



**TamilNadu Coporation for Development of Women
Annai Teresa Mahalir Valagam, 1st Floor,
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Nungambakkam, Chennai-600 034.**



**TamilNadu State Rural Livelihoods Mission &
National Rural Economic Transformation Project**

**Advertisement for the services of District Resource Person
(DRP)
in Tamil Nadu State Rural Livelihood Mission (TNSRLM) for
FNHW / Gender / Social Inclusion and Partnership & Convergence)**

Tamil Nadu State Rural Livelihoods Mission (TNSRLM) aims at creating efficient and effective institutional platforms of the rural poor enabling them to increase household incomes through sustainable livelihood and improved access to financial and public services. TNSRLM implements the schemes in a mission mode through the Social Mobilization and Institution Building, Capacity Building.

Need of DRP

TNSRLM is looking for pool of District Resource Persons with relevant experience and expertise in **FNHW / Gender / Social Inclusion and Partnership & Convergence**), to impart State, District and Block level training for Resource Persons, Community Cadres and Community Based Organisations (CBOs) through participatory methods. They should also have good communication, documentation and facilitation skills and also hands on extensive experience of working in rural development projects.

Functions of DRP

1. To facilitate SRLM to develop long-term vision and preparation of strategic plan on various thematic areas.
2. To conduct the Training Needs Assessment (TNA) and Training of Trainers (ToT) of all the components of TNSRLM.
3. To develop training module and content of various training programme.
4. To devise the Capacity Building plan and conduct of training to the Mission staff, all Stake holders and CRPs accordingly.

5. To provide guidance, handholding and nurturing support to DMMU/BMMU level Mission staff, Community cadres, CBOs and CRPs.
6. To support mission in designing and establishing the required systems at CBO level and mission level.
7. To provide support to the SMMU / DMMU / BMMU for imbibing right values, principles, knowledge of a Community Driven Development Project and transform this into action.
8. To facilitate the district, block, and panchayat level project teams by engaging them in team discussion and other strategic deliberations.
9. Identification and documentation of best practices, case studies, IEC material

Food, Nutrition, Health and WASH

TNSRLM envisages Food, Nutrition, Health and WASH (Water, Sanitation, and Hygiene) interventions as universal and seeks to promote them upfront through the community institutions across the state. These interventions are intended to

Roles and Responsibilities of DRPs:

1. To support SRLM in doing the situational analysis, preparation and finalization of State specific FNHW Operational strategy
2. To conduct of Training Needs Assessment (TNA) and Training of Trainers (ToT) at district, block and CBO level.
3. To sensitize and Orient DMMU and BMMU level staff, VOs, CLFs, CRPs, CBO staff, Social action committee members and community cadres on FNHW activities.
4. To develop training module and content of various training programmes.
5. To devise the Capacity Building plan and conduct of training to the Mission staff, all Stake holders and CRPs accordingly.
6. To develop and establish required systems- Introducing FNHW agenda in SHG, VO and GPLF meetings, grading indicators on FNHW, Review mechanism and MIS.
7. To provide guidance, handholding and nurturing support to Mission staff, CBOs and CBO staff in Intensive blocks
8. To support SRLM in implementation of POSHAN Abhiyan related activities

9. To support SRLM in developing convergence with various Government line departments and facilitate CBO members to access food, nutrition, health and WASH entitlements and services.
10. To support SRLM in bringing the behavioural change among SHG members in terms of correct food storage, cooking and eating practices, using only iodized salt, practicing daily hand wash at critical times, practicing menstrual hygiene, using toilets and adopting safe drinking water consumption practices.
11. To support SRLM and CBOs in achieving adequacy in food, nutrition, health and WASH security for all families.
12. To develop a pool of community spearhead teams in model CLFs
13. To provide guidance, handholding and nurturing support to DMMU/BMMU level Mission staff, Community cadres, CBOs, CBO staff and CRPs
14. Identification and documentation of best practices, case studies, IEC material.

Hence, TNSRLM plans to undertake the above activities with support of pool of District Resource Persons in an intensive manner.

S. No	Thematic Area	Education and Experience particulars	Competencies
4.	District Resource Person (FNHW, Gender, SISD & PRI-CBO-Convergence)	Master Degree in MSW/Medicine/Paediatrics/ Food & Nutrition/Public Health / Social Work or equivalent master degree with minimum 6 years of experience or Graduate from Government recognized institute in the above specialisation with minimum 8 years of experience in dealing with FNHW related activities (especially working with SHG federations on FNHW).	<ul style="list-style-type: none"> • Excellent Reading, Writing, Documentation, Articulation and Communication skills in Tamil and English. • Having a Comprehensive understanding on NRLM scheme and its activities. • Willing to travel extensively across the State. • Working knowledge of MS office.

