



GOVERNMENT OF TRIPURA
DIRECTORATE OF TRIBAL WELFARE
Email ID: twdtripura@gmail.com, Phone No: 0381-232-3565

File No.16-207/TW/PME/2021-22(Part-II)/ 46685

Dated, 28th March, 2022.

Engagement of Consultants for the Externally Aided project in Tribal Welfare Department,
Govt. of Tripura

Tribal Welfare Department, Govt. of Tripura seeks to engage following consultant on purely temporary and on contractual basis for a period of 12(twelve) months in connection with Externally aided Project to be funded by World Bank for improving quality of life of tribal communities of Tripura through sustainable livelihoods and infrastructure development:

Item No	Name of Position	Number of Post
1	Agriculture (incl. Horticulture) Production Specialist	01
2	Animal Husbandry Specialist	01
3	Fisheries Specialist	01
4	Water Resources and Environment Specialist	01
5	Post-harvest Management/ Supply Chain Specialist	01
6	Market Linkage Specialist	01
7	Institution Building (FPO) Specialist	01
8	Institutional Specialist	01
9	Tribal Development Specialist	01
10	Financial Management Specialist	01
11	Procurement Specialist	03
12	Roads Engineer	01
13	Environment Safeguard Specialist	01
14	Social Development and Safeguard Specialist	01
15	Education Specialist	01
16	Senior Education Infrastructure Specialist (<i>for physical & ICTinfra</i>)	01

- The engagement will be made in the Tribal Welfare Department, Govt. of Tripura or in the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura.
- The selected candidate would be appointed on purely contract basis for a term mentioned above and may be extended on performance and requirement
- The selected candidate should come under an agreement as per the norms with The Tribal Welfare Department, Govt. of Tripura in the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura.
- Candidates can apply for multiple position, if he/she fulfills the criteria. For each position, application has to be submitted separately.
- The Department reserves the right to schedule same or different dates for conducting selection process for the advertised positions. Candidates shortlisted for multiple positions will have to select the best suitable option and accordingly participate in the selection process.
- Positions for which application have been called may not be engaged. Consultants will be engaged as per need and duration of engagement may also be changed as per requirement.
- It is the responsibility of the candidates to confirm his/her eligibility criteria against the Job description. The Department has the irrefutable right to revoke lien to employment at any stage of the recruitment process, including, post joining.
- Selection process for any of above position/posts may get delayed, prepone, postpone or cancelled at any stage without assigning any reason.
- Application should be submitted addressing to: **The Director, Tribal Welfare Department, Government of Tripura, P.N.Complex, Gurkhabasti, Agartala, Tripura West, P.O. Kunjaban, PIN-799006 (Hardcopy) or through E-mail: director.twd-tr@gov.in (in a single PDF file)**

- Last date of submission of application is **18th April, 2022**. Application received after due date will not be entertained.

2. Eligibility criteria, Job responsibilities & Remuneration:

- Detail criteria of experience/Skill, Job Description and Remuneration of the aforesaid posts are given at **Annexure-A**.
- The last date of submitting application will be the cut off date for calculating minimum length of relevant experience for respective positions.

3. Period of Contract:

- The consultant will be engaged on purely temporary and on contractual basis for a period of 12(twelve) months and may be extended on performance and requirement. Total duration of the aforesaid project may be 05 (five) years.
- All applicants must take this into consideration that the contract may be of shorter period. Those applying must agree to that condition.

4. Remuneration of the consultant:

- The monthly remuneration of the consultant will be as per remuneration mentioned at **Annexure-A** (negotiable). Negotiated remuneration to be fixed will remain unchanged during the term of contract.
- There will be no annual increment/percentage increase during the initial contract period of 12 (twelve) month.
- The income tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source and for this, Department will issue TDS certificate.
- No DA (Dearness Allowance) shall be allowed during the period of contact.

5. Age Criteria:

- A candidate should be less than 65 years of age on the last day date of application (Candidate should be in good physical condition and willing to travel extensively in different parts of the State).

6. Leave Criteria:

- 01 day Casual Leave per month, 01 day Extra Ordinary leave per month and 10 days Medical Leave will be applicable in 12 months subject to prior sanction of leave by the Competent Authority.
- Leave cannot be claimed as a matter of right.

7. Code of Conduct:

- The consultants shall follow the rules and regulations of the Department or society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura.
- The Consultants shall not reveal to any person or organization, confidential information pertaining to the organization, its work and its policies.

8. Confidentiality of data and documents:

- The data collected/produced as well as deliverable produced for the Tribal Welfare Department, Govt. of Tripura or for the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura shall remain with this office/society. No one shall utilize or publish or disclose or part with, to third party, any part of the data or statistics or proceedings or information collected for the purpose of this assignment or during the course of assignment from the Tribal Welfare Department or society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura, without the expressed written consent of this office. The consultants are bound to hand over the entire set of records of assignment to this Department or society to be constituted for the project under the Department, Govt. of Tripura before the expiry of the contact and before the final payment are released by this Department or by the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura.

9. Conflict of interest:

- The consultants engaged shall in no case represent or give opinion or advice to others in any matter which is adverse to the interest of the Department or society to be constituted for the project under the Department.

10. Evaluation & Selection of Candidates for the post mentioned above

- The candidates will be evaluated on the following parameters
 - a. Academic Qualification
 - b. Experience in relevant Field and position
 - c. Experience in World Bank Aided project/EAP
 - d. Skill
- Short listed candidates will be called for an interview before a committee to be constituted by Tribal Welfare Department, Govt. of Tripura or by the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura.
- Final Selection of candidate will be made in consultation with World Bank team/consultant.
- No TA/DA will be provided to the applicant for attending the interview.

11. Special Conditions:


- The consultant may have to perform outdoor duties. Those who are not able to perform outdoor duties need not to apply.

12. Scheme Review:

- Tribal Welfare Department, Govt. of Tripura or the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura reserves the right to review the guidelines/progress of project work at any time. The guidelines so reviewed will be placed in the public domain preferably through the website of the Department. However, the decision of the Department or the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura shall be final in this regard.

13. Termination of Contract:

- The contract may be terminated by either of the party with prior intimation of 30 days.
- The aforesaid engagement is purely on temporary and contractual basis. The selected candidates will be governed by the provisions or the guidelines for engagement of consultants in Tribal Welfare Department or the society to be constituted for the project under Tribal Welfare Department, Govt. of Tripura as amended from time to time.


(Dr. Vishal Kumar, IAS)
Director, Tribal Welfare
Govt. of Tripura

APPLICATION FORMAT

**To
The Director,
Directorate of Tribal Welfare,
P.N.Complex, Gurkhabasti,
Agartala, Tripura West,
P.O. Kunjaban, PIN-799006.**

Affix a Passport
size latest colour
photograph and
sign on it
(Donot staple)

Sub: Prayer for the post of _____ (Item No: _____)

1. Name of the candidate: SRI / SMT _____
(in Block Letters)
2. Father's / Husband's Name : Sri / Late _____
3. Permanent address : Vill _____ P.O _____
Sub-Div. _____ Dist. _____
Pin. _____
4. Present Address : Vill _____ P.O _____
Sub-Div. _____ Dist. _____
Pin. _____
5. Social Category : ST / SC / UR
6. Contact no (mandatory) : _____
7. Email ID (mandatory) : _____
8. Date of birth : DD _____ / MM _____ / YYYY _____
9. Age as on 01/01/2022 : _____ Years _____ Month _____ Days
10. Educational Qualification:

Sl No	Name of the examination (HS onwards)	Board/University	Year of passing	Grade/Marks obtained		CGPA to % conversion factor (copy of the conversion factor to be enclosed)
				CGPA	Percentage	
i						
ii						
iii						
iv						
v						

11. Previous experience relevant to the Post applied for: (Certificate/Certificates to be enclosed)

Sl No	Capacity/ Designation	Experience period (From DD-MM-YYYY to DD-MM-YYYY)	Experience Duration (YY-MM-DD)	Name of the Company/ Organization/Dept
i.				
ii.				
iii.				
IV				
V				

12. Details of Present/Last Position held:

Present/Last Position held	Name of the Present/Last Company/ Organization/Dept.	Present/ Last Monthly Salary drawn

13. Monthly Salary expected by the candidate:.....

NOTE: Complete Curriculum Vitae (CV) to be submitted along with the application otherwise the application will not be considered.

