

Notification for

Andhra Pradesh Social Empowerment Fellowship



**ANDHRA PRADESH SOCIAL WELFARE
RESIDENTIAL EDUCATIONAL INSTITUTIONS SOCIETY**

**DEPARTMENT OF SOCIAL WELFARE
GOVERNMENT OF ANDHRA PRADESH**

A. INTRODUCTION:

The Department of Social Welfare, Government of Andhra Pradesh (GoAP) is dedicated to the development of the Sub ordinate sections in Andhra Pradesh and is mandated to design & implement programs for their integrated development, with an intent to bridge gaps in various development indices between the Sub ordinate sections and the general populace. In this direction, the GoAP have brought in the Andhra Pradesh Scheduled Castes Sub-Plan and Tribal Sub-Plan (Planning, Allocation and Utilization of Financial Resources) Act, 2013, with an intent to determine, diagnose and remediate gaps in the development and welfare indicators of Sub ordinate sections. The core activities of the Department of Social Welfare pertaining to the welfare and education of the Scheduled Castes are broadly distributed through Andhra Pradesh Social Welfare Residential Educational Institutions Society. It manages 191 Gurukulams across Andhra Pradesh to provide 360-degree support (health, boarding and lodging, rigorous academic programs) to about 1,06,000students.

B. DESIGN OF THE FELLOWSHIP PROGRAMME:

The Government of Andhra Pradesh have embarked on an ambitious vision for all-round and sustainable socio-economic development of the state through various new schemes under the strategic intervention - 'Navaratnalu' underscoring the need for continuous improvement in various aspects governing the 'welfare' in Department of Social welfare.

In this context, the Social Empowerment Fellowship is designed to provide young professionals, a rich working exposure to policy design and program implementation, while synergizing their knowledge, skills and enthusiasm for improving the welfare eco-system.

The rigorous, full-time Fellowship program is an opportunity for India's brightest and most promising youth, from the premium universities and workplaces among the world, to work in tandem with the

government and support the design & implementation of innovative and self-sustainable solutions in the field of school education.

Fellows get exposed to the grass roots realities of India's Welfare system and begin to cultivate the knowledge, skills, and mindsets necessary to attain positions of leadership in Welfare Sector. The Fellowship is not only an opportunity for professional advancement and contribution to the developmental of students of Soceity, but also a good networking opportunity.

The Fellows are provided a (1) week hands-on induction program on a rotating basis with the key staff. A further (1) week field level immersion program is designed to expose Fellows to district and field level operations. The fellows are then placed for the remainder of their term where they will play an anchoring role in identifying gaps and in designing and implementing relevant, scalable programs.

It may be noted that the Fellowship is a rigorous full-time program. Admission into the fellowship is competitive with similar Fellowships across the Government of Andhra Pradesh attracting candidates from reputed Universities and Institutions in India / abroad. It is expected that this Fellowship will attract similar talent and therefore the Fellowship is not only an opportunity for professional advancement and contribution to the developmental outcomes of Sub Ordinate sections, but also a good networking opportunity. It is envisaged that the successful fellow by the end of the fellowship term, will be placed in good stead to take up careers in Government, Non - Governmental Organizations, and the Private sector.

Fellows who work in each of the specific verticals mentioned at Annexure 1 will be mentored by, and report to the Secretary, APSWREI Society. All the Fellows will be appraised on their performance every (3) months. There is a probationary period of (3) months post which, subject

to satisfactory performance, the Fellows are confirmed. The probationary period may be extended if necessary.

Fellows who showcase outstanding final outcomes maybe considered for appropriate longer-term engagements. However, successful completion of the Fellowship parse does not confer any right on any candidate for any engagement with the Government of Andhra Pradesh or its agencies.

