



JEEVIKA

Bihar Rural Livelihoods Promotion Society
State Rural Livelihoods Mission (SRLM), Bihar



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Bihar Rural Livelihoods Promotion Society (BRLPS) is implementing “National Rural Economic Transformation Project (NRETP)” with key objectives of Development of 100 Model CLFs, Digital Financing, Value Chain Intervention, Organic Cluster Development, Enterprise Promotion, Skill Development & Placement, Digitization of CBOs’ transactions and Capitalization of CBOs, etc. in 89 Blocks across 18 districts of Bihar.

In order to achieve the aforesaid objective, BRLPS is inviting applications under “National Rural Economic Transformation Project (NRETP)” from interested candidates for the position mentioned below:-

Position Name	Vacancy	Qualification & Experience	CTS (Monthly) (Excluding other benefits)
Social Development & Institution Building			
Senior Technical Expert-Social Management Frame & Gender	(01 Position: UR – 1)	<p>Qualification: Post Graduate degree or diploma (equivalent) preferably in Rural Development/ Rural Management, Master in Social work, Women Studies and relevant academic qualification.</p> <p>Experience: Minimum 7 years of relevant experience in social development, Gender, SHG Federations in rural context with experience of designing, planning and implementation in large scale social development projects of government/non-government organization at state level and have proven track record in working with SHGs and their federations.</p> <p>Key Responsibility: Develop and mainstream Social Management Framework and gender operational strategy, policies, protocols, guidelines, AAP and budget etc. . Develop pool of resource persons at state, district, block level. Also develop pool of community resource persons and community master trainers. Develop an institutional mechanism for implementation, capacity building and monitoring of SMF and Gender intervention. Capacity building of all mission staff on SMF and Gender. Develop Behaviour Change Communication (BCC) strategies and resource materials for Capacity Building of community institutions and mission staff. Represent SPMU at different forums and liaison with different line departments and NMMU related to the mission activities and reports. Partnership management related to SMF and Gender. Development, implementation and monitoring of MIS related to SMF and Gender. Preparation & submission of progress reports, Best Practices, success stories, Case Studies and any other report required by the management. Any other task assigned by reporting officer.</p>	Rs. 65444 to Rs. 91004
Technical Expert-Capacity Institutions	(01 Position: UR – 1)	<p>Qualification: Post Graduate degree or diploma (equivalent) preferably in Rural Development/ Rural Management or Master in Social work.</p> <p>Experience: Minimum 05 years of relevant experience in development sector in designing, planning and working in large scale social development projects of government/non-government organisation at state level and have proven track record in working with SHGs and their federations.</p> <p>Key Responsibility: Develop Capacity building strategies for strengthening of Institution’s, advisories, protocols, policies and AAPs. Support in development of capacity building strategies, protocols, policies, annual action plans and necessary advisories and guidelines for capacity building of community institutions. Develop pool of Resource Persons/Community Trainers at State/District /block level. Support in the development of mechanisms, structures and systems, for Training Needs assessment, Induction and Capacity Building of state, district, block and field teams, Community Cadres and Community Institutions. Develop protocol, advisories and guidelines for establishment of Community Managed Training centers in selected Model CLFs or Regional training centers and support Communities in its management and development of systems. Develop monitoring mechanisms for tracking the performance of Capacity building activities, community cadres, Resource pools and training centers and regular monitoring. Support in the development of Behaviour Change Communication (BCC) strategies and materials, and Capacity Building materials for community institutions. Documentation and preparation of case studies, best</p>	Rs. 46178 to Rs. 63644

		practices/ success stories etc. Develop Customized modules and protocols shared by NMMU and if required develop state specific modules and materials. Preparation, analysis and submission of MIS and reports to state and NMMU. Any other task assigned by reporting officer.	
Technical Expert-Model CLF Strengthening	(01 Position: UR – 1)	<p>Qualification: Post Graduate degree or diploma (equivalent) preferably in Rural Development/Rural Management, Master in Social work.</p> <p>Experience: 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 organisation at state level and have proven track record in working with SHG, VO and CLF.</p> <p>Key Responsibility: 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 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.,. 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.</p>	Rs. 46178 to Rs. 63644
Financial Inclusion			
Senior Technical Expert-Digital Finance	(01 Position: UR – 1)	<p>Qualification: Post Graduate degree or diploma (equivalent) preferably in Rural Development Management, Master in Social work, Financial Management.</p> <p>Experience: 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.</p> <p>Key Responsibility: Support in strengthening of Digital Finance Initiatives. Support in the development of mechanisms, structures and systems, for Induction and Capacity Building of state, district, block and field teams, Community Cadres and Community Institutions. 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. 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. Coordinate with Corporate BC and Banks for data sharing for monitoring of Digital Finance initiatives . Any other task assigned by reporting officer.</p>	Rs. 65444 to Rs. 91004
Technical Expert-Insurance/Pension	(01 Position: UR – 1)	<p>Qualification: Post Graduate degree or diploma (equivalent) preferably in Rural Development Management, Master in Social work, Financial Management.</p> <p>Experience: 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.</p> <p>Key Responsibility: 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. 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. Any other task assigned by reporting officer.</p>	Rs. 46178 to Rs. 63644

