

January 2021

Notification for
Social Empowerment Fellowship

Application Deadline: 02 February 2021



**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 Scheduled Castes 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 SCs and the larger society. 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 the intent to determine, diagnose and remediate gaps in the development and welfare indicators of Scheduled Castes and Scheduled Tribes.

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 ecosystem.

The rigorous, full-time Fellowship program is an opportunity for India's brightest and most promising youth, from the best 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 grassroots 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 outcomes of marginalized communities but also a good networking opportunity.

SOCIAL EMPOWERMENT FELLOWSHIP

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 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.

Out of Six (6) Fellows, two (2) will be mentored by, and report to the Principal Secretary/Secretary to Government, Dept of Social Welfare and two (2) will be mentored by, and report to the Director, Dept. of social welfare and two (2) i.e., IT &ITeS Fellows will be mentored by, and report to Secretary, APSWREIS, Dept. of Social Welfare. All the Fellows will be appraised on their performance every (6) 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 may be considered for appropriate longer-term engagements. However, successful completion of the Fellowship per se 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: 6
2. Degree with engineering qualification and masters from premier institutions such as IIT`s, IIM`s, ISB, TISS with minimum 2 years of work experience will be given preference.
3. At least 60% marks in both Under Graduation and Post-Graduation.
4. An indicative list of specializations include Masters in Public Policy, Public Administration, Management, Engineering, Business administration, Social Work, Computer Science/Computer Applications etc. from highly reputed national and international institutions.

5. For IT & ITeS the candidates possessing qualifications as detailed are preferred:

Vertical	Qualification
IT & ITeS	Bachelors in computer science / Electronics/ Information Technology/ /Data Analytics/Data Science with adequate familiarity in developing web based IT Solutions; Expertise in Python/Django/rest framework along with minimum 2 years of experience in Data analytics / Atal innovation roles is preferable.

6. However, applications from all specializations and all institutions listed or not listed here will be considered on individual merit. If sufficient applications are not received, conditions may be relaxed.

7. The prospective fellow shall be between 20 and 40 years of age as on date of notification for recruitment.

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 learnings 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.

SOCIAL EMPOWERMENT FELLOWSHIP

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 2 years with half-yearly performance reviews. Based on annual performance, the Principal Secretary/Secretary to Government, Dept. of Social Welfare may consider further continuation of engagement for the concerned fellow.

F. PRIMARY LOCATION:

- I. Headquarters of Dept of Social Welfare, Andhra Pradesh

G. STIPEND (PER CANDIDATE):

- Year 1 stipend (Per Month) – Rs. 60,000 to 85,000/-. 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.
- Health Insurance Coverage (including COVID-19 insurance cover) may be provided to the desired candidate(s).

H. SELECTION PROCESS AND TIMELINES:

Stage 1: Completion of online application (Includes 3 essays and submission of CV) using the below link:

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

Last date for submission of applications: 02-02-2021

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

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

Stage 4: Results announcement

Stage 5: Verification of original documents and on-boarding.

For regular updates, please visit our website:

<https://jnanabhumi.ap.gov.in/FellowshipRegistration2.edu> and <http://www.apswreis.info/index.html>

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

SOCIAL EMPOWERMENT FELLOWSHIP