



Ph./Fax: 0194-2473730 2473763

# Government of Jammu and Kashmir. OFFICE OF THE STATE MISSION DIRECTORATE,ICDS

(J&K STATE CHILD DEVELOPMENT SOCIETY)
H-9B Polo View first floor Srinagar/ 3<sup>rd</sup> Floor Hajj House Jammu

Advertisement No: - 01 -SMD of 2016 D a t e d: - 23 - 09 - 2016

Applications on prescribed format are invited from eligible candidates of J&K State, for following contractual posts under Integrated Child Development Services (ICDS) Mission as per qualification and eligibility.

S.No	Name of the posts	No. of the posts	Salary	Qualification
01.	Programme Manager (Health & Nutrition / ECCE / Training , Advocacy & IEC / M & E )	04	40,000/- Per month for each post	Masters Degrees/PG Diploma Preference shall be given to the candidates having relevant qualification and experience for the particular post.
02.	Consultant (Health / Nutrition / IYCF / Training / Advocacy & IEC / M&E / MIS / ECCE / Policy & Planning / Grievance )	10	35,000/- per month for each post	Masters Degrees/PG Diploma. Preference shall be given to the candidates having relevant qualification and experience for the particular post.

Note: - Application forms, eligibility conditions, terms and reference can be obtained from the office of Deputy Director, ICDS Jammu / Kashmir by or before October 15<sup>th</sup> 2016 up to 2 PM.

#### Eligibility conditions for selection shall be as follows:-

- i- The applicant should be a permanent resident of the state.
- ii- Should have the requisite qualification (degree/diploma obtained from recognized Institution) for which he/she has applied.
- iii- Should have a good moral character.
- iv- Should have good health & physique.
- v- Should not be below 18 years as on 01-01-2016.
- vi- Incomplete application shall be rejected without assigning any reason thereof.
- vii- Application form received after cut off date shall not be entertained in any case.
- viii- The candidate should possess original documents at the time of interview. The date of interview shall be notified separately.
- ix- Terms of the contractual appointment shall be for a period of two years which may be extendable for another term of two years subject to performance of candidate and subject to approval of budget for such frame work by Ministry of Women Child & Development Government of India.
- x- Candidates shall have to fill separate forms for each post.
- xi- Procedure for selection:-

Selection of the candidates shall be made on the basis of merit as per aggregate score of points assigned to qualification experience and interview in the following manner:-

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A. Qualification and experience:-

j-	Basic qualification (on pro-rata basis)	45 points
ii-	Special qualification for the post	15 points
iii-	Experience in relevant field	15 points
iv-	( 2 points for each year experience upto maximum 15 points)  Computer knowledge & experience	05 points

80 points

B. Interview / Viva voce 20 points

> (Total A+B) 100 points

#### Note:-

a- Candidates scoring at least 40 points out of 80 for qualification experience will only be called for interview.

- b- In case of more than one candidate having secured equal points the candidate having more working experience in the relevant field for the post shall be given preference. Decision of the selection committee to this effect shall be final.
- xii-The candidate upon their selection against a particular post shall have to execute an agreement with the Employer on prescribed affidavit duly executed/sworn before Judicial Magistrate to the effect that he/she shall have no claim/ any right for permanent absorption/ regularization in the State Govt. at any latter stage.
- Documents to be attached with application form:-
- 1- Self attested photocopies of all academic/ technical qualification.
- Certificate of required experience.
- 3- Certificate of proof of residence in the District for District cadre posts.
- Applications duly complete in all respects on the prescribed format should XIVbe submitted in the office of Deputy Director, ICDS Kashmir/Jammu for the respective provinces during the working hours before the due date.
- Last date for receipt of Application form is 17<sup>th</sup> October, 2016 by 4 PM For any enquiry and clarification Contact:-

0194-2473763 State Mission Director, ICDS J&K. Deputy Director, ICDS Kashmir. 0194-2450083 0191-2597943

Deputy Director, ICDS Jammu.

