

Program Officer – Partnership Development and Convergence (DPIU)	
1. BASIC DETAILS	
Language Required /preferred	Tamil & English
Duration of Contract	12 Months (Renewable subject to performance).
Age	Below 45 years as on the date of application. Below 45 yrs as on date of release of advertisement.
2.	OBJECTIVES AND SCOPE
	Under the direct supervision of the DDAWO, the incumbent will be responsible for multi-stakeholder activities to achieve the disability inclusive development and the development objectives of the RIGHTS project. He/she will in particular be responsible for the multi-stakeholder partnership component of projects: The incumbent will assist DDAWO in Partnership Development & Convergence in:
I.	To build multi-stakeholder partnerships in achieving disability inclusive development for the effective implementation of the RIGHTS project/ RPwD Act, 2016
II.	Identifying opportunities for partnering with Government (State & Central) Organisations, Members of the legislature, International and regional organizations, NGOs, Civil Society Organisation, and create linkage and support structure for convergence with diverse organisations (both governmental and non-governmental)
III.	Developing partnership strategy and plans in order to strengthen the partnership component
IV.	Building and maintaining issue-based partnerships and coalitions with the partners.
V.	Mobilizing knowledge resources from partners
VI.	Identifying best practices and lessons learned directly linked to resource mobilization and partnership-building activities
VII.	Explores considerations in the formation of MSPs, including how to identify partners;
VIII.	Considers the modalities of working in partnerships;
IX.	Provides examples of advancing multi-stakeholder partnerships disability- inclusive development ;
X.	Prepare and update periodic progress reports of Projects/Schemes of RIGHTS to include the details on multi-stakeholder partnerships.
XI.	Liaise with the World Bank team, other project implementation team members, line departments, educational institutions, training providers, and other stakeholders to establish necessary project coordination and accomplish operational requirements for day-to-day tasks
XII.	Participate in and/or organize relevant seminars, workshops, consultations etc. as and when required.
XIII.	Any other relevant task as delegated by the DDAWO or any other senior officials nominated by the DDAWO.
3	REPORTING AND REVIEW
	The consultant will report to the District Differently Abled Welfare Officer or other official as assigned by the District Differently Abled Welfare Officer and work under his/her direct supervision on a day-to-day basis.
4	EDUCATIONAL QUALIFICATION AND EXPERIENCE
	This engagement requires dynamic, experienced and analytical professionals with demonstrated experience in programs related to disability.

I.	Full time undergraduate qualification in social work/economics/rural management/development studies/ public policy/ public administration or anyother relevant discipline from a reputed university preferred.
II.	3-5 years' experience preferably in working in convergence with other National/State Govt. and/or development/donor/similar organization/s. Experience of developing/implementing partnership development related to persons with disabilities programs/schemes in Tamil Nadu or in a similar context would be desirable.
III.	Demonstrated knowledge and understanding of policy development, formulation and review of legislation, strategies and action plans at state level desirable.
IV.	Fluency in spoken and written Tamil and English.
5. Skills Required	
I.	Capability to use internet for any secondary research
II.	Good computer skills in MS-Office: Word, Excel and PPT
III.	Ability to work in teams and liaise well with others
IV.	Significant experience of managing engagement with one or more of the stakeholder cohort referred to above and statutory bodies on major high profile public sector infrastructure or regeneration projects.
V.	Appreciation of the infrastructure-related Government/ political environment or Associations.
VI.	Experience in developing and successfully implementing stakeholder engagement plans
VII.	A clear understanding of issues pertaining to project development and preferably familiarity with the requirements of authorisation processes.
VIII.	Good writing and presentation skills and ability to make presentations in English as well as Tamil.
6. Remuneration	
I.	The remuneration for the incumbent would be a maximum of Rs. 40,000/- per month. However, the salary shall be finalized by the interview panel based on the experience of the individual and the fit in the project. In case of exceptional candidates, the salary of the candidate may be enhanced.
II.	The incumbent will have to attend office at DDAWO of selected district on all working days unless he/she is on official tour as approved by DDAWO or allowed to work from home by DDAWO of selected district. He/She may also be required to attend office on holidays as and when so desired by DDAWO of selected districts for disposal of urgent matters. However, no extra remuneration will be paid for attending office on holidays

