

Government of Meghalaya

DDU-GKY, State Institute of Rural Development

File No. SIRD/DDU-GKY/2022-23/CB-Trng/1

Dated Shillong the 4th August, 2022.

Notice Inviting "Expression of Interest" for Independent Consultant.

The DDU-GKY, SIRD, Government of Meghalaya, proposes to engage a consultant to work on a variety of initiatives related to the overall area of communications, and capacity-plus-capability building for personal and behavioural development.

I. Background

Meghalaya has a unique sociopolitical context in that customary tribal institutions remain highly influential in governance, and often exercise a substantial degree of autonomy in the management of local resources. More recently, however, the influence of the state has been increasing, and there has been more investment from aid agencies.

Given the influence and autonomy exercised by traditional institutions, state and aid agencies have been placing high importance on developing community leadership and decentralized governance capability to deal with the critical development challenges in the state. Some of these initiatives are “adaptive” in nature in that they allow experimentation, learning and extensive participation through which all stakeholders are able to work effectively together.

The Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) Unit functions under the aegis of SIRD, Community and Rural Development Department, Government of Meghalaya. DDU-GKY is a scheme under the Ministry of Rural Development of the Government of India. In Meghalaya, it has been implemented by the State Institute of Rural Development (SIRD) since 2016. DDU-GKY was implemented on Public Private Partnership mode with the Project Implementing Agencies (PIAs) duly recognized by the Government as an intervention aimed at eliminating the challenges faced by the young potential workers of rural areas. DDU-GKY emphasizes on training of potential workers benchmarked to global standards accompanied by placement (domestic and foreign), retention on the job and career progression.

It serves as the platform for rural unemployed youths to leverage better opportunities and enables stakeholder collaboration for developing a cognitively literate, highly skilled, and vibrant workforce. In addition, it provides diverse skills-enhancement opportunities for the youths during the course of their employment so they can leverage their newfound knowledge for cross-industry job roles.

II. Scope of Work

The consultant shall be expected to work on conceptualising, operationalising, and pragmatically strengthening new and existing initiatives under the DDU-GKY. The broad scope of work includes but not limited to the following:

1. Evaluating, training and strengthening the DDU-GKY Unit. The responsibilities will include the following:
 - Study the present resource management needs and capabilities of DDU-GKY.
 - Evaluate the existing personnel of the DDU-GKY.
 - Re-organize the Unit with clear objectives and operating procedures to ensure that the needs of the DDU-GKY are met.
2. Conceptualise and operationalise the hybrid training initiatives
 - Study the existing training procedures for knowledge and skills development
 - Develop models for hybrid training applied to these contexts, using blended learning approaches
 - Conceptualise and implement these hybrid programmes
 - Evaluate the progress and success of the hybrid programmes
3. Provide mentoring / training / capacity-and-capability building in the areas of communications, and personal and behavioural development for the existing personnel in DDU-GKY.
4. Reviewing and strengthening research proposals.

III. Period of Engagement

1. The engagement would be for a period of 1 (one) year w.e.f. the date of commencement/joining and may be extended on existing terms and conditions with mutual consent between SIRD and the professional expert engaged by SIRD.

IV. Eligibility, Qualification and Shortlisting Criteria

1. Minimum 15-20 years of experience in the domain of training and research impelled by Leadership Development, catalysing collaboration across contexts and sectors;
2. Should have experience in training/capacity-and-capability building of rural development officials;
3. In-depth understanding of how to leverage communications initiatives for social mobilization and the active participation by rural communities and other key development stakeholders in mandated initiatives;
4. Should have adequate coaching experience especially relating to brain mapping, speed and deep reading, and strategic cognition expertise involving crucial elements of critical thinking, creative thinking, systems thinking, and strategic thinking;
5. Should have experience in personal and behavioural development especially in a panoramic range of Brain Capital Creation Skills.

6. Demonstrated ability to plan and execute training and capacity-cum-capability building of various kinds for officials, rural community members, urban youth, and various other stakeholder groups.
7. Prior work experience and/or social sector related engagement in Meghalaya specifically is not a minimum eligibility criterion but would be considered an advantage.

V. Selection Process

For Selection of the Candidate, 80% weightage will be given to suitability of the candidate based on above parameters and 20% weightage will be given to the remuneration sought by the candidate.

VI. Submission of Application

The Respondent shall submit the proposal, giving details as indicated below in hard and soft copy (in CD) in PDF format (in sealed cover as indicated in the EOI), in clearly sealed and marked envelope with following identification:

**"Application for Expression of Interest (EOI) For Independent Consultant,
DDU-GKY, State Institute of Rural Development (SIRD), Government of
Meghalaya"**

1. Name, Address and Contact Details of the Individual Applicant
2. Statement of purpose in not more than 1000 words, clearly identifying:
 - Relevant qualifications and prior experience denoting suitability for the role;
 - 2 specific ideas/activities that the applicant would develop and lead if offered this role at DDU-GKY;
3. Curriculum Vitae;

Last date for submission of EOI is 12th August 2022 till 17:00 Hrs. 1ST at the following address:

**DDU-GKY, State Institute of Rural Development (SIRD) Campus,
Block-I, Nongsder, Ri Bhoi District, Meghalaya 793103, India.**

VII. Other Terms and Conditions

1. The EOI shall remain valid for a period of not less than three months after the deadline stipulated for submission. EOI, with a shorter validity period, is liable to be rejected as non-responsive.
2. The EOI should be submitted under the personal signature of the individual applicant for the role.

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DIRECTOR, SIRD
& State Programme Director,
DDU-GKY, Meghalaya