(Talat Parvez KAS State Mission Director

ICDS, J&K (Srinagar)

Dated: - 27 - 09 -2016

No:-SMD/ICDS/2016/6/77

The complete Address for receipt & submitting of forms is:-

Office of Deputy Director ICDS, Jammu, Roop Nagar near Muthi Morh (Jammu division)

Office of Deputy Director ICDS Kashmir, Old Secretariat, Block C, Srinagar (Kashmir division)



### TERMS OF REFERENCE FOR ENGAGEMENT OF CONTRACTUAL STAFF UNDER ICDS MISSION Advertisement No:- 01 -SMD of 2016 Dated:- 23.09.2016



S.No	Post description, age & Emoluments	Basic Qualification (45 points on pro rata basis)	Specialised qualification in relevant field (15 points)	Experience (15 points, 2 points for each year's experience subject to maximum of 15 points)	Competencies and skills (05 points)
1.	Programme Manager (Health & Nutrition) (One post for state Resource centre on consolidated pay of Rs. 40000/-per month)  Age should not exceed 45 years. For retired personnel age limit is 62 years.	Masters Degree/PG Diploma from a recognised university	Specialized Qualification at graduate level/ post graduate level in Child Development / Human Physiology / Food Technology & Processing/Nutrition Programme/ Public or Community Health / Home science / Bio-Science/ MBBS/BUMS/BHMS/BAMS/ Pharmacy & relevant subjects	Working knowledge in the relevant field having sufficient experience in a managerial position in social sector / govt. flagship programmes / international Agencies etc. Knowledge of National flagship schemes preferably ICDS or NRHM would be desirable with focus on community mobilization, civil society engagement and social accountability intervention	Computer knowledge in MS office and experience
2	Programme Manager (Early Child Care Education) (One post for state Resource centre on consolidated pay of Rs. 40000/-per month) Age should not exceed 45 years For retired personnel age limit is 62 years	Masters Degree/PG Diploma from recognised university	Specialized Qualification at graduate level/ post Graduate level in Social Work/ Anthropology / Human Resource Management / Education / Behaviour Sciences / psychology/ Human Development/ Education/ Skill Development & Trainings/ Sociology / Psychology & relevant subjects	Working knowledge in the relevant field having sufficient experience in a managerial position in social sector / govt. flagship programmes / international Agencies etc. Knowledge of National flagship schemes preferably ICDS or NRHM Experience of teaching, training, behaviour management, personality development & exposure to the relevant activities would be desirable.	Computer knowledge in MS office and experience
3	Programme Manager (Training Advocacy IEC) (One post for state Resource centre on consolidated pay of Rs 40000/-per month) Age should not exceed	Masters Degree/PG Diploma from recognised university	Specialized Qualification at graduate level/Post Graduate level in Mass Communication / Mass Media / Information & Publicity / Public Relations / Human Resource Management / Education & Training / Health	Working knowledge in the relevant field having sufficient experience in a managerial position in social sector / govt_flagship programmes / international Agencies etc. Knowledge of National flagship schemes preferably ICDS or NRHM. Working experience in publicity & public relations, advertisement, media, audio/visual graphic tools, editorials would be	Computer knowledge in MS office and experience





	40 years For retired personnel age limit is 62 years.		Communication /Audio & visual graphics/ Social Sciences/ Human Behaviour & relevant subjects	desirable.	
4.	Programme Manager (Monitoring & Emulation) (One post for state Resource centre on consolidated pay of Rs. 40000/-per month)  Age should not exceed 45 years For retired personnel age limit is 62 years.	Masters Degree/PG Diploma from recognised university	Specialized Qualification at graduate level / post graduate level in Economics / Management / Maths/ Finance/ Commerce / Statistic / IT/MCA/ Statistics & relevant subjects	Working knowledge in the relevant field having sufficient experience in a managerial position in social sector / govt. flagship programmes / international Agencies etc.  Knowledge of National flagship schemes preferably ICDS or NRHM programme, planning & policy formulation, Data base management, internet tools, communication, data analysis and interpretation would be desirable	Computer knowledge in MS office and experience.