Farm / Livestock Livelihoods			
Senior Technical Expert- Value Chain and Forward Linkage	(01 Position: UR – 1)	<p>Qualification: 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.</p> <p>Experience: 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. Candidate should have handled procurement / marketing / supply chain for business line / enterprise promotion of at least INR 10 crores turnover annually and have proven experience of leading professional staff and building their initiative and enable them to function as members of efficient and effective teams. Have developed and managed partnerships in market side, supply side, better technologies. Have demonstrable experience of project management, ensuring the delivery of high quality program. Have managed a team of at least 10 members.</p> <p>Key Responsibility: Specific tasks of the Senior Technical Expert – Value Chain and forward linkage would include: a. Development of new proposals in value chain development. Development of intervention strategy, business plan and execution plans for Value Chain development interventions. b. Facilitating partnership with institutional buyers / local buyers, conducting buyer seller meets c. Planning, execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review d. Develop appropriate institutional strategy to exploit opportunities for value chain development e. Develop -Mapping of value chains, Analysing 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. g. Close handholding, capacity building and support to Producer Enterprise staff. h. Regular review of the performance of all Producer Enterprises and Producer Groups promoted by the SRLM i. 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. k. Identify and document best practices in value chain development interventions. l. Co-ordination with the Technical Support Agencies for development and implementation of value chain development proposals. m. Review of concerned staff at all levels n. Development of modules in MIS for monitoring and evaluation of value chain interventions.</p>	Rs. 65444 to Rs. 91004
Project Manager- Organic Village Cluster	(01 Position: UR – 1)	<p>Qualification: Candidate should be a Post-Graduate in Agriculture / Agri-business management/ Rural Management/Rural Marketing / social sciences from a reputed university/institute.</p> <p>Experience: 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. b. Candidate should also have minimum 3 years of experience working in any part of the value chains of organic produce. c. Should have handled procurement / marketing / supply chain for organic agricultural produce d. Experience of developing a business / vertical for promotion of organic farming, practices within an organization / corporate institution would be preferred. e. Experience of roll-out of PGS or Third party certification with at least 500 farmers. f. Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams g. Developed and managed partnerships in market side, supply side, for technical know-how of implementation of organic farming h. Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams i. Managed a team of at least 5 members.</p> <p>Key Responsibility: Planning, execution and monitoring of the sanctioned organic village cluster projects through regular field visit and review b. Cluster level planning and roll out of organic village cluster development activities c. Rolling out certification in the clusters d. Support the SRLMs in development of value addition and market linkage strategies for organic produce e. Development of protocols, package of practices for organic farming. Also, facilitate workshops, consultations necessary for developing the same. f. Mapping of value chains, analyzing value chain competitiveness, project strategy, business plans, and standard operating processes for Producer Enterprises and Producer Groups taking up marketing of organic produce g. Maintain information regarding produce of the SHG members, markets (prices and trends), commodity-wise details. h. Identifying institutional buyers / local buyers, conducting buyer seller meets i. Development of new proposals in organic village cluster development j. Developing and executing capacity building plans for the project staff and community members on farm livelihoods and value chain development k. Develop manuals and guidelines to facilitate implementation of value chain development. l. Identify and document best practices m. Co-ordination with the Technical</p>	Rs. 46178 to Rs. 63644