C. POSITIONS, ELIGIBILITY CRITERIA & EXPERIENCE:

1. No. of Positions: 8
2. Candidate must possess Post Graduation or higher with minimum 2 years of work experience.
3. Candidate must possess at least 70% marks in both Under Graduation and Post-Graduation. An indicative list of specializations in Masters includes Public Health, Education, Public Policy, Policy Administration Public Administration, Management, Engineering, Business Administration, Social Work, Arts, Media and Communications, Gender Studies, Psychology, Computer Applications etc. from highly reputed national institutions such as IITs, IIMs, ISB, TISS, Central Universities, Reputed International Universities State Universities of Andhra Pradesh.
 - a. Relaxation of marks up to 5% in case of SC’s and ST’s
4. For some of the verticals the candidates must possess additional qualifications as detailed below:

Vertical	Qualification
Sports &Extra-curricular and Cultural and Co-Curricular programs	Should have at least participated in State Level Sports meet with minimum 2 years of relevant experience in Sports, NCC, Scouts etc. along with Maters Degree in Physical Education, Fine Arts/Music/Art/Crafts.
Infrastructure (Civil)	Masters in civil engineering with minimum 2 years of relevant experience is preferred.

5. The prospective fellow shall be between 21 and 40 years of age as on date of notification for recruitment.
 - a. Relaxation of upper age limit by 5 years in case of SC's and ST's

D. OTHER REQUIREMENTS:

1. Analyse the gaps and redundancies, if any, in the processes / implementation.
2. Formulate necessary practical interventions leading the system to achieve the stated outcomes through a combination of the following, amongst other approaches:
 - a. Research on best practices
 - b. Stakeholder consultation
 - c. Developing innovative practices
 - d. Identifying convergence models with other programs.
 - e. Assessing incentives of the implementing personnel vis-à-vis the outcomes.
 - f. Leveraging competitive spirit amongst different institutions
3. Document "as-is" & "to-be" models and learning's from time to time.
4. Collaborate & Coordinate with all internal/external stakeholders for collating, managing and disseminating relevant knowledge.
5. Prepare and present reports on the policies and programs implemented.
6. Perform any special work or duty which may be entrusted to him/her by the Principal Secretary/Secretary to Government, Dept. of Social Welfare.
7. Fellows are required to travel extensively as part of their work and have to reside within the field units (including schools, hostels etc.) during their field visits. It may be noted that the responsibility of the fellows is not limited to mere designing action plans, but they should also take responsibility of implementing and monitoring the same.
8. Stay in Headquarters location and ability & willingness to travel extensively, staying in and dining in the school premises is mandatory.

E. DURATION OF ENGAGEMENT:

Fellows are engaged initially for a period of One year with half-yearly performance reviews. Based on annual performance, the Principal Secretary to Government, Department of Social Welfare may consider further can be extended on year on year basis based on the performance for a maximum of Three years of engagement for the concerned fellow.

F. PRIMARY LOCATION:

Headquarters of AP Social Welfare Residential Educational Institutions Society, Andhra Pradesh

G. STIPEND (PER CANDIDATE):

- Year 1 stipend (Per Month) –Rs.60,000/- to Rs.1,25,000/-. The stipend shall be modulated based on the candidate's educational background and relevant work experience.
- Maximum of 20% annual increment on the stipend, based on performance.

H. SELECTION PROCESS AND TIMELINES:

Stage 1: Completion of online application (Includes 4 essays and submission of CV) using the below link:

<https://jnanabhumi.ap.gov.in/FellowshipRegistration2.edu>

Last date for submission of applications: 29.04.2023.

Stage 2: Screening of submitted application (including essays) & short listing

Stage 3: Following a review of the application, the shortlisted candidate will be invited to the Panel interview.

Stage 4: The candidates will be finalised subject to suitability of candidates and approval of the Competent Authority and based on the suggestions of the Selection Committee.

Stage 5: Results announcement

Stage 6: Verification of original documents and on-boarding.

