

## Young Professional (YP) Policy of JSLPS

### **Introduction**

Jharkhand State Livelihood Promotion Society (JSLPS) was formed as an autonomous society in the year 2009 within the Rural Development Department, Government of Jharkhand. The society has created to serve as a Special Purpose Vehicle (SPV) for implementation of various poverty reduction schemes and programmes in the state.

Jharkhand State Livelihood Promotion Society (JSLPS) has been designated by the State Government to implement National Rural Livelihood Mission (NRLM) in Jharkhand in the year 2011. Presently (as on 28<sup>th</sup> Feb, 2014) NRLM is covering 23 blocks of 12 districts through intensive approach and rest of the blocks in 23 districts through Non-intensive approach. It has reached nearly 1, 00,000 families in Jharkhand. JSLPS has placed dedicated professional teams at state, district and block level to implement NRLM.

### **Scope**

JSLPS aims to develop a talent pool of Young Professionals (YPs) who have passion for working with poor and have the potential to become mature development professionals. The YP programme of JSLPS will help to develop a cadre of young professionals who will learn and acquire requisite skills, knowledge and experience for serving the development sector may be within JSLPS or outside. JSLPS expects professional contribution from YPs to accomplish its mission of poverty reduction in Jharkhand. It will be a unique opportunity for the YPs to learn social mobilization, financial inclusion and livelihood promotion approaches of NRLM to fight against poverty through well-structured thematic exposure and work experience in the grassroots.

JSLPS intends to recruit newly passed out graduates / post graduates or candidates with relevant experience within 2 years of passing the course, less than 30 years old from well-reputed academic institutes across the country and abroad. Students will be drawn from disciplines like rural management, management, social work, agriculture, forestry, animal husbandry, engineering, communication, marketing, finance, HR etc. These young professionals will be recruited either through campus placement or through open market recruitment.

### **Eligibility Criteria**

- Final year students of Graduate (four year course) /Post graduate diploma/degree from national/international institutes of repute.
- Passed out students having above educational qualification with relevant work experience will also be eligible. However, the experience should not exceed 2 years in total after the passing out from the institutes.
- Below 30 years of age.
- Jharkhand State Reservation Roster shall be applicable for YPs position.
- Candidates having Jharkhand local contextual understanding shall be preferred.

In order to be competitive, a combination of the following attributes will be desirable for YP during the selection:

- S/he should have passion for working with poor.
- S/he should have ability to work in/with teams.
- S/he should have a commitment to undertake grassroots level assignments and stay with rural poor community.
- S/he should be proficient in both Hindi and English.

### **Selection Process**

The selection of YPs will primarily be done through campus recruitment. However JSLPS may follow other modalities for the selection of YPs if required.

- On Campus:** -For final year passing out students within the campus of institutes.
- Off Campus:** - JSLPS may adapt this method in case of selection team is not able to visit institutes due to prior engagements or involvement of students in assignments i.e. summer camps, internship, study tour etc. In this method, Placement coordinators of respective institutes will send CVs of interested students to HRD unit of JSLPS. Initial round of interview will be done through telephonic conversation with potential students. The suitable students then will be called to appear for further round of selection process at JSLPS headquarter at Ranchi, Jharkhand.
- Open Market:** - Young Professionals, who are fulfilling the requisite eligibility criteria but passed out from the institutes will also be hired from the open market through a competitive selection process.

Selection process will cover Written Examination (WE), Group Discussion (GD) and Personal Interview (PI) in all three above mentioned selection methods. HRD unit of JSLPS will form specific "Recruitment Teams" with approval of CEO.

### **Terms of Services**

1. The recruited YPs will have to report to HRD unit of JSLPS within the time limit mentioned in the offer letter.
2. Offer will be invalid after the 3 months of issue if not reported.
3. The maximum contract of YP will be of 2 years.
4. The contract of YP may be extended beyond 2 years based on performance, requirement of JSLPS and mutual agreement of both parties.
5. Each YP will undergo probation for the period of 6 months.
6. The services of YPs for the remaining period (one and half year) will be confirmed on satisfactory performance during the probation by JSLPS.

7. Either side (JSLPS / YP) could terminate the contract after giving one-month notice or one month remuneration in lieu of the notice.
8. JSLPS will deploy YPs at Block, District and State level as per its requirement. YPs can be transferred from one location to other as per the need of JSLPS.
9. YPs will report to concerned thematic head/District Program Manager.
10. Performance of YPs will be assessed periodically (quarterly / six monthly) by HRD unit.

**Compensation for YPs**

<b>Monthly Compensation</b>	
Remuneration -	25,000
Laptop allowance -	1,500
Communication allowance (mobile & data card) -	1,000
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	<b>27, 500</b>
<p><i>In addition, YPs will be given interest free advance for purchase of Laptops. YPs will also be covered under Mediclaim &amp; Group Accident Insurance upto 3Lakh and Ex-gratia of 10 Lakh. TA &amp; DA rule will be applicable as per the HR manual of JSLPS.</i></p>	

HRD unit change (add / delete) above mentioned criteria of YP policy after the approval of CEO.