DECLARATION BY THE CANDIDATE

I do hereby declare that all the information furnished above is true to the best of my knowledge. If any information furnished above found incorrect/false, my candidature may be disqualified by the Tribal Welfare Department, Govt. of Tripura.

Place:

Full Signature of the candidate

Date: _____ / _____ /2022

N.B:- Supporting documents (Self attested copies) in respect of Sl.No. 3, 5, 8, 9, 10, 11 & 12 are required to be submitted along with complete Curriculum Vitae (CV) or resume.

Eligibility Criteria, Job Descriptions and Other Details of Consultants

1	Agriculture (incl. Horticulture) Production Specialist
Eligibility Criteria	
Qualification: Full time 2 year Post Graduate Degree or higher (M. Phil. / Ph.D.) in Agriculture / Horticulture from a Government recognized university/academic institution.	
Experience Required:	
Minimum 6 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development(through agriculture and horticulture production) implemented by Government/Government Organization. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing, and working with farmer/primary institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.	
Desirable Experience:	
<ul style="list-style-type: none">• Proven experience in working in World Bank funded or externally aided projects is desirable but not necessary.• Proven experience of working with Government System and thorough knowledge of its functioning.• Demonstrated experience in project design and management developing feasibility report, proposal development in Relevant sector.• Demonstrated experience in organizing and facilitating stakeholder / private sector consultations• Knowledge of project management software applications will be given preference.	
Skills Required	
<ul style="list-style-type: none">• Computer Skills – Excellent working knowledge in MS Office environment.• Language proficiency (Read, Write and Speak) in English , Hindi, Bengali• Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills• Strong business management and negotiating skills• Excellent report writing skills	
Other Requirements	
<ul style="list-style-type: none">• Knowledge of government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.• Willingness to travel within and outside state as per programme requirement and decision of the Government	
Roles and Responsibilities:	
<ol style="list-style-type: none">1. Design, management, and implementation of Agri. and Horti. Projects.2. Preparation of DPR and project implementation plan.3. Provide leadership & technical support to the agriculture and horticulture projects.4. Develop a community-based agriculture and horticulture support services with special focus on improved crop varieties, scientific cultivation practices, and improved productivity, and crop (nutrient and disease) management.5. Coordinate with Post-harvest Management / Supply Chain Specialist, Market Linkage Specialist, and Institution Building (FPO) Specialist on forming farmer producer institutions, undertaking post-harvest processing & value addition initiatives, and providing backward and forward marketing support/linkages to the farmers.6. Assist/support other team members in the formation, business planning, and capacity building of FPOs.7. Coordinate with above team members and buyers/processors to identify and promote specific varieties, cultivation practices, scheduling, and product characteristics to meet the market needs and strengthen farmer livelihoods.8. Data analysis, updating and reporting.9. In coordination with project team, government departments, and other stakeholders plan and implement field demonstrations.10. Over-all coordination, liasoning and facilitation with concerned Govt. Departments, and other stakeholders.11. Capacity building of staff of agriculture, horticulture and livelihood cadres regarding forward and backward linkages of agriculture and horticulture produce, in general ,and farmers in particular.12. On field technical support to farmers and livelihood cadres/project staff on agriculture based enterprises.	

13. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri/Horti/farm sector
14. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
15. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
16. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
17. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
18. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
19. Prepare estimates on the service volume, cost budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
20. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
21. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
22. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
23. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
24. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
25. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
26. Perform other duties as assigned.

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Full time 2 years Post Graduate Degree or higher (M. Phil. / Ph.D.) in Vety. Sciences from a Government recognized university/academic institution

Experience Required: Minimum 6 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government/Govt. organization .Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with farmer/primary institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Desirable Experience:

- Proven experience in working in World Bank funded or externally aided projects
- Proven experience of working with Government System, thorough knowledge of its functioning, as well as experience on Market linkages or supply chain management of livestock and livestock based product
- Private sector experience is desirable
- Demonstrated experience in project design and management developing feasibility report, proposal development in Relevant sector.
- Demonstrated experience in organizing and facilitating stakeholder / private sector consultations
- Knowledge of project management software applications will be given preference.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Requirements

- Knowledge of government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.
- Willingness to travel within and outside state as per programme requirement and decision of the Government
- Very good understanding of domain specific policies and project management aspects

Roles and Responsibilities:

1. Design, management and implementation of different Animal resource Development based livelihood projects.
2. Preparation of DPR and PIP
3. Develop a community-based Animal Husbandry support services with special focus on improved livestock varieties, small ruminant support to widen the horizon of livelihood activities.
4. Scientific and modern technology dissemination towards augmentation of livestock productivity with special reference to pig, goat, dairy, poultry, and duck sector.
5. Coordinate with Supply Chain Specialist, Market Linkage Specialist, and Institution Building (FPO) Specialist on forming farmer producer institutions, undertaking post-harvest processing and value addition initiatives (wherever applicable, such as in dairy sector),and providing backward and forward marketing support to the farmers in animal husbandry sector.
6. Assist/support other team members in the formation, business planning, and capacity building of FPOs.
7. Coordinate with above team members and buyers/processors to identify and promote specific breeds for better production and product characteristics to meet the market needs and strengthen farmer livelihoods.
8. Over-all coordination and facilitation with the Concerned Govt. Depts and other stakeholders.
9. Collaboration with multiple stakeholders, managing partnership and developing effective working protocol withthem.
10. Data analysis, updating and reporting.
11. Capacity building of field staff and farmers on value addition activities of animal origin food.
12. Capacity building of staff of ARDD and livelihood cadres on forward and backward linkages of produce in general and farmers.
13. Regular monitoring and supervision of implementation programme.
14. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in ARDD/farm sector.

15. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
16. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
17. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
18. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
19. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
20. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
21. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
22. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
23. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
24. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
25. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
26. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
27. Perform other duties as assigned

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Full time 2 years Master's degree in Fisheries Sciences or higher (M. Phil. / Ph.D.) from a Government recognized university/academic institution

OR

Full time 2 years MSc. Zoology with specialization in Fisheries from a Government recognized university/academic institution.

Experience Required: Minimum 6 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government, or Govt. organization. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with farmer/primary institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Desirable Experience:

- Proven experience in working in World Bank funded or externally aided projects.
- Proven experience of working with Government System and thorough knowledge of its functioning.
- Experience in working with fisheries projects or any other sectorial activities as well as experience on market linkages or supply chain management.
- Demonstrated experience in project design and management developing feasibility report, proposal development in RELEVANT sector.
- Demonstrated experience in organizing and facilitating stakeholder / private sector consultations
- Knowledge of project management software applications will be given preference.