Gender

TNSRLM intends to sensitize and orient various stakeholders on the gender issues in the society, vulnerability of women and men, women related Laws, Acts, Rights and entitlements, schemes & programmes available for addressing gender discrimination etc.

Roles and Responsibilities of DRPs:

1. To support SRLM in doing the gender analysis and preparation & finalization of State specific gender Operational strategy in a participatory manner
2. To conduct of Gender Training Needs Assessment (TNA) and Training of Trainers (ToT) at district, block and CBO level.
3. To develop training modules and necessary resources materials such as pamphlets, posters and flyers, audio visual materials etc for gender trainings and workshops.
4. To review modules prepared for other verticals and provide feedback to integrate gender perspective
5. To devise Capacity Building plan for conducting gender trainings to Mission staff, all Stake holders and CRPs accordingly from time to time.
6. To sensitize and orient SMMU, DMMU and BMMU staff, BLFs, PLFs, CRPs of all verticals, Social Action Committee members, Gender Forum Members and Gender Point Persons (community cadres) on gender
7. To develop and support in establishing required institutional systems & mechanisms
 - Introducing gender agenda in the monthly meetings of SHGs, PLFs and BLFs
 - Formation of Social Action committees at PLF and BLF level
 - Identification and recruitment of Gender Point Persons and promotion of Gender Collective (Sakhi Manch)
 - Formation of Gender Forums at PLF and BLF levels
 - Developing tools and indicators for conducting gender audit for PLFs and BLFs
 - Developing indicators for review and MIS
8. To support SRLM in developing convergence with various line departments and facilitate CBO members to access their rights, entitlements and services

9. To support SRLM in bringing the behavioural change among SHG members in gender aspects like education especially of girl children, decision making, access and control over assets & resources prevention of child marriage, domestic violence, sexual abuse, etc.
10. To support Gender Point Persons, Gender Collectives, PLF SACs and BLF SACs in taking up and addressing gender related aspects.
11. To develop a pool of community spearhead teams in model PLFs
12. To provide guidance, handholding and nurturing support to DMMU/BMMU level Mission staff, Community cadres, LFs, BLFs and CRPs in intensive blocks in integration of gender in all verticals
13. Identification and documentation of best practices, case studies, IEC material.
14. Make field visits from time to time to ensure gender integration in all verticals and follow up of the actions taken
15. Establish partnerships with individuals and NGOs/CSOs for taking of affirmative action for promotion of gender equality
16. Work in close collaboration with the Gender NRP (National Resource Person) with regard to the above as necessary

S.No	Thematic Area	Education and Experience particulars	Competencies
1.	District Resource Person – SRP (Gender)	Any Master Degree in Law/ Social Work/ Women’s Studies /Sociology /Rural development with minimum 6 years of experience or Graduate from Government recognized institute with minimum 8 years experience in Social Development / Women empowerment and poverty reduction programmes either with NGOs or government flagship programmes and Capacity Building (especially gender and women’s empowerment), social inclusion.	<ul style="list-style-type: none"> • Excellent Reading, Writing, Documentation, Articulation and Communication skills in Tamil and English. • Having a comprehensive understanding on NRLM scheme and its activities. • Willing to travel extensively across the State. • Working knowledge of MS office • Skills in modules development & participatory training methodologies.

Social Inclusion and Social Development:

TNSRLM focuses on the inclusive growth and welfare of poorest of the poor and other vulnerable communities particularly those belonging to SC / ST, Particularly Vulnerable Tribal Groups (PVTGs), Woman Headed HHs, Disabled, Landless, Elderly persons, Minority Groups and People living in extremist affected areas, Hilly Terrains, Trafficked Women, People engaged in unhygienic occupations, Transgender, HIV/AIDS infected and Affected families and households with persons suffering from chronic illness etc.

In this connection, TNSRLM aims to achieve the 100 % inclusion of the poorest and vulnerable community especially SCs, STs, single women, widow, Transgender, disabled, elderly, survivors of human trafficking, hiv+, witch hunting, bonded labour etc into the institutional structure within a period of 18 months of entering into an intensive block. It expects the vulnerable community take the significant proportion of leadership positions in

various community organizations under TNSRLM. Further TNSRLM facilitates these institution in achieving their financial, livelihood and poverty reduction goals. For the above context TNSRLM aims to identify experts as State Resource Persons.

