also have experience working with banking institutions or corporates engaged in implementation and management of agent banking model in rural areas, with experience of micro lending through the agency channel.</li> </ol>

**b) Sub-theme: Enterprise Finance**

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the following areas</p> <ul style="list-style-type: none"> <li>▪ Extend technical support to SRLMs for designing of implementation strategy regarding financing of enterprises</li> <li>▪ Handhold SRLMs for designing and rollout of Capacity building of various personnel involved in facilitating enterprise financing</li> <li>▪ Provide inputs in designing of necessary monitoring mechanism including design of suitable IT platforms for accelerating enterprise financing</li> <li>▪ Facilitate SRLMs to build partnerships with banks, intermediaries, Fin Tech players and other relevant stakeholders</li> <li>▪ Work with NMMU and contribute towards preparing a detailed implementation framework, rating tools, capacity building modules, conceptualizing IT application in the field of enterprise finance</li> </ul>
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>i. Post Graduate in any discipline</li> <li>ii. Should have work experience of minimum 3 years in the area of enterprise promotion and financing</li> <li>iii. Candidates having direct exposure of working with Banks, Micro-Finance Institutions, NBFC in the field of SME financing particularly in rural areas may be preferred.</li> </ol>

c) **Sub-theme:** Micro Insurance & Social Security

<b>Areas of engagement</b>	Support of 7-10 days every month in the following areas <ul style="list-style-type: none"><li>▪ Extend technical support to SRLMs for designing of implementation strategy for life &amp; asset insurance; micro-pension &amp; other social security products</li><li>▪ Handhold SRLMs for designing and rollout of Capacity building of various personnel including cadres involved in implementation of social security intervention</li><li>▪ Prepare quality policy notes, documents, analytical papers pertaining to social security for policy advocacy with regulators</li><li>▪ Assessment of SRLM intervention and provide timely inputs</li></ul>
<b>Essential Criteria</b>	<ol style="list-style-type: none"><li>i. Post Graduate in any discipline</li><li>ii. Should have work experience of minimum 3 years in the area of micro-insurance &amp; social security</li><li>iii. Candidates should have experience of handling large scale projects on social security or have experience of working closely with state and central government in implementation of insurance and social security schemes.</li></ol>

## 2. Theme: Farm Livelihoods

To support the implementation of the above agenda, there is a need to build a vast pool of National Resource Persons who have specific experience and expertise in various aspects in the following themes under NRLM:

- a) Sustainable Agriculture
- b) Organic Farming
- c) Livestock
- d) Non Timber Forest Produce(NTFP)
- e) Value Chain

### a. Sub-theme: Sustainable Agriculture:

DAY-NRLM has been strengthening livelihoods interventions like agro-ecological practices, NTFP and livestock. The farm livelihood intervention of DAY- NRLM is supporting States in such interventions. Under agro- ecological practices, till date more than 1.07 Crore Mahila kisan have been covered. It is envisioned to take these agro- ecological practices to the next logical progression i.e., towards organic farming practices. This is an opportunity to increase the income of the small and marginal women farmers. Through organic farming, the mission is to develop a minimum of 1000 village clusters under DAY-NRLM into organic village cluster

To support the implementation of the above agenda, there is a need to build a pool of National Resource Persons who have specific experience and expertise in various aspects of organic farming:

- a. Organic Cultivation
- b. Organic Certification – PGS and Third Party certification
- c. Value addition
- d. Marketing

A national pool of resource persons having in depth understanding of organic farming would support the State Rural Livelihoods Missions (SRLMs) and NMMU.