Skills Required:

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Requirements:

- Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.
- Willingness to travel within and outside state as per programme requirement and decision of the Government
- Very good understanding of domain specific policies and project management aspects.

Roles and Responsibilities:

1. Design, management and implementation of fisheries projects.
2. Preparation of DPR and PIP
3. Coordinate with Supply Chain Specialist, Market Linkage Specialist, and Institution Building (FPO) Specialist on forming farmer producer institutions, undertaking post-harvest / value addition (wherever applicable), and providing backward and forward marketing support to the farmers in fisheries sector.
4. Assist/support other team members in the formation, business planning, and capacity building of FPOs.
5. Capacity building. And collective marketing (input-output) through Fish Farmer's Producers' Company and village/Block level Women Forum i.e. Producer's Group.
6. Coordinate with above team members and buyers/processors to identify and promote specific breeds for better production and product characteristics to meet the market needs and strengthen farmer livelihoods.
7. Develop a community-based fishery support services with special focus on improved Fish varieties, fish processing and value addition, technical support on breeding and rearing, different fish culture practices viz. cage culture etc., to widen the horizon of livelihood activates with capacity building and motivation in the field of fisheries.
8. Capacity building of field staffs and farmers on forward and backward linkage of produce.
9. Over-all coordination and facilitation with the Concerned Govt. Depts and other stakeholders.
10. Collaboration with multiple stakeholders, managing partnership and developing effective working protocol with them.
11. Undertake field demonstration and provide technical support to the farmers, and livelihood cadres on entrepreneurship.
12. To assist in the effective implementation, facilitating in credit linkage camps, monitoring and feedback analysis of different activities of the Department converging together for whole Fish Value Chain Development.
13. Data analysis, updating and reporting.

14. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in fisheries/farm sector.
15. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
16. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
17. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
18. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
19. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
20. Prepare estimates on the service volume, cost budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
21. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
22. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
23. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
24. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
25. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
26. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
27. Perform other duties as assigned.

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Water Resources and Environment Specialist**Eligibility Criteria**

Qualification: Full time 2 years Master's degree in Ecology/Natural Resource Management /Environmental Science/Ecology/Rural Management or related stream

Experience Required: : Minimum 6 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme on natural resource management implemented by Government, Govt. organization or an NGO. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with farmer/water users institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Desirable Experience:

Experience of working in World Bank funded or externally aided projects is desirable but not necessary.

Experience of working with Government System and thorough knowledge of its functioning.

Working knowledge of GIS is desirable

Demonstrated experience in project design and management developing feasibility report, proposal development in RELEVANT sector.

Demonstrated experience in organizing and facilitating stakeholder / private sector consultations

Knowledge of project management software applications will be given preference.

Skills Required:

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Requirements:

- Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.
- Willingness to be located anywhere in the state as per programme requirement and decision of the Government.

Roles and Responsibilities:

1. Conduct, or oversee the conduct of, investigations on matters such as water storage, water recharge,
2. Plan, and oversee implementation of soil and water conservation works in the project villages.
3. Conduct technical studies
4. Present water resource proposals to government, public interest groups, or community groups.
5. To plan, implement, and administer state wide activities involved in assessment and management of environmental impact of agricultural operations on soil, water, air, and other related natural resources.
6. Participate in and contribute to policy dialogue with the Government and other development partners on water sector matters.
7. Participate in and contribute to preparation and supervision activities of the project.
8. Monitor and assess the implementation of sector portfolio for water.
9. Prepare timely reports on projects/activities implementation and progress.
10. Provide guidance to the borrower on open and transparent engagement (through consultations, information disclosure and grievance redress mechanism) with relevant project stakeholders throughout the project cycle.
11. Data analysis, updating and reporting.
12. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in fisheries/farm sector.
13. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
14. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .

15. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
16. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
17. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
18. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
19. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
20. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
21. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
22. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
23. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
24. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
25. Perform other duties as assigned.

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: full time PG degree/diploma in agriculture/agribusiness/ business management./supply chain./rural management/development, or any other relevant business or commerce stream

Experience Required: Minimum 6 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government, Govt. organization, private sector, or NGO. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with farmers/primary institutions; policy advocacy; managing partnership; and dealing with government system would be given preference

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Skills and Knowledge –

Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.

Willingness to travel within and outside state as per programme requirement and decision of the Government.

Desirable Experience:

Experience of working in World Bank funded or externally aided projects is desirable but not necessary.

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Relevant experience in private sector.

Demonstrated experience in project design and management developing feasibility report, proposal development in Relevant sectors.

Demonstrated experience in organizing and facilitating stakeholder / private sector consultations

Knowledge of project management software applications will be given preference.

Roles and Responsibilities:

1. To assist the project in identifying the weak areas with reference to PHM of identified commodities and work out possible interventions to mitigate the problems at different steps of the value chain.
2. Anchor planning, implementation, budgeting, monitoring of agriculture activity
3. Work closely with the project team, value chain service providers, farmers, farmer groups, FPOs, aggregators, traders, processors etc. to meet their specific requirements in planning and the post-harvest management and value chain development activities effectively. Specifically this would involve.
4. Provide strategic guidance to the project in the area of post-harvest management and farm level and cluster based, FPO level value addition; Design, develop, and roll out appropriate procedures and processes for postharvest handling of agriculture (including horticulture) and allied commodities (covering piggery, fishery etc.), ensuring food hygiene and safety;
5. Work on agro logistics and supply chain management, to develop and implement a strategy for post-harvest management. This will include, technical training in appropriate post-harvest processes, agro-logistics, food safety and technical assistance for the establishment and management of post-harvest facilities including Common Service Centres (CSCs), farm level and off farm level storage structures.
6. Provide packaging solutions for identified commodities, bringing latest, cost effective technical know-how and expertise to clusters/producers/FPOs, distributors and retailers and other value chain actors, adding value to their operations;
7. Liaise and coordinate with all stakeholders/relevant private sectors participants (e.g. agribusiness entrepreneurs, processors, exporters, banks and other service providers etc.,) who would be potentially interested in the development of value chains in the project area, and also with other similar projects in the state.
8. Assist in the preparation of DPR
9. Develop training programs for different stake holders.
10. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri and allied/farm sector.
11. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
12. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .

13. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
14. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
15. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
16. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
17. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
18. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
19. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
20. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
21. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
22. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
23. Any other task as assigned

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Full time PG Degree/diploma in agriculture/agribusiness/ business management/ supply chain/ rural management/development, or any other relevant business or commerce stream.

Experience Required: Minimum 6 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government, Govt. organization, private sector or an NGO. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with farmer institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. Willingness to travel within and outside state as per programme requirement and decision of the Government

Desirable Experience:

Experience of working in World Bank funded or externally aided projects is desirable but not necessary.

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Relevant experience in private sector.

Experience of leading an FPO at a senior position.

Demonstrated experience in project design and management developing feasibility report, proposal development in Relevant sectors.

Demonstrated experience in organizing and facilitating stakeholder / private sector consultations

Knowledge of project management software applications will be given preference.