CEO – JSLPS

## Off Campus selection Policy for Young Professional (YP)

### Introduction

With the objective to develop a talent pool of Young Professionals (YPs) in the rural development cadre, having passion for working with poor and have the potential to become mature development professionals, JSLPS has approved YP Policy. It will be a unique opportunity for the new professionals to have an aspiring career in Rural Development Sector to learn social mobilization, financial inclusion and livelihood promotion approaches of NRLM to fight against poverty through well-structured thematic exposure and work experience in the grassroots.

As per the approved YP Policy of JSLPS, YPs would be fresh graduates (four year professional courses)/ post graduates or candidates with relevant experience within 2 years of passing the course from well-reputed academic institutes across the country and abroad and less than 30 years of age. Students may be drawn from disciplines like rural management, management, social work, agriculture, forestry, animal husbandry, engineering, communication, marketing, finance, HR etc. These young professionals will be recruited either through campus placement or through open market recruitment. The approved Eligibility Criteria for the selection of YPs is as follows:

- Final year students of Graduate (four year course) /Post graduate diploma/degree from national/international institutes of repute.
- Passed out students having above educational qualification with relevant work experience will also be eligible. However, the experience should not exceed 2 years in total after passing out from the institutes.
- Below 30 years of age.
- Jharkhand State Reservation Roster shall be applicable for YP positions.
- Candidates having Jharkhand local contextual understanding shall be preferred.

In order to be competitive, a combination of the following attributes will be desirable for YP during the selection:

- S/he should have passion for working with poor.
- S/he should have ability to work in/with teams.
- S/he should have a commitment to undertake grassroots level assignments and stay with rural poor community.
- S/he should be proficient in both Hindi and English.

### Selection Process of YPs through Off Campus

Young Professionals, who are fulfilling the requisite eligibility criteria but passed out from the reputed institutes will also be hired from the open market through a competitive selection process. JSLPS may adapt this method only in case of

- i. Selection team is not able to visit institutes due to prior engagements or involvement of students in assignments i.e. summer camps, internship, study tour etc. or
- ii. Approved number of YPs are not completed through campus selection process. Or

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- iii. Any vacancy of YP arises in the domain specific due to resignation or candidate selected and not turning-up for joining or any reason, as specified, the position may be completed through approved process after prior approval from the CEO.

The off campus selection process of YPs will be done through

- i. Invitation of CVs from the reputed institutes or through their alumni association, and/or
- ii. Invitation of application from the suitable candidates through open market advertisement.

JSLPS may undertake any or both the above mentioned method, as per the approval.

The selection process for the selection of YPs may be:

### **Inviting application and initial screening**

- i. In case of application of CVs from the reputed Institute  
Initial round of telephonic interview will be conducted by the selection committee formed under the chairmanship of COO, JSLPS with 3 members including the domain head or his/her representative, subject expert/external expert and representative of HR Unit. The suitable students then will be called to appear for further round of selection process at JSLPS headquarter at Ranchi, Jharkhand.
- ii. In case of inviting application through open market advertisement  
The application may be invited through the on-line application process by JSLPS or through the HR agency, as the case may be. Initial screening of the application may be undertaken by the experts from the HR agency or by a 3 member selection committee formed under chairmanship of COO, JSLPS.

### **Selection Process after initial screening**

Selection process would cover Written Examination (WE), Group Discussion (GD) and Presentation cum Personal Interview (PPI). In above mentioned selection methods, HRD unit of

JSLPS will form specific "Selection Committee" with approval of CEO.

- i. If the number of applications exceeds from 5 times from the number of vacancies announced or 50, which-ever is higher, then Written Exam may be conducted through the HR Agency. The written test may be of 50 marks and 1 hour duration. It may include 50 objective questions on aptitude test with 1 or 2 descriptive answer questions.
- ii. Written test, if applicable and conducted, would be followed by the Group Discussion (GD) of 30 minutes each with the group size of not more than 10 and will comprise of 60 marks for each candidate. GD would be mandatory and for all the candidates. The selection parameters to be viewed upon are Social Maturity, Emotional Maturity, Knowledge and Logical Argument on subject matter, Leadership, Group Think and any specific remark by the observer panel of the GD.
- iii. The GD would be followed by the Presentation cum Personal Interview (PPI) of the candidate. It would include a presentation by the candidate on the given topic/case and followed by the cross questioning and interview. It would contain 140 marks, out of which, 60 will be allotted on the basis of the interview and 80 on the cross questioning and personal Interview. The attributes observed by the panelist would include the subject and

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- content of delivery, sequence of ideas, body language etc and as per specific remarks done by the panelist.
- iv. The Written Examination, if applicable and conducted, will be mandatory for all the candidates applied. The candidates qualifying the Written Exam would be invited to appear in the next level of selection process. 50% marks in the written exam may be approved as cut-off for all categories. The individual candidate scoring at least 50% marks will appear in the next round of selection process.
  - v. The selection of the candidate would be done on the basis of the final score of the candidate on all the above processes including GD and PPI. The final round of selection will consist of the followings
    - A. Group discussions (one round) with 30% weightage of total maximum score to be considered for evaluating performance of a single candidate.
    - B. Presentation on generic development issue (one round) with 30% weightage of total maximum score to be considered for evaluating performance of a single candidate.
    - C. Interview with 40% weightage of total maximum score to be considered for evaluating performance of a single candidate.
  - vi. The final merit list would be published on the web-site of the organization and offer letter would be issued to the selected candidates as per the approved terms and conditions of the YP Policy of JSLPS.

CEO – JSLPS