In view of the above, it has been decided to empanel a pool of National Resource Persons having relevant educational qualification and demonstrated experiences in the areas of Organic Cultivation & Certification and Value addition and market linkage etc., as given in the table below:

<b>Areas of engagement</b>	Support of 7-10 days every month in the following areas 1. Organic cultivation and certification <ul style="list-style-type: none"><li>• Development of training modules for organic cultivation and package of practices</li><li>• Development of training material – PGS/Third Party certification,</li><li>• Development of training modules for SRLM staff</li></ul>
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	<p>and CRPs on certification methods, post-harvest management</p> <ul style="list-style-type: none"> <li>• Training to SRLM staff, CRPs</li> <li>• Implementation support to the SRLMs</li> </ul> <p>2. Value addition and market linkage</p> <ul style="list-style-type: none"> <li>• Development of area-wise, commodity-wise strategy for certification, branding and marketing</li> </ul>
<p><b>Essential Criteria</b></p>	<ul style="list-style-type: none"> <li>i. Candidate should be a Post-Graduate in Environmental science/Agriculture / Agribusiness management/Rural Management/Rural Marketing / social sciences from a reputed university/institute</li> <li>ii. Minimum 3 years in a large size livelihood development project or in reputed industry at middle management level, responsible for promotion of Sustainable Agriculture/ organic agriculture practices and allied activities based livelihoods or managing commodity business in scale, certification, sourcing, value addition, marketing etc.</li> <li>iii. Concepts and Perspectives of Climate resilient organic cultivation, sustainable agriculture, Concepts and Perspectives of Smart Agriculture Conservation use of resources effectively - tillage practices, ITKs in INM, IWM, IPM, weather based pest and disease management etc. Community based seed bank Integrated watershed Management – soil and moisture conservation practices, improve water use efficiency through use of drip and sprinkler systems Integrated Farming Systems, Weather based crop insurance policies</li> </ul>

**b. Sub-theme: Organic Farming**

To enhance the human capacity for quick, effective, resilient, reliable proper climate risk reduction and resilience Provide clientele with a core professional training which integrates the study of concepts ITK, IFS and sustainable agriculture, Supporting and addressing key policy, agro-climatic approaches, integrating organic farming systems and crop management issues in Sustainable Agriculture; and equip clientele with convergence of schemes for land development and improve agriculture productivity through alternative farming systems, value addition for viable agricultural development.

<p><b>Areas of engagement</b></p>	<p>Support of 7-10 days every month in the following areas</p> <ul style="list-style-type: none"> <li>• Support SRLMs in cluster level planning and roll out of organic village cluster development activities</li> <li>• Support in rolling out certification, in their respective state</li> <li>• Providing training to Community Resource Persons</li> <li>• Support the SRLMs in development of value addition and market linkage strategies for organic produce</li> <li>• Development of training modules for organic farming</li> <li>• Supporting the states in development of protocols, package of practices for organic farming</li> <li>• Identification and documentation of best practices</li> </ul>
<p><b>Essential Criteria</b></p>	<ol style="list-style-type: none"> <li>i. Candidate should be a Post-Graduate in Environmental science/Agriculture / Agri-business management/Rural Management/Rural Marketing / social sciences from a reputed university/institute</li> <li>ii. 3 years in a large size livelihood development project or in reputed industry at middle management level, responsible for promotion of Sustainable Agriculture/organic agriculture practices and allied activities based livelihoods or managing commodity business in scale, certification, sourcing, value addition, marketing etc.</li> <li>iii. Concepts and Perspectives of Climate resilient organic cultivation, sustainable</li> </ol>

	<p>agriculture, Concepts and Perspectives of Smart Agriculture Conservation use of resources effectively - tillage practices, ITKs in INM, IWM, IPM, weather based pest and disease management etc. Community based seed bank Integrated watershed Management – soil and moisture conservation practices, improve water use efficiency through use of drip and sprinkler systems Integrated Farming Systems, Weather based crop insurance policies</p>
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**c. Sub-theme: Livestock**