Note: - 1. 20 points will be awarded for interview. Assessment of the candidates will be based on following attributes and knowledge:-

- · Knowledge & experience in women & child development
- Leadership and supervisory skill
- Good communication skill
- Work with people at different levels
- Influencing and analytical skill
- Team building capacity
- Sound general knowledge
- · Any other attribute relevant for the post

Note: - 2 Selection Committee will be final authority to decide about relevance of any specialized qualification, course or subject for any particular posts under selection. The committee's decision, regarding relevance of experience in the particular field suitable for each post, shall be final.

## Key responsibilities of Programme Manager are as under:-

- · Technical support to ICDS Mission in relevant areas.
- · Support preparation of APIPs specially focusing on programmatic components and convergence issues.
- . Monitor programme implementation on and provide handholding support in relevant areas related and convergence in ICDS
- · Preparation of manuals, guidelines, reports, notes as customized.
- Review of programmes and provide feedback
- Technical guidance for pilots/ innovations in ICDS especially in high burden blocks.
- · Capacity building and training support for specialized areas like management of underweight. IYCF, material counselling.
- Documentation of best practices
- · Maintain reports and records

S.No		Basic Qualification (45 points on pro rata basis)	Specialised qualification in relevant field (15points)	Experience (15 points, 2 points for each year's experience subject to maximum of 15 points)	Competencies and skills (05 points)
1-	Consultant Health  (One post for state Resource centre on consolidated pay of Rs.35000/-per month)  Age should not be exceeded 45 years For retired personnel age limit is 62 years	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate level/post graduate level/post graduate level in public Health & Community health/Bio science/Human physiology/MBBS/BUMS/BHMS/BAMS/PHARMACY & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM would be desirable.	Computer knowledge in MS office and experience.
2	Consultant Nutrition  (One post for state Resource centre on consolidated pay of Rs.35000/-per month)  Age should not be exceeded 45 years For retired personnel age limit is 62 years	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate level/post graduate level/post graduate level in nutrition/Home science/community health/food processing & technology/psychology/bioscience/child development/human resource management/physical education & relevant subjects.	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM would be desirable	Computer knowledge in MS office and experience .
3.	Consultant IYCF  (One post for state Resource centre on consolidated pay of Rs.35000/-per month)  Age should not be	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate level/post graduate level/post graduate level in Nutrition/Child Development/Dietician/sociol ogy/Community health/human resource development & relevant subjects.	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies Knowledge of National Flagship scheme preferably ICDS or NRHM would be desirable	Computer knowledge in MS office and experience



	exceeded 45 years For retired personnel age limit is 62 years				
4.	Consultant (Training) (One post for state Resource centre on consolidated pay of Rs. 35000/-per month)  Age should not be exceeded 45 years  For retired personnel age limit is 62 years with experience 3 years in the relevant field.	Masters Degree/PG Diploma from recognised university	Specialized Qualification at graduate/ post graduate level in Sociology/ Anthropology/ psychology/ Human Resource Management/ Education/ Behaviour Science/ Child Development / Health & Nutrition/ social work/Women & Child development & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM. Teaching experience, trainings, educational experience, human resource management & behaviour management would be desirable.	Computer knowledge in MS office and experience.
5.	Consultant ( Advocacy & IEC) (One post for state Resource centre on consolidated pay of Rs. 35000/-per month )  Age should not be exceeded 45 years For retired personnel age limit is 62 years	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate level/post graduate level in Mass communication/ Mass Media/ Information & Publicity / Public Relations/ MBA (Human Resource/Education/Training /Audio & Visual tools & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM. Exposure for publicity, public relations, human resource management, advertisement, media, audio & visual graphic tools would be desirable.	Computer knowledge in MS office and experience
6.	Consultant (Monitoring & Evaluation) (One post for state Resource centre on consolidated pay of Rs 35000/-per month) Age should not be	Masters Degree/PG Diploma from recognised university	Specialized Qualification at graduate/ Post graduate level in Economics/ Management/ Math/ Finance / Statistics/ Computer Application & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies Knowledge of National Flagship scheme preferably ICDS or NRHM, working knowledge of Programme monitoring/planning/policy formulation/finalization of accounts/financial & administrative proposals, would be desirable	Computer knowledge in MS office and experience