Roles and Responsibilities:

1. Develop Market linkages Inventory and carry out Needs Assessment to ascertain a clear need for market linkage currently under implementation
2. Assist to conduct market and value chain analyses of relevant commodities in the project areas. The analysis includes understanding and identifying the supply and demand situation of the targeted areas, characterizing and mapping the producers and buyers of relevant commodities and agricultural inputs.
3. Support the Institution Building (FPO) specialist and other team members in formation, business planning, and capacity building of farmer collectives and strengthen them through market linkage initiatives.
4. Identify market linkage opportunities and support the FPOs in undertaking them.
5. Identify needs and design of the curriculum, lesson plans, guidelines and procedures for different training packages related to agribusiness, market linkage and basic business module to be embedded in ToT.
6. Conduct stakeholder analysis to Identify the main actors and other stakeholders (supporters and influencer) and how are they linked and interact in the value chain related to smallholders
7. Participate as a resource person in capacity building initiatives related to agribusiness and market linkage development
8. Develop criteria for eligible business plans (BPs) that demonstrate real potential for marketing and income generation for the target beneficiaries
9. Develop a mechanism to establish the linkages between Producer Organizations (POs) and Agri-Business Enterprises (ABEs) supporting both input and output markets, including micro, small and mid-size enterprises (MSMEs) and traders,
10. Preparation of plan and implementation of value chain, distribution and Sales, , market support and market Intelligence
11. Advocacy and lobbying for the interests of the Farm based Enterprises sector with existing institutions viz. PG/PC/PE on agriculture and small ruminant produce
12. Support the Post-Harvest Management specialist in identifying, finalizing, and establishing post-harvest processing units.
13. Coordination with Govt. institutions, Banks, Private Sector to develop enterprises.
14. Supporting field operations as and where required at district, block and field level.
15. Monitoring of the operations and supporting in tracking the business.

16. Work in synchronization with other Enterprise based livelihood initiatives of the project
17. Submit a work plan and monthly progress report as per the format developed by the project.
18. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri and allied/farm sector.
19. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
20. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
21. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
22. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
23. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
24. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
25. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
26. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
27. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
28. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
29. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
30. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
31. Any other task as allocated by competent authority

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: PG degree/diploma in agriculture/agribusiness/business management/ rural management/development, MSW or any other relevant stream.

Experience Required: Minimum 6 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government or Govt. organisation. Experience should include leading/managing the assignment with professional team and working with FPOs/FPCs. Extensive experience of promoting, nurturing and working with farmer/primary producer institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language proficiency (Read, Write and Speak) in English , Hindi, Bengali
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Requirements

- Knowledge of Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature.
- Willingness to travel within and outside state as per programme requirement and decision of the Government.

Desirable Experience:

Proven experience in working in World Bank funded or externally aided projects is desirable but not necessary.

- Proven experience of working with Government System and thorough knowledge of its functioning.
- Relevant experience in private sector.
- Relevant experience in formation and capacity building of FPOs. Experience of working in the region especially with tribal community is a plus.
- Demonstrated experience in project design and management developing feasibility report, proposal development in Relevant sectors.
- Demonstrated experience in organizing and facilitating stakeholder / private sector consultations
- Knowledge of project management software applications will be given preference.

Roles and Responsibilities:

1. Plan and implement formation of producer collectives, mobilise community, sensitise farmers on the need for such an institution, establish governance systems, undertake compliances, and undertake other necessary activities towards FPO formation.
2. Develop capacity building /training calendars /refresher training plans for FPCs on governance, statutory compliances, financial management, business administration, etc. and ensure its implementation by coordinating with various stakeholders,
3. Stakeholders' consultation to assess the requirement of an apex organization (FPO federation) to strengthen FPOs in Tripura; benchmark institutional structures in other states and design an institutional framework for similar federation in Bihar.
4. Conduct a feasibility study for the sustainability of such institutions and develop a sustainability plan for FPO federation,
5. Develop a rating tool for FPOs based on its social inclusion, financial viability, management & governance, and other indicators,
6. Monitoring and supervision of rating exercise for FPOs and undertake customized capacity building programs.
7. Data analysis, updating and reporting.
8. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri and allied/farm sector.
9. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;

10. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
11. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
12. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
13. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
14. Prepare estimates on the service volume, cost budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
15. Prepare appropriate documents such as Expression of Interest (Eoi), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
16. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
17. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
18. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
19. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
20. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
21. Any other task as allocated by the project.

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: PG Degree/equivalent Diploma in Economics/Political Science/Anthropology/ Sociology/Social Work/Development/Rural Management/Rural Development discipline.

Experience Required: Minimum 10 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in a large-scale project/programme for poverty eradication/livelihoods/social or rural development implemented by central/state Government or Govt. organisation. Experience should include leading/managing the assignment with a professional team. Extensive experience of promoting, nurturing and working with poor people's institutions (including federations or societies); policy advocacy; managing funding and partnerships; and dealing with government systems would be given preference.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language Skills – Very Good writing and oral skills in English, Hindi and Bengali (knowing tribal languages such as Kokborok would be a strong added advantage)
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills

Other Skills and Knowledge – Knowing Government systems & their functioning, planning and budgeting processes; knowledge of line departments, and district-block-village hierarchies; knowledge of working in tribal areas in the north-east and their institutions (including tribal autonomous councils) along with good understanding of Tripura's development priorities would strengthen the candidature. The candidate should be ready for relocation anywhere in the state as per programme requirement and decision of the State Government.

Desirable Experience:

S/he should have Experience working in and building institutions required for WB funded projects

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Experience of working in government programs or donor funded project in government/ World Bank /Other similar funded project.

Roles and Responsibilities:

1. Facilitate an institutional assessment to unpack existing barriers to inclusive service delivery in Tripura (e.g. poor capacity to plan and budget among tribal representatives; poor staff capacity)
2. Provide first review on the institutional assessment prepared by the Consulting firm; contribute and provide recommendations to the Project Director and other stakeholders based on Consultants' suggestions particularly on capacity gaps and requirements for tribal councils to effectively deliver on services
3. Prepare a mapping of governance processes in the TTAADC
4. Prepare a mapping of programs and schemes in the targeted project areas
5. Prepare a mapping of current budget and expenditure patterns in target project areas
6. Lead development of manuals and guidelines to facilitate planning processes led by tribal councils, integrated across sectors in tribal blocks
7. Facilitate capacity building trainings for tribal representatives and staff of line departments posted in tribal areas
8. Assist the Director, Tribal Welfare in Loan and Project Agreements preparation including designing a project implementation plan (activities, timeline, clear outputs and outcomes), project management framework, FAM, M&E plan and monitoring procedures, perceived risks and risk management plan, quality assurance and control mechanisms and strong grievance redress procedures in the field that may be implemented through digital tools and platforms etc.
9. Troubleshoot any implementation concerns and suggest solutions to the Project Director/ Consultants (if needed).
10. Serve as a liaison among project stakeholders (including the tribal autonomous district councils and other line departments representing PWD, Education, Agriculture and other allied sectors in the tribal areas).
11. Assist with contract variations, claims or requests related to the institutional component, as necessary and coordinate with PIU staff.
12. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri and allied/farm sector.
13. Assess the demand for services and identify service delivery gaps across the state based on demographic and

epidemiological profile of the state's population;

14. Identify and map sector resources (both public and private sectors) across various parts of the state; identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .
15. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
16. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
17. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
18. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
19. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
20. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
21. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
22. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
23. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
24. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
25. Carry out other tasks and responsibilities as requested by the Project Director, prescribed in the Loan and Project Agreements and other project documents; perform any other duties as assigned by the Department/ PMU as per need.

Age limit:

Age should be less than 65 years (Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.5 lakh per month (negotiable).

Eligibility Criteria

Qualification: PG Degree/Diploma equivalent in Political Science/ Anthropology/ Sociology/ Social Work/ Development/Rural Management/ rural Development discipline.