For regular updates, please visit our website:

<https://jnanabhumi.ap.gov.in/FellowshipRegistration2.edu>

For any queries write to empowerment.fellows@gmail.com

ANNEXURE
FELLOWSHIP POSITIONS IN
ANDHRA PRADESH SOCIAL EMPOWERMENT FELLOWSHIP

Note -

- Complex systems such as government schemes will require frequent tasks and goals that transcend stipulated verticals.
- All responsibilities, intended outcomes, objectives and areas of work listed below are indicative and listed in order to provide a high-level appraisal of likely work. Actual tasks assigned will be provided to candidates post their orientation.
- Liasoning with individual and institutional experts is an integral part of the Fellows' work.

Vertical	Area of work & Objectives
PROJECT MANAGEMENT	<ul style="list-style-type: none"> ➤ No of Positions: 1 ➤ Area of work Project Management of Fellows and their scope of work ➤ Intended Outcome: Effective, integrated, comprehensive and real-time dashboard of all verticals to facilitate timely decision making. ➤ Objectives <ul style="list-style-type: none"> • Track the deliverables of all fellows. • Track the delivery of innovative programs assigned in each vertical. Highlight deviations and issues in the tasks carried out by fellows in stipulated time period. • Define the escalation mechanism for timely resolution of issues. Create knowledge base of documents in the entire implementation of the fellowship. • Provide weekly progress presentations to Secretary, APSWREIS & Principal Secretary, Social Welfare. • Maintain attendance and leave records of the fellows • Preparation of estimates, execution of project management units,.

	<ul style="list-style-type: none"> • Tapping the funds from State and Central Govt Depts. • Involving physical activities, implementation and monitoring of projects, co-ordination with various departments of the State, associate one major project with national or international firm.
ENGLISH PROFICIENCY	<ul style="list-style-type: none"> ➤ No. of Positions:1 ➤ Area of work– English Language Skills - Project management and process development ➤ Intended Outcomes <ul style="list-style-type: none"> • Improvement in writing, reading, listening and speaking skills of English language among teachers and students. • Conduct research studies on Global best practices and device solutions for bridging the gaps. ➤ Objectives <ul style="list-style-type: none"> • Identify baseline of student’s English Language Learning outcomes and identify gaps in student learning outcome • Analyse the curriculum, pedagogy and instructional design to design & implement a comprehensive English language learning for teachers and students • Identify best worldwide best practices in English Language Learning and develop & implement programs to mitigate gaps in student outcomes • Design/Identify innovative programs and implement the same to improve design and delivery. Monitor the progress of the same
	<ul style="list-style-type: none"> ➤ No. of Positions:1 ➤ Area of work– <ul style="list-style-type: none"> • Career guidance ➤ Intended Outcome <ul style="list-style-type: none"> • Improved employability-skills (soft skills) of

<p>CAREER GUIDANCE</p>	<p>and awareness about key facets & value-systems of a diverse set of professions among the higher secondary school graders.</p> <ul style="list-style-type: none"> • Conduct research studies on Global best practices and device solutions for bridging the gaps. <p>➤ Objectives–</p> <ul style="list-style-type: none"> • Develop monitoring frameworks for outcome definition • Act as the liaison between all external and internal partners • Develop a rigorous career guidance program for 9th, 10th, 11th and 12th grade Gurukulam students • Identify partners to assist with the development and delivery • Utilise synergies with external and internal partners to create a landscape of post schooling opportunities • Develop, implement and monitor social- emotional learning program
<p>SPORTS & EXTRA CURRICULAR AND CULTURAL & CO-CURRICULAR PROGRAMS</p>	<p>➤ No. of Positions:1</p> <p>➤ Area of work–</p> <ul style="list-style-type: none"> • Sports policy and project management (Curriculum, pedagogy, assessments, field and adventure trips for NCC, Scouts and self-defense, and adventure programs etc.) • Cultural policy and project management (Curriculum, pedagogy, assessments for Music, Arts, Crafts, and related programs etc.) <p>➤ Intended Outcomes</p> <ul style="list-style-type: none"> • Sporting talent is identified and nurtured for participation at professional levels • Sports as a medium of learning and recreation is integrated with and implemented as part of the school curriculum for all grades