-					
	exceeded 45 years For retired personnel age limit is 62 years.				
7-	Consultant (MIS) (One post for state Resource centre on consolidated pay of Rs. 35000/-per month)  Age should not be exceeded 45 years For retired personnel age limit is 62 years.	Masters Degree/PG Diploma from a recognised university	Specialized qualification at graduate level/ post graduate level in Computers/ IT/ Electronics and Communication/ Computer Application NIT/ soft ware Development/ Graphics and Networking/ Data Management Analysis & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM. Working experience in Data base management, internet tools, communication, Data analysis & interpretation would be desirable.	Computer knowledge in Data bases, Graphics, Monitoring tools, Mobile application, Data interface & experience
8.	Consultant (ECCE) (One post for state Resource centre on consolidated pay of Rs. 35000/-per month) Age should not be exceeded 45 years For retired personnel age limit is 62 years.	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate / post graduate level in Sociology /Anthropology/ Psychology/ Human Development / Education/ Behaviour Sciences/ Social Work / Social Sciences / Human Behaviour& relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship Programmes/ international agencies. Knowledge of National Flagship scheme preferably ICDS or NRHM. Teaching & training experience, behavioural management, personality development & exposure to relevant activities would be desirable.	Computer knowledge in MS office, Mobile applications and experience
9.	Consultant (Policy & Planning) (One post for state Resource centre on consolidated pay of Rs. 35000/-per month) Age should not be exceeded 45 years  For retired personnel age limit is 62 years	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate level in Management/Finance Statistics / Commerce/ Math/ Economics & relevant subjects	Working knowledge in the relevant field having sufficient experience of working in National Flagship /Programmes/ international agencies Knowledge of National Flagship scheme preferably ICDS or NRHM, working knowledge in impact assessment, Data interpretation, Monitoring & Evaluation would be desirable.	Computer knowledge in MS office and experience  /
10	Consultant (Grievances) (One post for state Resource centre on consolidated pay of Rs	Masters Degree/PG Diploma from recognised university	Specialized qualification at graduate/ post graduate level in sociology /psychology/ Law/Human Resources / Health & Nutrition / Public	Working knowledge in the relevant field having sufficient experience of working in National Flagship /Programmes/ international agencies Knowledge of National Flagship scheme preferably ICDS or NRHM, working knowledge of	Computer knowledge in MS office and experience



Relations & relevant subjects	dispute resolution, law enforcement, justice	
	delivery & crisis management would be desirable.	
	Relations & relevant subjects	Relations & relevant subjects  dispute resolution, law enforcement, justice delivery & crisis management would be desirable.

## Note: - 1. 20 points will be awarded o account of interview. Suitability for the post will be assessed on the basis of following attributes and knowledge:-

- Knowledge & experience in women & child development
- · Leadership and supervisory skill
- Good communication skill
- Work with people at different levels
- · Influencing and analytical skill
- Team building capacity
- Sound general knowledge
- · Any other attribute relevant for the post

## Key responsibilities of Consultant are as under:-

- Support roll out strengthened and restructured ICDS
- · Handholding support to districts and blocks
- Monitoring of programme
- Customize manuals guidelines etc.
- Documentation
- · Support preparation of APIP

23/9/4



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(J&K STATE CHILD DEVELOPMENT SOCIETY). H-9B Polo View first floor Srinagar/ 3<sup>rd</sup> Floor Haj House Jammu

Advertisement No: - 02 -SMD of 2016 Dated: - 23 - 09 - 2016

Applications on prescribed format are invited from eligible candidates of J&K State, for following contractual posts under Integrated Child Development Services (ICDS) Mission as per qualification and eligibility.