Experience Required: Minimum 6 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government or Govt. organisation. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with poor's institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language Skills – Very Good writing and oral skills in English, Hindi and Bengali (knowing tribal languages such as Kokborok would be a strong added advantage)
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills
- Other Skills and Knowledge – Knowing Government systems & their functioning, how tribal autonomous councils and village development communities function, their powers and jurisdiction, knowledge of tribal challenges would strengthen the candidature. The candidate should be ready to be located anywhere in the state as per programme requirement and decision of the Government, and should also be willing to travel to tribal blocks frequently

Desirable Experience:

S/he should have Experience in working in WB funded projects

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Experience of working in government programs or donor funded project in government/ World Bank /Other similar funded project.

Roles and Responsibilities:

1. Compile relevant data (as needed for the World Bank project) on tribal blocks and institutional systems
2. Facilitate Field Visits, Meetings, Consultations, Workshops and Information/Document Gathering needed for project preparation in tribal blocks, including meetings with externally aided and NGO projects in the State and the region.
3. Support Stakeholder Analysis and Stakeholder Engagement with tribal councils, village committee sand tribals themselves in the project area during project preparation, project planning and design stages.
4. Work with the Social Development and Safeguards Specialist in the PMU on the design of project components and interventions particularly those related to tribal engagement
5. Help in development of project implementation plan, guidelines, manuals keeping in mind systems and institutions in tribal areas
6. Monitor and provide oversight to all tribal welfare programs in project areas; adapt field implementation of the project in accordance with tribal needs
7. Assist TWD and Social Development Specialist in finalizing ESS Monitoring Indicators around tribals and integrating them with monthly progress reporting (MPR) mechanisms and management information system (MIS);
8. Consolidate Implementation Progress Reports on key outcomes in tribal areas for PIUs and share with the Bank on a quarterly basis.
9. Engage with agri-business/FPO specialists in the team to articulate special tribal needs for products/placement/marketing
10. Support the Project Director in analyzing how other sources of funding (Tribal Sub Plan, funds from the Finance Commission) are being utilized.
11. Lead the process of documenting and developing appropriate policies and procedures that will support private sector engagement in Agri and allied/farm sector.
12. Assess the demand for services and identify service delivery gaps across the state based on demographic and epidemiological profile of the state's population;
13. Identify and map sector resources (both public and private sectors) across various parts of the state;

identify possible alternatives and innovations in service delivery mechanisms to overcome problems of access to quality services .

14. Identify and develop proposals for appropriate models of engaging the private sector that are contextually appropriate to address service delivery gaps, including scope of services, scale of partnership, budgetary and financial outlays for such partnership.
15. Support the state in mapping and assessing private sector resources, develop a data base on private sector providers within and outside the state according to service categories for which they could be engaged;
16. Create awareness and disseminate programs and schemes to the population and help in designing and implementing plans for private sector/NGO/ or other stake holders engagement in accordance with the state policy.
17. Prepare estimates on the service volume, cost (budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
18. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell and any transaction advisor engaged by the state to finalize such documents.
19. Present a report to the Project Director whenever required or his designated officer regarding the overall functioning of the planning system related to the project.
20. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
21. Support the procurement officer in preparation of the bidding documents by defining criteria for the pre-selection procedure and any other relevant materials required for procurement;
22. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
23. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
24. Any other tasks and duties assigned by the Project Director

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

10	Financial Management Specialist
Eligibility Criteria	
<p>Qualification: Full time ICMA/CA (Inter) or Full time MBA in Finance or Master in CFA/Financial Management</p> <p>Experience Required: Minimum 8 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme for poverty eradication/livelihoods/social or rural development implemented by Government or Govt. organisation. Experience should include leading/managing the assignment with professional team. Extensive experience of promoting, nurturing and working with poor's institutions; policy advocacy; managing partnership; and dealing with government system would be given preference.</p> <p>Skills Required</p> <ul style="list-style-type: none"> • Computer Skills – Excellent working knowledge in MS Office environment. • Language Skills – Very Good writing and oral skills in English. • Excellent documentation, communication and interpersonal skills with excellent computer knowledge and computer operations. • Excellent analytical, documentation and presentation skills • Strong business management and negotiating skills • Excellent report writing skills • Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. Ready to be located anywhere in the state as per programme requirement and decision of the Government. <p>Desirable Experience: S/he should have Experience in working in WB funded or any External Aided projects . S/he should have proven experience of working with Government System and thorough knowledge of its functioning. Experience of working in government programs or donor funded project in government.</p>	
<p>Roles and Responsibilities:</p> <ol style="list-style-type: none"> 1. Mentoring and guidance in effective Financial Management 2. Carry out FM assessments and FM supervision assessments of the projects covering project budgeting, internal controls, accounting, treasury/funds flow, financial reporting, and auditing arrangements including adequacy and suitability of project FM staff. 3. Monitor on-going compliance by projects with the Bank's FM policies and procedures. 4. Managing and monitoring of flow of Project funds. 5. Financial reporting to the State unit and coordinating with auditors. 6. Maintaining all financial due diligence and complying with statutory requirements 7. Monitor borrower's compliance with financial covenants including audit. 8. Conduct internal control reviews and Statement of Expenditures (SOE) reviews. 9. Review periodic Interim Financial Reports (IFR). 10. Provide training, guidance, and advice on FM related aspects to the staff of project implementing agencies and Bank Task Teams. 11. Responsible for thematic implementation and coordination of various activities in the area of work assigned to him/her. 12. Create a role as a point of contact & conduit for information & networking among the stakeholders on value chain financing options, particularly for value chain players. 13. Create a role as an interlocutor between the financial sector, the project and the government with respect to financing of agri and food enterprises in the state. 14. Provide a commentary on policy and financial regulations, 15. Ensure that an understating of financial products and institutions in entrepreneurship is gained by project staff so that they can advise the relevant project beneficiaries accordingly, ensuring sustainability of the best practices established during project; 16. Coordinate with banks and funding agencies on how to make easy flow of fund. 17. Responsible in financial sector/ management. 18. Helping the project in procurement of different component. 19. Any other task as allocated by competent authority. 	
<p>Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)</p>	
<p>Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).).</p>	

Eligibility Criteria

Qualification:

MBA /Post-graduation in commerce/economics

Or

Advanced certified degree/diploma holder in SCM/public procurement or equivalent

Experience Required: 1. The Procurement Expert should demonstrate 8 years' experience in procurement of large sized works, good and/or services contracts.

2. Experience of working on procurement in at least two multilateral funded investment projects or one multilateral funded investment project with three years of continuous experience is required.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language Skills – Very Good writing and oral skills in English
- Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. Ready to be located anywhere in the state as per programme requirement and decision of the Government.

Desirable Experience:

S/he should have Experience in working in WB funded projects.

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Experience of working in government programs or donor funded project in government/ World Bank /Other similar funded project.