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the following areas of livestock</p> <ul style="list-style-type: none"> <li>• Vaccination</li> <li>• Neonatal care of small/ruminants</li> <li>• Primary healthcare</li> <li>• Fodder management/ Livestock management</li> <li>• Home-made feed/fodder fortification methods</li> <li>• Shed management and hygiene</li> <li>• Ethno-veterinary</li> <li>• Development of Pashu sakhi</li> </ul>
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>i. Candidate should be a Post-Graduate in Livestock/ veterinary/Environmental science/Agriculture / Agri- business management/Rural Management/Rural Marketing / social sciences from a reputed university/institute</li> <li>ii. Minimum 3 years relevant work experience with large scale poverty alleviation programs in various states and in case of resource persons for livestock relevant experience in livestock sector</li> <li>iii. Support SRLMs in development of protocols, package of practices for livestock</li> <li>iv. Support SRLMs in development of strategies and rollout livestock strategies</li> <li>v. Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit</li> </ol>

	<p>etc., and provide training to community resource persons</p> <p>vi. Having experience of designing participatory trainings and capacity building modules and materials in the areas notified</p> <p>vii. Having a comprehensive understanding on NRLM processes and activities</p>
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**i. Sub-theme: NTFP**

<p><b>Areas of engagement</b></p>	<p>Support of 7-10 days every month in the following areas of NTFP</p> <p>a. Lac: Host plant management, Brood management, scientific inoculation, pest management, harvesting, grading, sorting, primary processing, storage and marketing</p> <p>b. Tasar: Host plant management, DFL, basics of grainage, rearing practices, sustainable cocoon harvesting techniques, storage of seed cocoon/cocoon, cocoon marketing, yarn</p> <p>c. Production and marketing Gums Scientific methods of tapping, collection, gradation and sustainable harvesting, storage, marketing etc.,</p> <p>d. Medicinal plants and other Identification, collection, cultivation, sustainable harvesting, primary processing, cleaning, drying, grading, sorting, storage and marketing (Myrobalan, Pungamia, Neem, Mohwa, Honey, Tamarind, Puwad seed, Sal seed etc.,)</p>
<p><b>Essential Criteria</b></p>	<p>i. More than 3 years of experience in NTFP activities Expertise in Preparation of monthly calendar of all potential items and prepare an action plan for procurement, value addition, storage and marketing</p> <p>ii. Working Experience on Harvesting and post harvesting Technologies</p> <p>iii. Practical experience on Involvement of</p>

	<p>government organizations, NGOs in conducting potential surveys, preparation of the monthly, yearly calendars, preparation of training modules,.</p> <p>iv. Hands on experience on conducting training to the stakeholders / beneficiaries, guidance and advice for setting up of processing units for value addition.</p> <p>v. Previous experience of promotion of Cottage and Small scale industries based on NTFP like Bamboo-cane work – basket making ,Match sticks ,Honey processing,nonmember based products</p> <p>vi. Market information with regard to domestic and international markets and also on Existence of unorganized / unregulated periodic rural market (Haat Bazars)</p> <p>vii. Working experience on Sustainable Cultivation of NTFPs through regular regeneration and scientific collections</p> <p>viii. Awareness on the quality parameters, value of the commodities</p>
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**j. Sub-theme: Value Chain**

NRLM has taken up value chain development initiatives in various states in large scale and there is a strong need to develop capacity of state field functionaries in various aspects of value chain development e.g. value chain study and analysis, developing business models, organizing and institution building of small and marginal producers.

In view of the above, it has been decided to empanel a pool of National Resource Persons having relevant educational qualification and experiences in the areas of value chain to support the initiative as given in the table below:

