

# Young Professional Scheme Under NRLM

## A. Background

The National Rural Livelihoods Programme (NRLM) is in the process of being rolled out across the country. A dedicated team has been set up at national level to drive the mission. NRLM, *inter alia*, aims to develop a talented pool of Young Professionals (YP) with passion and training to work with poor and potential to become development leaders. Towards this end, the Ministry has developed the Young Professionals (YPs) scheme under the NRLM. The scheme is designed to provide a well-structured exposure to YP in different thematic operations of NRLM. The YP scheme will help the professionals to learn and acquire requisite skills as well as competency to contribute in mission implementation as well as to develop a cadre of experienced professionals serving in development sector, particularly with state poverty eradication mission. The scheme provides a unique opportunity for the YPs to learn community driven approach to fight against poverty.

Under the scheme, fresh post graduates from prestigious academic and training<sup>1</sup> institutes across the country will be recruited either through campus placement or through open market recruitment. They will be drawn from disciplines like rural management, management, social work, forestry, agriculture, engineering, marketing, finance, HR, law etc. The selection methodology will follow test of attitude, interest, aptitude and commitment to work with poor. Based on requirement, campus recruitment will be conducted periodically to get the YPs on board. YPs, fulfilling the requisite qualification, will also be hired from the open market through a competitive selection process. The selection methodology will involve test of aptitude, attitude, knowledge and skill.

## B. Eligibility for being YP

The eligibility criteria for an individual to apply for YP will be as follow:

- Post graduate diploma/degree from national/international institutes of repute,
- Individual having requisite educational qualification with work experience in development sector will also be eligible. However, the experience should not exceed 2 years in total,
- Individual should not be more than 30 years of age

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 a commitment to undertake grassroots level assignments and stay with rural poor community,
- S/he should have ability to work in/with teams,
- S/he should have good academic career,
- S/he should be proficient in Hindi and English,

---

<sup>1</sup>The potential institutes have initially been enlisted at NMMU level. Periodic review will be done and accordingly changes will be approved by the Mission Director.

## Young Professional Scheme Under NRLM

NRLM will follow the principle of gender equality in selection of YPs. Further, persons with disabilities and from ST/SC community will be given special focus during the selection.

### C. Programme Specification

1. YPs will be selected for supporting thematic operations of NRLM at national level. The tenure of a YP will be 2 years in general. Based on performance and requirement of the mission, extension may be granted for maximum of one year. Once selected, these YPs will initially invest 3-6 months' time in field. In field, YPs will be given structured exposure of NRLM work and provided opportunity to understand nuances of poverty eradication approach. After this, they will be tagged with thematic unit of NMMU. This will be done on the basis of interest shown by YP to work in specified vertical and requirement of the mission. Once, tagged with thematic unit at national level, a specific ToR will be developed for each of the YP for the remaining period. It is expected that the YP will have substantial exposure of thematic operations under NRLM during her/his tenure. This will lead to a bright career in development sector with valued experience of working with marginalised communities, across caste, gender and ethnicity.
2. YPs will be engaged for supporting various functions carried out by different thematic units of NMMU. They will contribute in
  - Developing programme support system within NRLM
  - Designing and extending technical assistance products to states
  - Supporting knowledge management and strategic communication
  - Review and monitoring activities, including key performance indicators
  - Capacity building programme
  - Conducting impact assessment and other studies
  - Conducting pilots, special and innovative interventions
3. All YPs will undergo an exclusive induction cum immersion programme. NMMU will centrally design an induction programme<sup>2</sup> for the 3 months intensive, induction cum field immersion of the YPs and organise the same in partnership with resource agencies/individuals.
4. There will be a mentor for each of the YPs. A mentor for YP will be a the senior NMMU staff. The Mission Director – NRLM, will appoint mentor for each YP inducted in the NMMU. The mentor will act as nodal reference person for guidance and troubleshooting.
5. A monthly review system will be put in place for assessing progress and performance of YPs. MD-NRLM will preside over this monthly review meeting. All designated mentors will also participate in this meeting, along with other senior colleagues of NMMU.

---

<sup>2</sup>With IB and CB team, content and processes of induction are to be decided.

## Young Professional Scheme Under NRLM

6. YPs will have to submit a fortnightly/monthly progress report to NMMU in prescribed format<sup>3</sup>. This will be discussed during the monthly review meeting.
7. The YPs will undergo an annual performance appraisal. This will decide whether to extend their contract or not. The key performance indicators for this appraisal will be derived from the specific output as mentioned in their terms of reference. An exclusive team<sup>4</sup> will conduct the performance appraisal of YP. If the performance of any YP is rated/found non – satisfactory, the appraisal team may recommend for discontinuation of her / his contract.
8. The maximum contract period of YP will be of 3 years including one year extension based on performance. The contract could be terminated by either side after giving one month’s notice or one month’s remuneration in lieu thereof.

### D. Recruitment of YPs

As mentioned above, YPs will be recruited from prestigious academic and training institutes. Their recruitment plan will be as follows.

Name of the academic and training institute	1 <sup>st</sup> year recruitment	2 <sup>nd</sup> year recruitment
(i) All IIMs, all IITs, XLRI, FMS, IRMA, Delhi School of Economics, IIFM, TISS, JNU, XISS, XIMB, National Law Schools (like NLS, NALSAR etc.), Delhi School of Social Work and any other P.G institutions of national eminence	15	10
(ii) International Institutes of eminence (Like universities of Colombia, John Hopkins, Howard, Yale, Oxford, London School of Economics etc.)		

### E. Compensation, benefits and entitlements for YP.

Compensation and benefits for YPs will be based on professional experience. This will be competitive and best among what is being paid across the development sector. This will be divided into different components and paid as per following.

Component	Compensation (Rs.)
Monthly basic pay	50,000
Monthly Communication Allowance	5,000
Incremental award	5,000 for each year of relevant experience

<sup>3</sup>Format to be developed

<sup>4</sup>The team will include external expert, state representative, respective mentor, one or two thematic expert and finally the Mission Director.

## Young Professional Scheme Under NRLM

Other entitlements will also be applicable for YP as described below.

1. Leave for YP will be applicable as follows.
  - a. The YPs are entitled to casual leave for 10 days and earned leave for 18 days on annual basis.
  - b. The YP may avail sanctioned leave without pay upto maximum of 30 days on health grounds, if medical certificate presented or because of any reason of serious/important nature.
  - c. If a female YP applies for leave on maternity ground, the earned leave entitled to the YP during the tenure of two years i.e. 36 days will be adjusted against the total period of absence and the balance up to a maximum of fifty four days would be treated as maternity leave. Any absence beyond this will be treated as leave without pay.
2. Annual increment will be 5% of basic monthly pay.
3. The TA/DA for a YP will be as follows.
  - a. Rs.600/day as Daily Allowances if travelling out of station and staying at night there.
  - b. The accommodation charges will be reimbursed on actual basis @ maximum of Rs. 2500/night stay.

### **F. Capacity Building for YP**

NMMU will be responsible for identifying areas of improvement for each of the YPs. Accordingly, the respective mentor will provide required inputs to YPs. Regular field visits will be conducted by the mentor to provide on the spot solutions at field level. Mandatory orientation and training on NRLM principles, CRP strategies, thematic components and programme management aspects will be provided to all YPs in phased manner. Each YP will also be sent for Management Development Program (MDP) in reputed training/academic institutions to acquire managerial skill. The mandatory exposures to best practice location will be another feature in YP's capacity building programme.