	<ul style="list-style-type: none"> • Talent for different streams including fine arts, music, theatre, crafts etc. are identified and nurtured • Participation in such streams is integrated with and implemented as part of the school curriculum for all grades. • Conduct research studies on Global best practices and device solutions for bridging the gaps. <p>➤ Objectives</p> <ul style="list-style-type: none"> • Gaps analysis and mapping of current of policies and processes • Design innovative programs to plug identified gaps • Create implementation strategy for programs so designed. • Monitor and project manage the implementation strategy of the same • Identify and utilise synergies with departments across Government of Andhra Pradesh and Government of India (GoAP, GoI).
<p>GENDER SENSITIVITY AND ADOLESCENT ISSUES</p>	<p>➤ No. of Positions: 1</p> <p>➤ Area of work –</p> <ul style="list-style-type: none"> • Gender and adolescent health policy and project management • Child psychology policy and project management <p>➤ Intended Outcome</p> <p>Improved gender awareness and adolescent health indicators among the students</p> <p>➤ Objectives</p> <ul style="list-style-type: none"> • Assess the condition of adolescent health (girls), design strategies to improve the same; integrate best practices; facilitate implementation of the same • Identify current state of gender sensitisation of students (including sex education/hygiene) • Incorporate best practices in child psychology to

	<p>ensure children well-being in schools; disseminate info and capacity build towards effective adoption of such practices amongst all residential school staff.</p>
<p>INFORMATION & PUBLIC RELATIONS</p>	<ul style="list-style-type: none"> ➤ No. of Positions: 1 ➤ Area of Work– <ul style="list-style-type: none"> • Print & Electronic Media and Social Media Management • Alumni Management ➤ Intended Outcomes <ul style="list-style-type: none"> • To improve the awareness among the public through increased footprints of the departmental activities in print and electronic media • To coordinate, curate and develop departmental magazines. • Conduct research studies on Global best practices and device solutions for bridging the gaps. • Effective coordination of Alumni activities. ➤ Objectives: <ul style="list-style-type: none"> • Project manage the implementation of SOPs and improve the awareness among the public • Development and regular publication of departmental magazines. • Alumni data base management • Design Alumni based programs • Identify and utilize synergies with external partners and departments across GoAP and GoI • Coordinating public relations of the Society • Handling social networking activities of the Society • Assessing the communication skills among the students and forge partnerships with expert agencies to enhance the same. • Coordinating various training activities aiming at communication skills of the teaching and non-teaching staff.

<p>INFRASTRUCTURE (CIVIL)</p>	<ul style="list-style-type: none"> ➤ No. of Positions: 1 ➤ Area of Work- <ul style="list-style-type: none"> • To coordinate Infrastructure works • Project Management (Civil) • To Coordinate the Procurement process ➤ Intended Outcomes <ul style="list-style-type: none"> • Conduct gaps analysis in the current state of infrastructure in Gurukulams and benchmark best practices. • Conduct current state assessment of infrastructure in Gurukulams. • Conduct research studies on Global best practices and device solutions for bridging the gaps. • Identify and utilize synergies with external partners and departments across GoAP and GoI
<p>IT CONSULTANT FOR SC CORPORATION LTD.</p>	<ul style="list-style-type: none"> • No of Positions: 1 • Area of Work <ul style="list-style-type: none"> • Data Analytics • Monitoring dashboard design and project management • Intended Outcomes <ul style="list-style-type: none"> • To effectively manage IT processes and ensure effective IT Project Management • Objectives <ul style="list-style-type: none"> • Prepare machine learning models for predictive analysis • Defining new data collection and analysis processes • Project management for the rollout of biometric attendance and modules • Process design and project management for Core dashboard setup and monitoring • Build internal IT systems for smooth processes • Coordinating with the service providers for Hardware and Software