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the following areas of Value Chain</p> <p>a. Commodity Value Chain Analysis</p> <ul style="list-style-type: none"> <li>• Identification of various chain actors and their relationship</li> </ul>
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	<ul style="list-style-type: none"> <li>• Selecting and prioritizing value chains for promotion</li> <li>• Analyzing value chain technical capacities</li> <li>• Identification of potential markets</li> <li>• Formulating upgrading strategy the identified value chains</li> <li>• Tools for Value Chain Analysis(Porters, SWOT)</li> </ul> <p>b. Agri-business Management</p> <ul style="list-style-type: none"> <li>• Components of agri-business management</li> <li>• Risks management</li> </ul> <p>c. Marketing and business Strategy</p> <ul style="list-style-type: none"> <li>• Developing market linkages</li> </ul> <p>d. Commodity Specialist (markets, value</p> <ul style="list-style-type: none"> <li>• addition, quality Pulses</li> <li>• Cereals</li> <li>• Fruits and Vegetables</li> </ul>
<p><b>Essential Criteria</b></p>	<p>i. Bachelor or Master’s Degree or equivalent in Science, Agriculture Science, Veterinary, Forestry, Horticulture, Agri. Engineering preferably from reputed institutions like IIMs, IITs, SLM, FMS, IRMA, IIFM, TISS, XISS, XIMB and top agri/vet universities etc.,</p> <p>ii. Minimum 3 years relevant work experience with large scale poverty alleviation programs in various states and in case of resource persons for value chain relevant experience should be in large size producers’ enterprises (PE) or in sector support organizations responsible for promoting such PEs.</p> <p>iii. Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,</p> <p>iv. Training of State Resource Persons on sustainable agriculture and livestock and</p>

	<p>training to SRLM staff on value chain and producers' enterprises development</p> <ul style="list-style-type: none"><li>v. Development of training modules</li><li>vi. Identification and documentation of enterprise best practices</li><li>vii. Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,</li><li>viii. Support SRLMs in cluster level planning and roll out of activities</li><li>ix. Providing training to Community Resource Persons</li><li>x. Support the SRLMs in development of value addition and market linkage strategies for organic produce</li><li>xi. Supporting the states in development of protocols, package of practices for organic farming</li></ul>
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### 3. Non-Farm Livelihoods

#### A. Sub-theme: Sustainable Rural Enterprises, Business Accounting and Business Monitoring and Management

<p><b>Areas of engagement</b></p>	<p>Support of 7-10 days every month in the following areas of Non-Farm Livelihood</p> <ul style="list-style-type: none"> <li>a. Managing Economically Sustainable Rural Enterprises</li> <li>b. Handloom and handicraft</li> <li>c. Food Processing, Café and other food businesses</li> <li>d. Rural tourism and rural BPOs</li> <li>e. Garmenting, embroidery and related technology</li> <li>f. Business accounting for Rural enterprises – costing, pricing, business accounts and Business MIS and KPIs</li> <li>g. Business monitoring and management</li> <li>h. For trading sector enterprises and businesses</li> <li>i. For manufacturing sector enterprises, including traditional crafts and handloom</li> <li>j. For service sector enterprises and businesses</li> </ul>
<p><b>Essential Criteria</b></p>	<ul style="list-style-type: none"> <li>a. Candidate should have minimum 3 years of middle /top management experience working in enterprise promotion, MSME development project, entrepreneurship development or having experience in managing in a business organisation functional area specialization is a common factor for both candidates from industry and the development sector.</li> <li>b. Preference would be given to ICWA/CA/MBA from recognized university/institutes, and to Graduates in Economics /Commerce/ Engineering / Science/ Rural Management / Rural Marketing / Design from a recognized university/institute.</li> <li>c. Strong business knowledge and abilities is a must. The candidate must have specific domain experience for the theme applied for.</li> <li>d. Training of State Resource Persons and SRLM staff on selected thematic areas and supporting</li> </ul>

	<p>SRLMs to roll-out the activities.</p> <ul style="list-style-type: none"> <li>e. Development of training modules</li> <li>f. Support the States in development of protocols and package of practices in rural enterprise development.</li> <li>g. Identification and documentation of enterprise best practices</li> </ul>
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**B. Sub-theme:** Entrepreneurship in rural areas – training and support for the usage of NRLM’s Enterprise support software for various project activities.