		Support Agencies for development and implementation of organic village clusters n. Ensuring data collection and entry into MIS for monitoring and evaluation.	
Project Manager- Livelihoods Training and Capacity Building	(01 Position: UR – 1)	<p>Qualification: Candidate should be a Post-Graduate in Agriculture / Agri-business management/Rural Management/Rural Marketing / social sciences from a reputed university/institute.</p> <p>Experience: 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. b. Candidate should also have minimum 3 years of experience working in development and implementation of training and capacity building programs c. Experience of designing and implementing large scale training programs at the State level for a large scale for a farm livelihoods based program d. 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). e. Experience of using innovative technologies for delivery of training f. Experience of building robust training architecture. g. Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams h. Developed and managed partnerships with academic institutions, training agencies for implementation of training at various levels i. Managed a team of at least 5 members.</p> <p>Key Responsibility: Developing and executing capacity building plans for the project staff and community members on farm livelihoods b. 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 c. Co-ordinate development of modules / training material (print and video) with the support of NRPs / Expert organizations. d. Identify best practice sites to be developed as immersion sites / exposure visits e. 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. f. Regular documentation and publication of best practices g. Partnerships with academic institutions, capacity building agencies for providing trainings. h. Ensuring data collection and entry into MIS for monitoring and evaluation of training and capacity building activities.</p>	Rs. 46178 to Rs. 63644
Technical Expert- Forward Linkage	(01 Position: UR – 1)	<p>Qualification: 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.</p> <p>Experience: 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 b. 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. c. Candidate with experience in enterprise promotion, business advisory services, forward and backward linkages for large agriculture based businesses would be given priority. d. Should have handled procurement / marketing / supply chain for vertical of at least INR 2 crores turnover annually. e. P&L handling experience for the vertical / business / product line. f. Experience of starting a business / vertical within a corporate environment would be preferred. g. Proven experience of leading professional staff and builds their initiative and enables them to function as members of efficient and effective teams h. Developed and managed partnerships in market side, supply side, better technologies i. Demonstrable experience of project management, ensuring the delivery of high quality programmes as well as managing internal learning processes across virtual teams j. Managed a team of at least 5 members.</p> <p>Key Responsibility: Specific tasks of the Technical Expert - Forward linkage would include: a. Planning, execution and monitoring of the sanctioned value chain development projects / SRLM interventions through regular field visit and review b. Mapping of value chains, analyzing value chain competitiveness, project strategy, business plans, and standard operating processes for Producer Enterprises and Producer Groups. c. Maintain information regarding produce of the SHG members, markets (prices and trends), and commodity-wise details. d. Identifying institutional buyers / local buyers, conducting buyer seller meets e. Development of new proposals in value chain development. Development of intervention strategy, business plan and execution plans for Value Chain development interventions f. Close handholding, capacity building and support to Producer Enterprise staff. g. Timely review of the performance of all Producer Enterprises and Producer Groups promoted by the SRLM h. Developing and executing capacity building plans for the project staff and community members on farm livelihoods and value chain development i. Develop manuals and guidelines to facilitate implementation of value chain development. Also, facilitate workshops, consultations necessary for developing the same. j. Identify and document best practices in value chain development under farm livelihoods initiatives k. Co-ordination with the Technical Support Agencies for development and implementation of value chain development proposals. l. Ensuring data collection and entry into MIS for monitoring and evaluation of value chain interventions.</p>	Rs. 46178 to Rs. 63644