Roles and Responsibilities:

1. His/her responsibility will be to assist the TRESP Project (e.g., PWD/Transport, TWD, Education, and Agriculture line departments) and provide guidance and assistance in procurement of works, goods, and consulting services in compliance with The World Bank Procurement Guidelines.
2. Preparing Procurement Plans, Bidding Documents etc for each sub project, ensure inclusion of ESMP and budget of implementation of ESMP in bid documents,
3. The expert will participate in developing invitations for bids and requests for expressions of interest for all procurement packages within the scope of the Project; assist in preparation of bidding documents (for Goods and Works) and Request for Proposals (for Consultancy Services) in conformance with WB Guidelines and as appropriate procurement regulations;
4. Prepare the Procurement Manual of TRESP with support from PMU/PIU colleagues
5. Assisting PMU and PIU in bid process management, collating bid queries and preparing clarifications, assist PMU in bid evaluation and advise in award of works upon review of clearance of safeguard requirements,
6. Assist in the preparation of evaluation reports using World Bank's standard evaluation report forms for all contracts;
7. Regularly update the procurement plan as implementation progresses; contract management and administration of all signed Contracts; preparation of periodic procurement progress reports and work closely with the Finance to ensure disbursement is smooth;
8. Assist auditors / Bank staff during auditing / post procurement reviews.
9. S/he will have a major responsibility of operationalizing the procurement systems under the TRESP Operation Manual and provide leadership in operating and strengthening these systems.
10. S/he is required to make site visits as per requirement of the works. S/he will also advise the line departments in finalizing the new DPRs, if any.
11. Prepare estimates on the service volume, cost budgetary value), mutual obligations, geographical location, and identify appropriate stake holders from within the state or across the country
12. Prepare appropriate documents such as Expression of Interest (EoI), Request for Proposal (RFP), Request for Quotation (RFQ), Memorandum of understanding (MoU) and Contract agreements and liaise with procurement cell, legal cell.
13. Present a report to the Project Director whenever required or his designated officer regarding the overall

functioning of the planning system related to the project.

14. Participate in the assessment of financial sustainability and credibility of potential project partners ; facilitate in identifying relevant parameters for financial modeling and evaluation of value-for-money in projects.
15. Support the committee set up to examine and evaluate bids, in close consultation with the procurement department;
16. Support the state team in undertaking negotiations with the bidders on the terms of the contract as well as on the potential issues to arise while the bidding and transaction implementing process
17. Any other task as allocated by competent authority.

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Full time 4 years Bachelor's Degree in Engineering (Civil) or related stream.

Experience Required: Minimum 10 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme out of which at least 5 years in Rural Roads design.

Skills Required

- Procurement and contract management – Ability to prepare Terms of Reference (TOR), Request for Proposal (RFP) for rural roads DPR preparation, and Evaluation of Technical Proposal and variation orders for consultancy contracts and civil works contracts.
- Computer Skills – Excellent working knowledge in GIS and MS Office environment.
- Language Skills – Very Good writing and oral skills in English
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills
- Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. Ready to be located anywhere in the state as per programme requirement and decision of the Government.

Desirable Experience:

- S/he should have Experience in working in WB funded projects .
- S/he should have proven experience of working with Government System and thorough knowledge of its functioning. Experience of working in government programs or donor funded project in government.
- Familiarity with innovative and low-cost construction methodologies that enables reduction in carbon footprint would be desirable.

Roles and Responsibilities:

1. Review detailed engineering designs and any other design works using (a) an integrated approach that adopts smart growth principles, keeping in mind the future needs, potential impacts of such proposed investments on the surrounding land-use and communities in terms of environmental protection, economic development, poverty reduction, gender equity and social inclusion; (b) viable new technologies for enhancing efficiency of service delivery and effective coverage; and (c) adopting low-impact development and green infrastructure planning principles for any site-level master planning/design, as feasible.
2. Review all available reports and data, road Inventory and condition surveys for road, bridges, cross-drainage structures and drainage provisions;
3. Review reports from field surveys (site reconnaissance surveys, traffic surveys, topographical surveys, geotechnical and material and pavement investigations, including any hydrological and geological surveys as required, Considering the requirements for design of hill roads and necessity of slope stabilization/protection and any other engineering/ demand/ socio-economic surveys, etc.) and studies to establish a firm basis for design and DPR of project components. Undertake field visits, as required, for cross-verification of data / information.
4. Review encumbrance relocation and replacement reports that identify the utilities to be replaced, removed, rehabilitated, or upgraded and prepare a detailed implementation plan with necessary cost estimates, for project sites.
5. Review and finalize design reports with due consideration of climate change, disaster risk resilience and seismicity.
6. Review the final detailed engineering design reports including stabilization/protection works for newly cut slopes and valley side protection works etc., and any other design works and technical specifications for roads and bridges/ cross-drainage structures as per the design parameters that meet all the prescribed national standards, IRC guidelines, MoRTH/ MoRD specifications and international best practices etc.
7. Review bidding documents including verifying and checking item rate, detailed schedule of quantities and cost estimates as per approved SOR that meet all the prescribed national standards and international best practices.
8. Support the implementing entity for roads (Tripura-PWD) in the evaluation of RFPs and bids
9. Review reports and claims prepared by the Construction Supervision Consultant (CSC)
10. Review reports prepared by transport sector policy and Integrated Transport Network Development Plan consultants; institutional development consultants,
11. Review system reengineering reports, including RAMS, ePMS, etc.
12. Prepare Quarterly Progress Report for the roads component
13. Any other task as assigned by the State Project Director/ Team.

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.5 lakh per month (negotiable). per month (negotiable).

Eligibility Criteria

Qualification: Master's Degree in Environmental Engineering, Environmental Planning / Natural Resources Management, Environmental Studies/ Environmental Sciences or related field

Experience Required: Minimum 7 years of post qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale project/programme in preparation of detailed Environmental and Social Impact Assessment Reports for infrastructure and natural resource management projects.

Skills Required

- Computer Skills – Excellent working knowledge in MS Office environment.
- Language Skills – Very Good writing and oral skills in English
- Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills
- Strong business management and negotiating skills
- Excellent report writing skills
- Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. Ready to be located anywhere in the state as per programme requirement and decision of the Government.

Desirable Experience:

S/he should have Experience of implementing environmental safeguard policies/standards in WB, ADB, IFC and other donor projects.

S/he should have proven experience of working with Government System and thorough knowledge of its functioning.

Experience of working in government programs or donor funded project in government.

Experience of working in rural road projects, especially MDB-funded, will be added advantage. Sound knowledge of environmental guidelines and practices would be desirable.

Roles and Responsibilities:

The Environmental Safeguards Specialist (ESS) at the PMU holds the overall responsibility for finalization, institutionalization and implementation of strategies and activities in accordance with World Bank's Environment and Social Framework (ESF) and the applicable laws and policies of the government during all stages right from Project Planning, Designing, Implementation, Operation and Monitoring. The ESS will be responsible for achieving environmental safeguard readiness by project appraisal, implementing and supervising the agreed environment and social commitments, procedures/mechanisms and action plans across project components and ensuring supervision, monitoring and reporting in compliance with agreed standards. The detailed roles and responsibilities for the SDSS are summarized below:

Project Preparation Stage

1. Carry out situation assessment in the project area through secondary data review, field visits, inter departmental meetings, and stakeholder consultations; summarize and share key environmental challenges/constraints, risks and impacts, opportunities and good practices with respect to project components, relevant laws, policies and programs of National/State Government, as well as the Environment and Social Standards (ESS) of the World Bank.
2. Finalize TORs for carrying out Environmental and Social Management Framework (ESMF), Environment and Social Impact Assessment (ESIA)/ Environmental and Social Management Plans (ESMPs), preparation of Stakeholder Engagement Plan (SEP), the Environment and Social Commitment Plan (ESCP), and other relevant ESS plans/frameworks; Assist in hiring and onboarding of the agency.
3. Assist and Supervise the ESIA agency for data collection, surveys, impact assessment, stakeholder consultations/workshop, departmental meetings, etc. to ensure timely and satisfactory delivery of all agreed deliverables by project appraisal.
4. Facilitate Field Visits, Meetings, Consultations, Workshops and Information/Document Gathering needed for project preparation, including with other externally aided and NGO projects in the State and the region.
5. Lead the design of project components and support Stakeholder Analysis and Stakeholder Engagement with key institutional and primary stakeholders in the project area during project preparation, project planning and design stages.