<b>Areas of engagement</b>	Support of 7-10 days every month in the areas of entrepreneurship
<b>Essential Criteria</b>	<ul style="list-style-type: none"> <li>a. Minimum 3 years in enterprise/MSME development project at Middle level management responsible for promotion of enterprises and allied activities based livelihoods Or in reputed industry at middle level management responsible for business operations or in a software development role.</li> <li>b. Candidate should have minimum 2 years of experience working in developing or implementing a software for enterprise promotion and entrepreneurship development.</li> <li>c. Preference would be given to MBA/MCA/CA from recognized University/institutes and to Graduates in Economics /Commerce/ Engineering / Science/ Rural Management / Rural Marketing / Design from a recognized university/institute.</li> <li>d. Strong business knowledge and experience in implementation of an enterprise support software is a must.</li> <li>e. Training and capacity building of State resource persons and SRLM staff members in the areas related to enterprise software.</li> <li>f. Support SRLMs to implement Enterprise software developed by NRLM.</li> <li>g. Training module development</li> <li>h. Identification and documentation of enterprise best practices</li> </ul>

#### 4. Theme: Institution Building and Capacity Building (IBCB)

Institution building begins with organizing all poor households (women) into Self-Help Groups, Village Organizations and aggregate institutions of the poor that provide them with voice, space and resources. These platforms ‘of the poor’ and ‘for the poor’ would partner with local self-governments, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services to the poor.

Universal Social Mobilisation, Building Institutions of the Poor and Building Capacities NRLM ensures the poor and deprived communities are provided with the requisite skills for managing their institutions, linking up with markets, managing their existing livelihoods, enhancing their credit absorption capacity and credit worthiness.

A multi-pronged approach is adopted for providing continuous capacity building of the targeted families, SHGs, their federations, government functionaries, bankers, NGOs and other key stakeholders.

NRPs empaneled for Institution Building and Capacity building expected to support SRLMs in developing appropriate strategies and capacity building of Mission staff, SHGs and their federation leaders, CBO staff and community cadres. They are also expected to develop few SHG federations as model CLF/resource federations to scale up the interventions.

<b>Areas of engagement</b>	Support of 7-10 days every month in the areas of IBCB
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>a. Master’s degree in any discipline or equivalent degree/diploma or 4-year Bachelor’s degree in Management, Engineering, Agriculture Science, Veterinary, Forestry, Horticulture etc.,</li> <li>b. Needs to have minimum 3 years of hands-on experience on promotion and strengthening of SHG federation that are involved in financial, Livelihood, and Social Development activities</li> <li>c. Minimum 3 years of intensive experience and expertise with large scale poverty alleviation programs in the following areas: <ul style="list-style-type: none"> <li>• Promotion and Strengthening of SHG federations</li> <li>• Governance and administration</li> <li>• Financial management</li> <li>• Accounting and Auditing</li> <li>• Registration and legal aspects</li> <li>• Designing training programmes and development of modules, manuals and kit etc.</li> <li>• Excellent participatory training and facilitation skills</li> <li>• Coordination and Liasioning</li> </ul> </li> </ol>

	<p>skills</p> <ul style="list-style-type: none"> <li>• Mentoring, handholding and counseling skills</li> </ul> <p>d. Excellent reading, writing, documentation, articulation &amp; communication skills in Hindi, English and regional language</p> <p>e. Having a comprehensive understanding on NRLM processes and activities</p> <p>f. Willing to travel extensively in remote areas across the country</p>
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### 5. Theme: Food Nutrition Health & WASH

