

District Manager - Social Inclusion & Institution Building

Background and General Description:

The Government of India has launched The National Rural Livelihoods Mission (NRLM) under the Ministry of Rural Development (MoRD). The Mission aims at creating efficient and effective institutional platforms of the rural poor enabling them to increase their household income through sustainable livelihood enhancements and improved access to financial and public services. The agenda is to mobilize the rural poor and vulnerable people into self-managed, federated institutions and support them for livelihoods collectives. In addition, the poor would be facilitated to achieve increased access to their rights, entitlements and public services, diversified risk and better social indicators of empowerment.

Further to these objectives, the Government of Maharashtra has constituted the Maharashtra State Rural Livelihoods Mission, registered under the Societies Act 1860. A State Mission Management Unit has been constituted as a dedicated support structure to deliver the mission in the State. The MSRLM aims to build a team of high quality professionals for providing technical assistance to the districts in various thematic areas such as social inclusion, rural livelihoods human resource management, creating human and social capital, Environment Management, financial inclusion, monitoring and evaluation, MIS etc.

In order to ensure that no poor household is excluded, the MSRLM would adopt an inclusive approach to social mobilization. The Mission would employ different strategies for mobilization of all identified BPL households into functionally effective, self-managed institutions. Particular emphasis would be laid on mobilizing vulnerable sections such as the Scheduled Castes, the Scheduled Tribes including particularly vulnerable tribal groups, religious minorities, single women and households headed by women, persons living with disabilities, the landless, migrant labourers, isolated communities and those living in disturbed areas. Facilitating peer support and social mobilization campaigns by community resource persons (CRPs) have proved to be successful in achieving high levels of social inclusion across the states. A similar approach would be adopted in achieving social inclusion under MSRLM.

Creating such an institutional platform for social and economic empowerment is a critical pre-requisite for the poor to effectively participate over time in any program addressing their development needs. A self help group, of 10-20 persons in general (5-20 persons in difficult areas) is the primary building block of the MSRLM institutional design. Systematic handholding support and guidance would be provided to SHGs both through the external support structures and their own federated structures. The primary source of financial assistance for the institutions of the poor is bank credit.

The persons recruited and performing successfully could expect to be associated with the mission on a long term basis. For administrative policy reasons, the contract of this position will be for 11 months and renewed further based on performance and requirement.

Posting:

The posting will be at District Mission Management Unit (DMMU) level Ratnagiri and Gondia

Duties and Responsibilities

The following are the indicative **Duties and responsibilities of District Manager - Social Inclusion & Institution Building**

- Take leadership role in designing and roll out of annual work plans, perspective plans under the Social Mobilization and institution Building in the district in consultation with thematic experts at DMMU.
- Identify the stakeholders in the district with reference to vulnerable, socially excluded groups, Women, Differently-abled, SC/STs, minorities and other under privileged sections.
- Develop tools of Participatory Identification of Poor (PIP) with context to the local scenario.
- Develop tools and strategies to address issues of social inclusion with regard to the situation in the particular district.
- Facilitate the process of organizing and inclusion of vulnerable communities and strengthening them into functional Community level institutions.
- Facilitate roll out of assessment study of current state of community levels institutions such as SHGs, producer and farmers groups etc.
- Roll Out Micro Plan process for community institutions
- Facilitate the roll out of community operations manual for various community institutions
- Establish governance and accountability mechanisms to be adopted by community institutions
- Develop innovative strategies to introduce activities under the convergence model within social mobilization & Institution Building component
- Promote an enabling work environment to maximise intra thematic and cross thematic exchange of ideas, plans and strategies for implementation including the gender agenda
- Document case studies of best practices, success stories and innovations of SM/ IB existing in the district to draw lessons and share with SMMU for replication in other districts.

- Monitor the performance of Block Manager - Social Mobilization & Institution Building
- Undertake periodic reporting of progress through MPR, QPR etc.
- Any other task as allocated by competent authority at SMMU.

Reporting:

The person recruited will be reporting to the **Mission Manager- Social Inclusion & Institution Building** for functional reporting and **District Mission Manager** for administrative purpose of MSRLM any other delegated authority.

Minimum Qualification and Experience

PG degree / PG diploma (two years) in social work or Rural development or Rural management or Development studies or gender related courses or women studies from recognised university/Institute with experience of at least 6 years in working in Rural Development/Social Mobilisation/Poverty alleviation/Livelihoods promotion programmes.

Relevant experience should be minimum 3 years working in the area of social mobilisation and Institution building with vulnerable groups such as Women, Differently-abled, SC/STs, minorities and other under privileged sections in Rural Development / Poverty Alleviation/Livelihoods Promotion programme.

- Age Limit for open market candidates would not be more than 40 years as on 1st Oct. 2017 and up to 5 years of age relaxation for reservation category and Persons with disabilities (PwD) candidates.
- Knowledge of Marathi and MS Office is essential.

Desired Domain Knowledge and Experience

- Strong knowledge in social mobilization process in context of rural setting in the state with experience of conducting PRA/RRA/Rapport building activities at community level.
- Sensitization of working with vulnerable and marginalized communities especially women headed households and ensuring their participation in the social mobilization process.
- Knowledge of processes such Participatory Identification of Poor to ensure greater equity and transparency of inclusion of vulnerable stakeholders in social mobilization process.
- Experience of working with line departments and institutions with a verifiable record of organizing capacity building activities through convergence model.

Desired Competency and Attributes

- *Ability to recognise complexity, analyse and act* – Proactive in identifying issues and bottlenecks with ability to think Out of Box for innovative solutions.
- *Intensity, Integrity and Intelligence* – Willingness to travel 'extra mile' in order to work for communities with the ability to translate knowledge into purposeful action
- *Inclusive Approach* – Sensitive to needs to vulnerable and marginalised communities and including them in the development process
- *Team Player*- Thrives working in a large team with the ability to demonstrate leadership skills wherever required.
- *Integrative Skills* - Understands relevant cross-sectoral areas how they are interrelated;
- *Articulate and demonstrate's clear results* – Possesses effective communication skills to deal with different stakeholders with ability to achieving objectives in challenging situations

Salary- Monthly CTC Rs 30,000/-

How to apply:

Interested candidates can send their online application on www.jobs.msrlm.org or www.umed.in **Last date of online application submission is 25th October 2017.**