Program Officer - Training (DPIU)	
1. BASIC DETAILS	
Language Required/preferred	Tamil & English
Duration of Contract	12 months (Renewable subject to performance)
Age	Below 45 years as on the date of application. Below 45 yrs as on date of release of advertisement.
2. OBJECTIVES AND SCOPE	
	Under the direct supervision of the District Differently Abled Welfare Officer , the incumbent will be responsible for successful delivery of training related services in order to achieve the development objectives of the RIGHTS project. He/she will in particular be responsible for the training and capacity building components of projects. The incumbent will:
I.	Support the training needs assessment of RIGHTS staff, associated NGOs/CBOs and/or other stakeholders.
II.	Support identification of knowledge and capacity gaps for all institutional levels of RIGHTS project.
III.	Support RIGHTS to develop training and capacity building plans and maintain a training calendar.
IV.	Be the capacity building point person for development and management of cadres through Master Trainings, ToTs and various levels of training activities.
V.	Undertake any other relevant task as delegated by the DDAWO RIGHTS and/or other officials nominated by the DDAWO
3. REPORTING AND REVIEW	
	The consultant will report to the District Differently Abled Welfare Officer or other official as assigned by the District Differently Abled Welfare Officer and work under his/her direct supervision on a day-to-day basis.
4. EDUCATIONAL QUALIFICATION AND EXPERIENCE	
	This engagement requires dynamic, experienced and analytical professionals with demonstrated experience of managing work with pragmatic interventions related to persons with disabilities.
I.	Full-time UG/PG in social policy/work, rural development, development studies, public policy, public administration or any other relevant discipline from a reputed university preferred.
II.	3-5 years of experience in working with National/State Govt. and/or development/donor/similar organization/s with direct experience of working on programs for empowerment of persons with disabilities. Experience of working in Training, IEC activities and Research related projects in Tamilnadu would be desirable.
III.	Demonstrated understanding of social issues, especially important aspects of training and capacity building undertaken to empower persons with disabilities.
IV.	Demonstrated ability/experience in Training and IEC in similar projects.
V.	Fluency in spoken and written Tamil and English.
5. Skills Required	
I.	Capability to use internet for any secondary research.
II.	Good computer skills in MS-Office: Word, Excel and PPT.
III.	Ability to work in teams and liaise well with others.
6. Remuneration	
I.	The remuneration for the incumbent would be a maximum of Rs. 40,000 per month. However, the salary shall be finalized by the interview panel based on the experience of the individual and the fit in the project. In case of exceptional candidates, the salary of the candidate may be enhanced
II.	The incumbent will have to attend office at DDAWO of selected districts on all working days unless he/she is on official tour as approved by DDAWO or allowed to work from home by DDAWO of selected districts. He/She may also be required to attend office on holidays as and when so desired by DDAWO of selected districts for disposal of urgent matters. However, no extra remuneration will be paid for attending office on holidays

Program Officer – Community Services (DPIU)	
1. BASIC DETAILS	
Language Required/preferred	Tamil & English
Duration of Contract	12 months (Renewable subject to performance)
Age	Below 45 years as on the date of application. Below 45 yrs as on date of release of advertisement.
2. OBJECTIVES AND SCOPE	
	Under the direct supervision of the DDAWO the incumbent will be responsible for successful delivery of the services to achieve the development objectives of the RIGHTS project. He/she will in particular be responsible for the community mobilization components of projects. The incumbent will:
I.	Be responsible for overall implementation of the community engagement and mobilization services at the district level, to be delivered under the RIGHTS project which will focus on implementing and monitoring activities pertaining to activities of community engagement.
II.	Assist in the preparation of community engagement and inclusion component of the RIGHTS Project on the basis of proposed framework of Community Based Rehabilitation as part of project activities.
III.	Be the community engagement arm of the CBR (community-based rehabilitation) operations of the RIGHTS Project on the basis of lessons from similar existing interventions, and thereon oversee the community engagement, including engagement with OPDs for a creative and participatory monitoring process that takes community partnership into process.
IV.	Support the design, planning and development of criteria for maximizing the outreach to identify and include the most vulnerable among the target group.
V.	Assist in the development of a participatory monitoring and evaluation (M&E) system for the Project.
VI.	Coordinate with the state team towards establishing systems that support the management, administration, and monitoring of community based activities such as participatory monitoring and evaluation, mobilization and capacity development activities.
VII.	Prepare the district level work plan for all community engagement activities. The content of community engagement activities will include but will not be limited to the following: local problem analysis; assessment of vulnerabilities, capabilities, and available resources; awareness of the contexts and network of organized CBOs, such as parent groups and DPOs.
VIII.	Identify locations that will connect with the community through established CBR workers and cadre at community level, both rural and urban contexts.
IX.	Any other relevant task as delegated by the DDAWO, or other senior officers in RIGHTS/ DWDA
3. REPORTING AND REVIEW	
	The consultant will report to DDAWO and any other official as per guidance of PD, DWDAP. The consultant will work under the direct supervision of DDAWO or other officials as assigned by DDAWO on a day-to-day basis.
4. EDUCATIONAL QUALIFICATION AND EXPERIENCE	
	This engagement requires dynamic, experienced and analytical professionals with demonstrated experience of managing work with programmatic interventions related to persons with disabilities.
I.	Full-time UG/PG degree in social work, rural development, development studies, public policy, public administration, post Graduate Diploma in Community Based Rehabilitation or any other relevant discipline from a reputed university preferred.
II.	3-5 years post qualification experience of working with National/State Govt. and/or development/donor/similar organization/s with direct experience of working on programs for empowerment of persons with disabilities. Experience of working with

		community organisations of persons with disabilities and families such as OPDs and community based organisations will be preferred.
	III.	Demonstrated ability/experience in engaging communities in similar projects.
	IV.	Fluency in spoken and written Tamil and English is a must.
5.	Skills Required	
	I.	Capability to use the internet for any secondary research
	II.	Good computer skills in MS-Office: Word, Excel and PPT. Preference will be given to candidates with experience in Power BI/ Tableau.
	III.	Ability to work in teams and liaise well with others
	IV.	Good writing and presentation skills and ability to make presentations in English as well as Tamil.
6.	Remuneration	
	I.	The remuneration for the incumbent would be a maximum of Rs. 40,000 per month. However, the salary shall be finalized by the interview panel based on the experience of the individual and the fit in the project. In case of exceptional candidates, the salary of the candidate may be enhanced.
	II.	The consultant will have to attend office at DDAWO on all working day sunless he/she is on official tour as approved by or allowed to work from home by PD. He/She may also be required to attend office on holidays as and when so desired by PD for disposal of urgent matters. However, no extra remuneration will be paid for attending office on holidays