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the areas of FNHW</p> <p>Resource Persons empaneled under FNHW need to work on</p> <ol style="list-style-type: none"> <li>a. capacity building of State Rural Livelihood Mission Staff through either Off-line or Online</li> <li>b. develop State and Block Level Trainers specifically in the areas of maternal, child and adolescent Food, health and nutrition and WASH,</li> <li>c. Develop resource blocks under FNHW and support SRLMs in replicating it in other blocks</li> <li>d. Engage with relevant State Government Departments and advocate convergence</li> <li>e. Contribute to policy level and programmatic level research.</li> <li>f. They shall also need to travel to remote areas to support the capacity building of communitycadres by the State and Block Level Trainers.</li> </ol>
<b>Essential Criteria</b>	<ol style="list-style-type: none"> <li>a. Master's degree in Medicine / Pediatrics/ Community Medicine/Nutrition/Public Health/Social work</li> <li>b. Relevant Graduate / Postgraduate degree in Water and Sanitation Engineering</li> <li>c. Minimum 3 years of relevant work experience, especially with SHG federations and rural communities. Preference will be given to the candidates who have experience of working with State Rural Livelihood Missions</li> <li>d. Good participatory training and facilitation skills</li> <li>e. Proven ability and experience in delivering trainings in Hindi/English/regional language</li> <li>f. Experience in development of modules (to be used in</li> </ol>

	<p>off-line and online trainings), manuals and kits etc.</p> <p>g. Proven skills in mentoring, handholding and counseling</p> <p>h. Excellent reading, writing, documentation, articulation &amp; communication skills in Hindi, English and regional language</p> <p>i. Willing to travel extensively in remote areas across the country</p>
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### 6. Theme: Convergence & Social Development

Government of India and State Governments are implementing a wide range of programmes to address different dimensions of poverty and deprivation. Since NRLM has brought huge number of rural poor households into SHG fold and federated them into their own institutions as a strategy for addressing poverty, it is important to ensure the access to various rights, entitlements and services to poor households. There are number of programmes and schemes proposing to give such rights, entitlements and services such as MGNREGS, SBM, NSAP, PMAY, ICDS, PMKVY, DDU-GKY, PMJJY, PMJSY, etc. Effectiveness of these programmes can be vastly enhanced with linkages between the institutions of the poor, PRIs and the respective line departments. For making this linkage effective, NRLM seek experienced people who has experience in different social development and convergence programmes and schemes as National Resource Persons.

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the areas of Convergence &amp; Social Development</p> <p>a. The resource persons who will be empaneled are expected to support SRLMs in establishing convergence and partnerships with PRIs, line departments and other stakeholders.</p> <p>b. These partnerships would enable for developing different models for service delivery. NRLM/SRLMs would be working on developing these partnerships with Non- Government Organizations (NGOs) and other Civil Society Organizations(CSOs), Academic, Training and Research Institutions, Public-Public, Public-Private, Public-Private-Community Partnerships build synergies.</p> <p>c. It would also build a variety of partnerships for poor to increase the access to their rights and entitlements,</p>
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	public services, expertise and other services.
<b>Essential Criteria</b>	<ul style="list-style-type: none"> <li>a. Master's degree in any discipline or equivalent degree/diploma or 4-year Bachelor's degree in Management, Engineering, Agriculture Science, Veterinary, Forestry, Horticulture etc.,</li> <li>b. Needs to have minimum 3 years of hands-on experience on promotion and strengthening of SHG federation that are involved in financial, Livelihood, and Social Development activities</li> <li>c. Minimum 3 years of relevant work experience of conceptualizing, planning, implementing in large scale PRI CBO convergence initiatives programmes/social development/community development/poverty alleviation /Rural development/Local governance programs in various states</li> <li>d. Good participatory training and facilitation skills with proven ability and experience in delivering trainings in Hindi/English, development of modules, manuals and kit etc.,</li> <li>e. Able to Line up and partner with appropriate and competent Technical Support/Resource Agencies</li> <li>f. Proven skills on grooming and mentoring trainers as well as field staff</li> <li>g. Excellent reading, writing and communication skills</li> <li>h. Having experience of designing participatory trainings and capacity building modules and materials in the areas notified</li> <li>i. Having a comprehensive understanding on NRLM processes and activities</li> <li>j. Willing to travel extensively across the states or the country even sometimes in short notice</li> </ul>

## 7. Theme: Thematic Studies/MLE:

The empaneled National Resource persons need to provide handholding support to state missions in designing and developing TORs for commissioning studies by external agencies, conducting internal studies and capacity building of state teams on research and evaluations as required.