S.No	Name of the posts	No. of the posts	Salary	Qualification
01.	Health & Nutrition Mobilizer	141 post (One for each ICDS project)	20,000/- Per month for each post	Graduate in any stream. Preference shall be given to the candidates having relevant qualification and experience for the particular post.
02.	Data Entry Operator	24 post (1 for each DPO office & 1 for each DD, ICDS Kashmir & Jammu)	8,000/- per month for each post	Graduate in any discipline having knowledge of computer and typing speed of 35 words per minute

Note:- Application forms, eligibility conditions, terms and reference can be obtained from the office of Deputy Director, ICDS Jommu / Koshmir by or before October 15<sup>th</sup> 2016 upto 2 PM.

#### Eligibility conditions for selection shall be as follows:-

- i- The applicant should be a permanent resident of the state.
- ii- Should have the requisite qualification (degree/diploma obtained from recognized Institution) for which he/she has applied.
- iii- Should have a good moral character.
- iv- Should have good health & physique.
- v- Should not be below 18 years as on 01-01-2016.
- vi- Incomplete application shall be rejected without assigning any reason thereof.
- vii- Application form received after cut off date shall not be entertained in any case.
- viii- The candidate should possess original documents at the time of interview. The date of interview shall be notified separately.
- ix- Terms of the contractual appointment shall be for a period of two years which may be extendable for another term of two years subject to performance of candidate and subject to approval of budget for such frame work by Ministry of Women Child & Development Government of India.
- x- Candidates shall have to fill separate forms for each post.

### xi- Procedure for selection:-

Selection of the candidates shall be made on the basis of merit as per aggregate score of points assigned to qualification experience and interview in the following manner:-

A. Qualification and experience:-

j-	Basic qualification (on pro-rata basis)	45 points
ii-	Special qualification for the post	15 points
iii-	Experience in relevant field (2 points for each year experience upto maximum 15 points)	15 points
iv-	Computer knowledge & experience	05 points 80 points

B. Interview / Viva voce 20 points

(Total A+B) 100 points

#### Note:-

c- Candidates scoring at least 40 points out of 80 for qualification/experience will only be called for interview.

d- In case of more than one candidate having secured equal points, the candidate having more working experience in the relevant field for the post shall be given preference. Decision of the selection committee to this effect shall be final.

xii- The candidate upon their selection against a particular post shall have to execute an agreement with the Employer on prescribed affidavit duly executed/sworn before Judicial Magistrate to the effect that he/she shall have no claim/ any right for permanent absorption/ regularization in the State Govt. at any latter stage.

xiii- Documents to be attached with application form:-

- 1- Self attested photocopies of all academic/ technical qualification.
- 2- Certificate of required experience.
- 3- Certificate of proof of residence in the District for District cadre posts.
- xiv- Applications duly complete in all respects on the prescribed format should be submitted in the office of concerned District Programme Officer / Deputy Director, ICDS, Kashmir/Jammu for the respective provinces during the working hours before the due date.
- Last date for receipt of Application form is 17<sup>th</sup> October, 2016 by 4 PM.
   For any enquiry and clarification Contact:-

iv. 0194-2473763 State Mission Director, ICDS J&K.
v. 0194-2450083 Deputy Director, ICDS Kashmir.
vi. 0191-2597943 Deputy Director, ICDS Jammu.

(Pran Singh) KAS, Joint Director.