6. Undertake Review, Revision, Finalization and Disclosure of key ESF documents, especially Environment and Social Impact Assessment (ESIA) Report, Environment and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP) and Environment and Social Management Framework (ESMF) as well as other ESS specific plans/frameworks related to resource efficiency and pollution prevention, community health and safety, biodiversity conservation, cultural heritage.
7. Review and finalize ES screening and impact assessment reports and suitable ES mitigation plans for Phase 1 DPRs prepared during project preparation; Facilitate integration of ESIA findings/ESMP actions in investment plans, engineering designs and bidding documents; coordinate with ESIA agency, DPR agency, PIUs and State departments, as needed.
8. Prepare the ESF Chapter in the Project Implementation Plan (PIP), including details of ESMF, ESCP, ESMP and implementation, monitoring and fund flow arrangements.
9. Work closely and coordinate with i) E & S Specialists in PMU, PIU, ESIA Agency and DPR agency; ii) other project staff in state, district and block units; especially tribal and institutional development specialists; iii) World Bank's Task Team, especially ESF Specialists.
10. Undertaken other assigned activities needed for ESF readiness and design of project component.

Implementation and Monitoring Stage

1. Prepare 6 Monthly Action Plans on roll out and implementation of the agreed ESF plans and project component intervention.
2. Work closely and coordinate with i) E & S Specialists in PMU, PIU & ESIA agency; ii) other project staff in state, district and block units; especially environmental, forestry and rural roads experts; iii) World Bank's Task Team, especially ESF Specialists; iv) state level government departments, service provider agencies and technical experts for better implementation of ESF and project interventions.
3. Facilitate the hiring and onboarding of Environmental Experts and Consultants in the PMU and the PIUs, as per the agreed HR Plan.
4. Prepare ES operational manuals, guidelines, specific ESS plans, as agreed in ESCP/ESMF; Support preparation and use of relevant communication materials for community engagement and ESF.
5. Conduct regular orientation, trainings and exposure visits on project's ESMF, ESCP and ESMPs for i) PMU & PIU teams in state, district and block units; ii) for ESF specialists and DPR Consultants associated with project; iii) community-based organisations, resource persons and trainers.
6. Institutionalize and implement mechanism for preparation, review and approval of screening reports, impact assessment reports (for substantial and high-risk interventions only), risk mitigation plans and their integration in feasibility reports, DPRs, bidding documents and contracts in line with agreed ESMF/ESMP.
7. Undertake regular field visits, review meetings and training workshops to guide and support the PIUs and E&S experts and district/block teams of PIUs in implementation of all agreed ESMF processes and ESS Plans.
8. Supervise, monitor and adapt field implementation of ESF processes, plans and interventions; in accordance with the agreed ESF Plan and national/local laws and policies; Ensure effective monitoring, communication and documentation of ESF.,
9. Finalize ESS Monitoring Indicators and integrate them with monthly progress reporting (MPR) mechanisms and management information system (MIS); Consolidate ESS Implementation Progress Report reports from PIUs for sharing with the Bank on a quarterly basis.
10. Any other ESF related tasks and duties, assigned by the Project Director.

Age limit:

Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable). (negotiable).

14	Social Development & Safeguards Specialist
Eligibility Criteria	
<p>Qualification: Full time PG Degree/equivalent Diploma in Political Science/Anthropology, Sociology, Social Work/Development, Rural Management/Development discipline or related stream with first division marks from a government recognized university.</p>	
<p>Essential Experience Required: Minimum 7 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in leading a state-wide, agriculture, rural development/livelihoods, natural resource, community development and/or infrastructure project/programme</p>	
<p>Skills Required</p>	
<ul style="list-style-type: none"> • Computer Skills – Excellent working knowledge in MS Office environment. • Language Skills – Very Good writing and oral skills in English • Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura’s development priorities would strengthen the candidature. Ready to be located anywhere in the state as per programme requirement and decision of the Government. 	
<p>Desirable Experience:</p>	
<ul style="list-style-type: none"> • S/he should have Experience of implementing social safeguard policies/standards in WB, ADB, IFC and other donor funded projects. • S/he should have proven experience of working with Government System and thorough knowledge of its functioning. • Experience of working in government programs or donor funded project in government. • Sound knowledge of Land Acquisition and Resettlement & Rehabilitation (LA and R&R) regulations applicable would be desirable. 	
<p>Roles and Responsibilities:</p>	
<p>The Social Development & Safeguards Specialist (SDSS) in the PMU/PMC holds the overall responsibility for finalization, institutionalization and implementation of agreed social strategies in accordance with World Bank’s Environment and Social Framework (ESF) and the applicable laws and policies of the government. During project preparation, the SDSS will be responsible for timely and satisfactory conduct and completion of all necessary assessments, consultations, risk mitigation planning and documentation needed for achieving social safeguard readiness by project appraisal. During project implementation, the SDSS will be responsible for leading the social specialists and project teams for implementing and supervising the agreed environment and social commitments, procedures/mechanisms and action plans across project components and ensuring supervision, monitoring and reporting in compliance with agreed standards, the detailed roles and responsibilities for the SDSS are summarized below.</p>	
<p>Project Preparation Stage</p>	
<ol style="list-style-type: none"> 1. Carry out situation assessment in the project area through secondary data review, field visits, inter departmental meetings, and stakeholder consultations; summarize and share key social challenges/constraints, risks and impacts, opportunities and good practices with respect to project components, relevant laws, policies and programs of National/State Government, as well as the Environment and Social Standards (ESS) of the World Bank. 2. Finalize TORs for carrying out Environment and Social Impact Assessment (ESIA), preparation of Stakeholder Engagement Plan (SEP), the Environment and Social Commitment Plan (ESCP), and other relevant ESS plans/frameworks; Assist in hiring and onboarding of the agency. 3. Assist and Supervise the ESIA agency for data collection, socio-economic surveys, impact assessment, stakeholder consultations/workshop, departmental meetings, etc. to ensure timely and satisfactory delivery of all agreed deliverables by project appraisal. 4. Facilitate Field Visits, Meetings, Consultations, Workshops and Information/Document Gathering needed for project preparation, including with other externally aided and NGO projects in the State and the region. 5. Lead the design of project components and interventions on citizen’s engagement, social inclusion, gender and women’s empowerment, social audit etc., Support Stakeholder Analysis and Stakeholder Engagement with key institutional and primary stakeholders in the project area during project preparation, project planning and design stages. 6. Undertake Review, Revision, Finalization and Disclosure of key ESIA/ESF documents, especially Environment and Social Impact Assessment (ESIA) Report, Environment and Social Commitment Plan (ESCP), Stakeholder Engagement Plan (SEP) and Environment and Social Management Framework (ESMF) as well as other ESS specific plans/frameworks related to Land 	

Acquisition and Resettlement, Tribal (Indigenous) Peoples, Labor Management, Community Health and Safety, Cultural Heritage, Gender and Citizen's Engagement;

7. Review and finalize ES screening and impact assessment reports and suitable ES mitigation plans for Phase 1 DPRs prepared during project preparation; Facilitate integration of ESIA findings/ESMP actions in investment plans, engineering designs and bidding documents; coordinate with ESIA agency, DPR agency, PIUs and State Revenue Departments for ensuring timely land acquisition and rehabilitation planning, as needed.
8. Prepare the ESF Chapter in the Project Implementation Plan (PIP), including details of ESMF, ESCP, ESMP and implementation, monitoring and fund flow arrangements.
9. Work closely and coordinate with i) E & S Specialists in PMU, PIU, ESIA Agency and DPR agency; ii) other project staff in state, district and block units; especially tribal and institutional development specialists; iii) World Bank's Task Team, especially ESF Specialists.
10. Undertaken other assigned activities needed for ESF readiness and design of TWD component.