<b>Areas of engagement</b>	Support of 7-10 days every month in the areas of Thematic Studies/MLE
<b>Essential Criteria</b>	<p>The potential candidates for NRPs in the area of monitoring, learning and evaluation should possess on the following qualifications and experience.</p> <ol style="list-style-type: none"> <li>a. Post-Graduates in Rural Management, Economics, Social Work, Management, Extension Studies, Sociology, Anthropology and other similar social sciences with at least 3 years of post-qualification experience in undertaking monitoring and evaluation studies in the broad area of rural development, livelihoods, poverty alleviation, self-employment, health and nutrition, micro-finance / financial inclusion.</li> <li>b. Other things being equal, Ph.D. in any one of the above subject areas would be preferred.</li> <li>c. Experience in conducting monitoring, process monitoring, evaluation, impact assessment and thematic studies in large projects would be preferred. Specifically,             <ul style="list-style-type: none"> <li>• Ability to design research projects including sampling plans</li> <li>• Ability to develop study tools both quantitative and qualitative</li> <li>• Supervise data collection processes</li> <li>• Ability to manage data collection teams and ensure quality of data</li> <li>• Ability to develop analyses plan and analyze quantitative data-(experience of descriptive statistics, and causal inferences)</li> <li>• Ability to supervise and monitor qualitative data (experience of content analyses through software or otherwise)</li> <li>• Should have knowledge of PRA processes, focus groups, In-depth interviews and other qualitative methods</li> </ul> </li> </ol>

	<ul style="list-style-type: none"> <li>• Should have knowledge about qualitative data analyses</li> </ul> <ol style="list-style-type: none"> <li>d. Experience in strategic planning and performance measurement, including indicator selection, target setting, reporting, database management, and developing M&amp;E and performance monitoring plans.</li> <li>e. Potential candidates must possess strong documentation / report writing skills in English as well as skills in data analysis and interpretation and should deliver the reports as per the timeline agreed up on.</li> <li>f. Candidates must possess good computer skills including knowledge of data analysis software such as SPSS, Stata, SAS, R, Atlas-ti, CS-Pro and such others.</li> <li>g. Candidates must be willing to work across India and undertake extensive field work.</li> <li>h. Knowledge of local languages is a pre-requisite.</li> </ol>
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### 8. Theme: Community Funds and Bookkeeping practices

Institution building begins with organizing all poor households (women) into Self-Help Groups, Village Organizations and aggregate institutions of the poor that provide them with voice, space and resources. These platforms ‘of the poor’ and ‘for the poor’ would partner with local self-governments, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services to the poor. DAY-NRLM provides community funds to SHG and federations to extend the credit support to the SHG members and provides handholding support towards effective management of funds. Therefore, this is utmost priority to have updated books of records at SHG and Federation level.

<b>Areas of engagement</b>	<p>Support of 7-10 days every month in the areas of Community Funds and Bookkeeping practices</p> <p>NRPs empaneled for Community Funds and bookkeeping practices are expected to support SRLMs in the capacity building of Mission staff, SHGs and their federation leaders, community cadres and professionals towards effective management of Community Funds at Federation level, strengthening of bookkeeping practices and others</p>
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<p><b>Essential Criteria</b></p>	<ul style="list-style-type: none"> <li>a. Master's degree in any discipline or equivalent degree/diploma or Bachelor's degree in Management, social science, Engineering, Agriculture Science, Forestry, etc.,</li> <li>b. Needs to have minimum 3 years of hands-on experience with large scale poverty alleviation programs in the following areas: <ul style="list-style-type: none"> <li>• Promotion and Strengthening of SHG federations involved in financial management</li> <li>• Microfinance (thrift and credit) linked practices in the SHG Federations.</li> <li>• Bookkeeping, Accounting and Auditing of SHG Federations</li> <li>• Designing training programmes and development of modules, manuals and kit etc.</li> <li>• Excellent participatory training and facilitation skills</li> <li>• Mentoring, handholding and counseling skills</li> </ul> </li> <li>c. Must be computer literate – able to use MS office applications, Tally and internet</li> <li>d. Excellent reading, writing, documentation, articulation &amp; communication skills in Hindi, English and regional language</li> <li>e. Having a comprehensive understanding on NRLM processes and activities</li> <li>f. Willing to travel extensively in remote areas across the country</li> </ul>
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## 9. MIS (SHG/Federation Transaction System application implementation)