Non- Farm Livelihoods			
Senior Technical Expert-Enterprise Promotion	(01 Position: UR – 1)	<p>Qualification: MBA in Finance/Rural Management/Marketing/supply chain management from an institution of repute or CA or ICWA.</p> <p>Experience: At least 5 years of experience (after graduation) of working in non-farm livelihoods sector like micro-enterprises development, Collectives and Producer Companies or in the private sector in a business leadership /management role 3. Experience of providing business advisory services, developing forward and backward linkages for businesses in the non-farm livelihoods sector 4. Experience of managing /starting business and managing them for growth and profitability will be given preference 5. Demonstrable experience of project management and team management ensuring the delivery of high-quality program 6. Should have managed a team of at least 10 members.</p> <p>Key Responsibility: Prepare annual action plan for non-farm livelihoods component of NRETP. 2. Prepare and evaluate project proposals to be submitted to the NRLM for funding under the NRETP. 3. Develop partnerships with Government/private sector/technical institutions on various aspects like capacity building of various stakeholders (community cadre, entrepreneurs), market support, technical assistance, technology support, enterprise management etc. 4. Work with Technical Support Agencies to meet project objectives 5. Develop an eco-system of human resources comprising of functional experts and mentors in the state for supporting enterprises development 6. Support the teams at block and district level for effective and timely implementation of the programme; conduct regular review meeting at various levels 7. Ensure that the enterprises supported under the program are sustainably financially viable within the defined timelines of the project. 8. Facilitate forward and backward linkages for the enterprises set up under the programme. 9. Facilitate and monitor the creation of competitive advantages for the enterprises supported by the SRLM, like creation of brand, compliance with statutory compliances, reaching economies of scale, access to various government schemes, convergence etc. 10. Monitor progress of the entrepreneurship development component, analyse MIS and project performance data and take necessary corrective action 11. Ensure deployment of technology platform for enterprise and cluster support and use of data analytics for performance tracking and decision making at enterprise and SRLM level 12. Develop SOPs, manuals and guidelines for various components of the programme 13. Ensure documentation of case studies, best practices, and learning notes throughout project implementation 14. Comply with necessary administrative processes to ensure smooth implementation of entrepreneurship development component in the field 15. Review the performance of the non-farm livelihoods team at all levels in the state and support them in the successful fulfilment of their responsibilities 16. Co-ordinate with the other thematic leads in the SRLM and ensure that the SRLM evolves a robust ecosystem that supports the growth of community owned and managed growth enterprises and value chains.</p>	Rs. 46178 to Rs. 63644
Technical Expert-Enterprise Promotion	(01 Position: UR – 1)	<p>Qualification: MBA in Finance/Rural Management/Marketing from an institution of repute or CA or ICWA.</p> <p>Experience: Minimum of 3 years of experience working on sales/marketing support to clusters/micro and small enterprises. Preference will be provided to candidates with experience in private sector. 3. Experience of working in teams and managing relationships with all stakeholders.</p> <p>Key Responsibility: Facilitate the promotion of linkages among entrepreneurs, larger businesses and govt. agencies. 2. Support the activities pertaining to development of clusters 3. Identify new business and cluster opportunities and markets for setting up enterprises 4. Maintain a database of products manufactured and services rendered by SHG entrepreneurs along with key enterprise details and identify products / services with a larger market demand 5. Identify and on-board partners to enhance quality and standardize SHG business / cluster products (in terms of legal requirements, quality, packaging, etc.) and services as per market standards / customer demand 6. Explore different avenues for marketing products and services, including but not limited to government e-marketplace, online platforms, and other remunerative market channels 7. Explore possibilities and convene development of a brand for marketing SHG entrepreneur products 8. Ensure business data collection, analyses, and preparation of status reports of all initiatives implemented by her / him on a monthly basis 9. Document case studies, best practices, and learning notes throughout project implementation 10. Comply with necessary administrative processes to ensure smooth implementation of entrepreneurship development component in the field 11. Ensure that the enterprises supported under the program are sustainably financially viable within the defined timelines of the project. 12. Facilitate forward and backward linkages for the enterprises set up under the programme. 13. Ensure that both the quantitative and qualitative targets are met.</p>	Rs. 46178 to Rs. 63644

Note:

- Official website <http://brlp.in> may be visited to know detailed eligibility criteria and other details.
- Applications will be accepted only through online mode. It will be available on the above mentioned website from 5th December 2019.

- Last Date for receiving application is midnight of 20th December, 2019.
- Candidates are requested to check the websites periodically for updates and other announcements.
- Latest Reservation Policy of the Government of Bihar shall be applicable for this recruitment. Only eligible candidates as per the required eligibility criteria will be called for participating in further stages of recruitment.
- BRLPS reserves the right to cancel this recruitment process, fully or partially, at any stage at its discretion.
- BRLPS reserves the right to shortlist candidates based on qualification and relevant experience.
- Shortlisting will be based on information provided by the candidates in the Application Form. Further, no changes will be accepted in any circumstances.
- Final shortlisting will be done in the ratio of 1:6 for each position based on the criteria mentioned as under:
 - a. Percentage of marks obtained in the qualifying examination.
 - b. Total no. of years of relevant experience as required for the position.
- Initially contract will be for a period of one year that maybe extended further on the basis of the performance and approval of the Competent Authority and continuance of the NRETP project. The contract would end with the closure of the NRETP project as mentioned above.
- For the purpose of calculation of Experience, the reference date will be the 21st of December 2019.
- Number of vacancies may be changed without prior notice.
- Cost to Society (CTS) includes Basic Pay, House Rent Allowance, Project Allowance, Child Education Allowance for two children & Employee Provident Fund (Employer share)
- Other monetary benefits for BRLPS employees include Annual Increment at the rate of 5%, Performance incentive up to 30% of Annual Basic, Accidental Insurance, Medical Insurance cover for self & family, Laptop Purchase Advance/Laptop maintenance allowance, Self-learning allowance, etc.
- Only such Educational qualifications of the candidates would be considered as are approved by the AICTE/MHRD/respective states.
- Post qualification relevant experience with registered public and private organization, Registered NGOs/ Societies and Government Institutions will only be considered.
- Articleship/apprenticeship/internship/training outside job will not be considered as experience.
- Persons separated from the BRLPS on disciplinary grounds need not apply as their candidature will not be considered.
- 1 year relaxation in experience will be accorded to the currently working employees of BRLPS and has completed at least 1 year of service with BRLPS.

Disclaimers: Mere eligibility does not guarantee a job.

**Chief Executive Officer- cum- Mission Director,
Bihar Rural Livelihood Promotion Society**

Together we can realize this Mission