Roles and Responsibilities of DRPs:

1. To conduct of Training Needs Assessment (TNA) and Training of Trainers (ToT) at district, block and CBO level.
2. To sensitize and Orient DMMU and BMMU level staff, VOs, CLFs, CRPs, CBO staff Social action committee members and community cadres on Social Inclusion activities.
3. To develop training module and content of various training programmes.
4. To devise Capacity Building plan and conduct of training to Mission staff, all Stakeholders and CRPs accordingly.
5. To develop and establish required systems- Introducing SI agenda in SHGs, VOs and GPLFs meetings, formation of Social Action committees at VO and GPLF level, grading indicators on SI, Review mechanism and MIS

6. To support SRLM in developing convergence with various line departments and facilitate CBO members to access their rights, entitlements and services
7. To develop a pool of community spearhead teams in model CLFs
8. To provide guidance, handholding and nurturing support to DMMU/BMMU level Mission staff, Community cadres, CBOs, CBO staff and CRPs
9. To provide guidance, handholding and nurturing support to Mission staff , CBOs and CBO staff in intensive blocks.
10. Identification and documentation of best practices, case studies, IEC material

S. No	Thematic Area	Education and Experience particulars	Competencies
1.	District Resource Person (Social Inclusion and Social Development)	Any Master Degree or equivalent degree with minimum 6 years of experience or Graduate from Government recognized institute with minimum 8 years of experience in implementing the inclusion of PWDs, Elderly, PVTGS and other Vulnerable Community in a large scale Social Development programme.	<ul style="list-style-type: none"> • Excellent Reading, Writing, Documentation, Articulation and Communication skills in Tamil and English. • Having a Comprehensive understanding on NRLM scheme and its activities. • Willing to travel extensively across the State. • Working knowledge of MS office.

Convergence and Partnership

Government of India and State Governments are implementing a wide range of programmes to address different dimensions of poverty and deprivation. Since TNSRLM has brought a huge number of rural poor HHs into SHG fold and federated them into their own institutions as a strategy for addressing poverty, it is important to ensure the access to various rights, entitlements and services to poor households. There is number of programmes and schemes proposing to give such rights, entitlements and services such as MGNREGS, SBM, sPMAY, ICDS, PMKVY, DDU – GKY, PMJJY, PMJSY, etc.

Effectiveness of these programmes can be vastly enhanced with linkages between the institutions of the poor, PRIs and the respective line departments. Further Public, Private, Partnership is gaining momentum nowadays to effectively implement any project. For the benefit of the public, the role of private stakeholders is also necessary. For making this linkage effective, TNSRLM seek experienced people who have good experience in different convergence and partnership programmes and schemes as District Resource Persons.

Eligibility Criteria

In this context, it is proposed to empanel a pool of DRPs having relevant educational qualification, experience and expertise in the respective fields as detailed below:

S. No	Thematic Area	Education and Experience particulars	Competencies
1.	Disrict Resource Person (Convergence and partnership)	Any Master Degree or equivalent degree with minimum 6 years of experience or Graduate from Government recognized institute with minimum 8 years of experience in Social Development and Capacity Building work with poverty reduction programmes of considerable size and scale.	<ul style="list-style-type: none"> • Excellent Reading, Writing, Documentation, Articulation and Communication skills in Tamil and English. • Having a Comprehensive understanding on NRLM scheme and its activities. • Willing to travel extensively across the State. • Working knowledge of MS office.

Terms & Conditions:

The selection and engagements of DRP is only for a period of 11 months only and purely temporary. Performance Appraisal will be done by the TNCDW at frequent intervals to assess performance of DRPs.

The DRPs shall work in all working days and they will be paid a Resource fee for a maximum period of 15 days only. The DRPs shall be prepared to work in state office or any other district as per the vacancy position.

The engagement of Resource Person by TNSRLM will be purely on need basis. Resource person will be paid honorarium (per day basis), travel, lodging and boarding facility will be as per the approved norms of TNSRLM based on services provided by them as given below:

Sl. No.	Category	Eligibility criteria	Resource Fee / Day (Rs.)	Boarding and Lodging / day (Rs.)	Travel
1.	A	10 or more years of experience in the relevant field	3500	300 & 1200	2 nd class train / Bus
2.	B	8 or more years of experience in the relevant field	2500	250 & 1000	
3.	C	6 or more years of experience in the relevant field	2000	200 & 750	

Based on the qualifications, experience, aptitude and mutual exploration during the desk review, discussion / initial orientation, they will be segregated in to 3 categories and the suitable persons would be considered for enlisting / empanelling as resource persons at District /State level as per the eligible categories. TNSRLM has sole discretion of cancelling / rescheduling the process at any stage / Time.

Application should be sent in the prescribed format sent herewith.

Last date for Applying :

06.10.2022

Address to apply

**: Managing Director,
Tamil Nadu Corporation for Development of Women,
Annai Teresa Mahalir Valagam, 1st Floor,
Valluvarkottam High road,
Nungambakkam, Chennai-600 034.**

Method of apply

**: Through email Id – adrdpctnsrlm@gmail.com, Copy
to email Id – tncdwho@yahoo.co.in
Subject should be mentioned as Application for
SRP (FNHW / Gender / SI / P&C)
By Post / email (signed copy) or in person - Above
address.**

If any query

**: Mr.Walter,
APO(P&C)
TNCDW, Chennai.
Cell: 9444094230.**

Addl.CEO/ADRD (P&C/M&E)