Institution building begins with organizing all poor households (women) into Self-Help Groups, Village Organizations and aggregate institutions of the poor that provide them with voice, space and resources. These platforms ‘of the poor’ and ‘for the poor’ would partner with local self-governments, public service providers, banks, private sector and other mainstream institutions to facilitate delivery of social and economic services to the poor.

<p><b>Areas of engagement</b></p>	<p>Support of 7-10 days every month in the areas of MIS (SHG/Federation Transaction System application implementation)</p> <p>DAY-NRLM is developing transaction system to capture the transactions of the SHG and Federations and needs support of NRPs in its implementation such as supporting states in the preparation of cut-off sheet, profile entry, capturing of transaction data, training supports etc.</p>
<p><b>Essential Criteria</b></p>	<ol style="list-style-type: none"> <li>a. Master’s degree in any discipline or equivalent degree/diploma or Bachelor’s degree in science, commerce and technology, PG Diploma courses on computer, Management, social science etc.,</li> <li>b. Needs to have minimum 3 years of experience on SHG and Federation promotion and its strengthening. Preference will be given to the candidates having experience in development/implementation of transaction system for SHG and Federations or supporting implementation. The experiences should be in the following areas: <ul style="list-style-type: none"> <li>•Promotion and Strengthening of SHG federations</li> <li>•Microfinance (thrift and credit) linked practices in the SHG Federations.</li> <li>•Bookkeeping/Accounting and Auditing of SHG Federations</li> <li>•Development/implementation of transaction system for SHG and Federation</li> <li>•Must be computer literate – able to use MS office applications, accounting packages and internet</li> <li>•Designing training programmes and development of modules, manuals and kit etc.</li> <li>•Excellent participatory training and facilitation skills</li> <li>•Mentoring, handholding and counseling skills</li> </ul> </li> </ol>

	<ul style="list-style-type: none"><li>c. Excellent reading, writing, documentation, articulation &amp; communication skills in Hindi, English and regional language</li><li>d. Having a comprehensive understanding on NRLM processes and activities</li><li>e. Willing to travel extensively in remote areas across the country</li></ul>
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**General Conditions:**

1. Empanelment would be followed as per the norms based on the qualifications, experience and expertise.
2. The NRP would be empaneled based on grade system and their resource fee would be paid as per approved norms of NRLM NRP policy.
3. The assignment of the tasks to the empaneled NRPs is purely need based and it does not envisage any permanent employment or guarantee of assigning tasks or continuity of the tasks assigned.
4. Canvassing in any form will be treated as disqualification.
5. The Institute has a right to shortlist the candidates as may be necessary and as per the requirement of respective theme.
6. No correspondence will be entertained as regards short-listing, calling for interview, selection or engagement, etc.
7. The candidates should apply only through online through the website- <http://career.nirdpr.in/>
8. To know more details of NRPs engagement, payment and entitlements, please go through the NRP policy in NIRDPR NRLM website <http://nirdpr.org.in/nrlm.aspx> or [http://nirdpr.org.in/nird\\_docs/nrlm/nrlm-resource-person-Policy-260719.pdf](http://nirdpr.org.in/nird_docs/nrlm/nrlm-resource-person-Policy-260719.pdf)

Assistant Registrar (E)  
NIRD&PR, Hyderabad