Implementation and Monitoring Stage:

11. Prepare 6 Monthly Action Plans on roll out and implementation of the agreed ESF plans and TWD component intervention.
12. Work closely and coordinate with i) E & S Specialists in PMU, PIU & ESIA agency; ii) other project staff in state, district and block units; especially social, tribal, institutional development experts; iii) World Bank's Task Team, especially ESF Specialists; iv) state level government departments, service provider agencies and technical experts for better implementation of ESF and TWD interventions.
13. Facilitate the hiring and onboarding of Social Experts and Consultants in the PMU and the PIUs, as per the agreed HR Plan.
14. Prepare ES operational manuals, guidelines, specific ESS plans, as agreed in ESCP/ESMF; Support preparation and use of relevant communication materials for community engagement and ESF.
15. Conduct regular orientation, trainings and exposure visits on project's ESMF, ESCP and ESMPs for i) PMU & PIU teams in state, district and block units; ii) for ESF specialists and DPR Consultants associated with project; iii) community-based organisations, resource persons and trainers.
16. Institutionalize and implement mechanism for preparation, review and approval of screening reports, impact assessment reports (for moderate and high-risk interventions only), risk mitigation plans and their integration in feasibility reports, DPRs, bidding documents and contracts in line with agreed ESMF/ESMP.
17. Support the PIUs in implementation of ES plans, especially those related to land, resettlement, tribal development, stakeholder engagement, labor management, community health and safety, gender, inclusion, grievance redressal and citizen's engagement.
18. Undertake regular field visits, review meetings and training workshops to guide and support the E&S experts and district/block teams of PIUs in implementation of all agreed ESMF processes and ESS Plans.
19. Supervise, monitor and adapt field implementation of ESF processes, plans and interventions; in accordance with the agreed ESF Plan and national/local laws and policies; Ensure effective monitoring, communication and documentation of ESF, tribal and social development intervention
20. Finalize ESS Monitoring Indicators and integrate them with monthly progress reporting (MPR) mechanisms and management information system (MIS); Consolidate ESS Implementation Progress Report reports from PIUs and share with the Bank on a quarterly basis.
21. Any other ESF related tasks and duties, assigned by the Project Director

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Post Graduate degree or diploma in Education, Education Policy, or Early Childhood Education

Experience Required: Minimum 5 years of post-qualification (starting after successful completion of minimum required education qualification) work experience (in subject related to the position) in large scale foundational learning project/programme implemented by the government, international development organization and/or NGOs. The candidate must have experience of working on elements such as teacher professional development, teaching learning material curation, and teacher educator development in the areas of early numeracy, basic reading fluency, and play-based pedagogy for early years. Extensive experience in the area of policy advocacy; managing partnership; coordinating with government institutions would be given preference.

Skills Required

Computer Skills – Excellent working knowledge in MS Office environment.

Language Skills – Very Good writing and oral skills in English

Good communication and interpersonal skills, and an ability to coordinate and work in team Excellent analytical, documentation and presentation skills

Strong business management and negotiating skills

Excellent report writing skills

Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. ***Ready to be located anywhere in the state as per programme requirement and decision of the Government.*** Demonstrated experience in project design and management developing feasibility report, proposal development in relevant sector. Knowledge of project management software applications will be given preference.

Roles and Responsibilities:

1. Provide technical assistance/advice/recommendations on standards, tools, guidelines, policies, procedures that can contribute to the strengthening of program design and operations in the area of foundational learning
2. Maintain technical oversight on the design and delivery of teacher training for strengthening of foundational learning with a focus on facilitating instruction in the mother tongue in a linguistically diverse classroom
3. Visiting project sites as per program requirements; coordinate international technical assistance needs required by the project and/or by the field staff;
4. Devise comprehensive implementation and monitoring and evaluation plans for program activities in the area of foundational learning.
5. Conduct needs assessments and design trips to support research and learning agenda to strengthen the support that the SCERT, DIETs, and BRCCs provide in the area of foundational learning
6. Build and maintain relationships with external and internal partners to enhance their understanding of the program's design and progress; may have to manage relationships with external resource partners, such as donors, subcontractors, or other stakeholders;
7. The Consultant(s) will create Curriculum Framework, Competency Standards, Digital Competencies, Job Description (Roles and Responsibilities), SoPs, and other helpful resources for teachers (adapted from/based on NCFTE, 2009), school leaders (adapted from/based on NCF for school Leadership Development), education officials and SMCs/SMDCs, using the insights from consultations and school reviews, as well as national and international research and standards. The Consultant(s) will also be required to update these to align with upcoming central approaches, frameworks, standards, and program designs.
8. The Consultant(s) will identify and curate existing resources and capture best practices for inservice professional development and capacity building of teachers, school leaders, education officials and SMCs/SMDCs, from Nagaland or other public education systems; classify and categorize these resources (to competencies, subjects, grades, etc); mark the resources for translation, enhancement, replacement, atomization, testing, and so on and so forth; and prepare a roadmap for module creation using these resources.
9. With special focus on improving community engagement towards enhancing school governance and quality, the Consultant(s) will consistently identify and document impactful and promising practices for community engagement; create and continually improve processes, protocols, and training materials for community engagement, on a range of topics such as SMC elections, grievance-filing to resolution, parent-teacher meetings, monitoring of SMCs/SMDCs activities (e.g. training and meetings), community-led accountability, financial management and procurement; and prepare a definitive guide for what works in community engagement in the state, including conditions that need to be present from state to community.
10. To perform other duties as assigned by the Department/ PMU as per need.

Age limit: Age should be less than 65 years(Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).

Eligibility Criteria

Qualification: Post Graduate Degree in Civil Engineering or Architecture.

Experience Required: Minimum 5 years of relevant experience with multiple projects entailing learner centric design design and/or construction supervision of school education infrastructure

Skills Required

Computer Skills – Excellent working knowledge in MS Office environment.

Language Skills – Very Good writing and oral skills in English

Other Skills and Knowledge – Knowing Government system & its functioning, development policies and good understanding of Tripura's development priorities would strengthen the candidature. ***Ready to be located anywhere in the state as per programme requirement and decision of the Government. Demonstrated experience in project design and management developing feasibility report, proposal development in relevant sector. Knowledge of project management software applications will be given preference***

Roles and Responsibilities:

1. Design plan for creation of physical and ICT infrastructure across 100+ schools
2. To prepare DPRs (including standard designs) for physical and ICT infrastructure for 100+ schools
3. Offer technical support to respective governments and implementing agencies to help identify and resolve implementation problems and bottlenecks, advance progress of various activities and components, based on a thorough understanding of the development objectives and design of the project.
4. Give suggestions and action to be undertaken to incorporate technology in the classroom design; including but not limited to smart classrooms and IT laboratories
5. To perform any other relevant work related to the project assigned by the Project Director/ Department/PMU as per need.

Age limit:

Age should be less than 65 years (Should be in good physical condition and willing to travel extensively in different parts of the State)

Remuneration: Rs.1.00 lakh- 3.50 lakh per month (negotiable).