Dated: -23 - 09 -2016

No:-SMD/ICDS/2016/6178

### TERMS OF REFERENCE FOR ENGAGEMENT OF CONTRACTUAL STAFF UNDER ICDS MISSION

Advertisement No: - 02-SMD of 2016 Dated: - 23.09.2016

S.No	Post description, age & Renumeration	Basic Qualification (45 points on pro rata basis)	Specialised qualification in relevant field (15 points)	Experience (15 points, 2 points for each year's experience subject to maximum of 15 points)	Competencies and skills (05 points)
*	Health & Nutrition Mobilizer (141 posts for Block Resource centre on consolidated pay of Rs. 20000/-per month)  Age should not be exceeded 45 years  For retired personnel age limit is 62 years.	Graduate in any stream	Specialized qualification at graduate level in MBBS/BUMS/ BHMS/ Diploma in Pharmacy/ Health Disease / Food processing and Technology / nutrition / Bio-Science and other relevant subjects.	Working experience for sufficient no. of years in community mobilization / Nutrition deficiency / Awareness in Motivational Programmes would be desirable.	Computer knowledge in MS office and experience
**	Data Entry Operator 24 posts (22 posts District Resource centre, one each in DPO & one for each DD, ICDS Kashmir / Jammu on consolidated pay of Rs. 8000/- Per month) Age should not exceeded 45 years  For retired personnel age limit is 62 years.	Graduate in any discipline	Specialized qualification in computer science/ computer applications/IT & Networking//electronics/communication.	Working Experience in Government/semi- government/private/NGO Sector.  Typing speed at least 35 words per minute.#	Computer knowledge in MS office and experience in data base management

Note 1:- 20 points will be awarded for interview. Assessment of candidates / suitability for the post will be based on following attributes and knowledge:-

- Knowledge & experience in Women & Child Development
- Able to solve problems
- · Fluent in local Language and English, good communication skills
- Sound general knowledge
- Any other attributes desirable for the post under reference

Note 2: - Selection Committee will be final authority to decide about relevance of any specialized qualification, course or subject for any Particular posts under selection. The committee's decision, regarding relevance of experience in the particular field suitable for each Post, shall be final.

## Key responsibilities of Consultant are as under:-

Work closely with ICDS and health functionaries

Support frontline workers and supervisors of health and ICDS in mobilizing communities for behavioural changes.

Ensure implementation of IYCF, IMS Act.

Participate and facilitate convergent action VHND, meeting s of NHSNC sneha shivirs.

Provide support to VHSNC for village level plan

- Provide support in capacity building at the block/village level/community level
- Monitor health and nutrition activities and services at the community level
- Excellent communication skill in local language.
- · Dynamic, social motivated and result oriented
- · Problem solving skill

## Key responsibilities of Data entry operator are as under:

- To assist the programme manager and project Associate in feeding retrieving dissemination and programming of data relating to the fields assigned to each functionary.
- Maintain data base for different programme component.
- Provide data on performance of the programme at State Level.
- Support to ICDS Mission
- presentation skills
- Manage data base intelligently
- Able to coordinate and work with a team

Note:- \* & \*\*

For the post of Health & Nutrition Mobilizers and Data Entry Operators, the applicants are eligible only from the respective Districts for selection against the post. For the post of Health & Nutrition Mobilizer candidate has to furnish the certificate of residence of that particular ICDS Project duly issued by the concerned District Programme Officer/Child Development Project Officer. Applications from candidates belonging to other Districts will be rejected ab initio. Further more in respect of posts of Health & Nutrition Mobilizer, preference shall be accorded to the candidates residing in the area covered by the concerned ICDS Project in the District.

# Data Entry Operator will be awarded 15 points for type test.



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# Government of Jammu and Kashmir. OFFICE OF THE STATE MISSION DIRECTORATE,ICDS (J&K STATE CHILD DEVELOPMENT SOCIETY). H-9B Polo View first floor Srinagar/ 3<sup>rd</sup> Floor Hajj House Jammu

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12. Documer	nts attached:				
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I, further declare	e that I have carefully read th	e description of the post	qualification, r	nethod of selection and other terms a	nd
conditions and h	nave no objection / reservation	ons in this regard.			
				Signature of the Applicant	
Name of applic	ant				
Parentage					
District					•
ICDS Block					

11. Brief Description of the experience/knowledge acquired in the relevant field