

Terms and Conditions

WAPCOS Limited an 'ISO 9001:2015 Govt. of India undertaking require **Hydro-Geologist, Communication Specialist, Hydro-Geochemist, Agriculture Economist, Social Development Specialist, Environmental Management Expert, Gender Specialist, GIS and IT Expert, Monitoring and Evaluation Specialist & Procurement Specialist** for ongoing projects work related to Ground Water Resource Development And Management Division” on Contract/Fixed term basis. The requisite qualification and experience required for the posts is as under:

Sl. No	Name of Post/ No. of Post	Qualification	Scope of Work	Expected Salary
1.	Hydro-Geologist, (One)	Post Graduate in Geology or Hydrogeology with at least 15 years of experience in water sector; should have sound technical knowledge including establishing hydrologic monitoring network, data collection methods, data analysis tools (especially computer based)groundwater resource estimation methodology, groundwater quality monitoring and artificial groundwater recharge (ARG);experience in working with multi-disciplinary teams; and grass-root experience, especially working with farmers and civil society organisation	1. Advise the NPMU on all aspects related to Hydrogeology 2. Develop a farmer-friendly data storage / analysis procedure (Hydrogeology part), in GIS environment) 3. Assist in development of Design of farmer-friendly crop-water information kiosks, working in close coordination with other members of the team 4. Advise on refining the crop-water budgeting package to make it suitable for usage by the GPs 5. Carry out linkage building activities between the GPs and water based institutions at district and state level 6. Carryout data analysis and prepare Technical Reports, in consultation with other team members, on a half yearly basis 7. Conduct field visits for data collection and verification, consolidation and preparation of analytical reports, 8. Provide inputs for semi-annual progress reports	₹ 1,20,000/-
2.	Communication Specialist (One)	Post Graduate in Communication/ Ruler Development or Agriculture Extension with at least 10 years of Experience in Providing training and Extension services in agriculture sector; working Experience in communication including design and compilation of IEC material, participatory rural appraisal and Farmer field schools; and grass-roots experience, Especially	1. Orient SPMU on the Non-Formal education (NFE) approach; 2. Develop Social Mobilization strategy through workshop, in coordination with social development and gender specialist 3. Develop training material, in the NFE mode, in consultation with the team leader and all members of the team 4. Work with all stakeholders for experimenting usage the	₹ 80,000/-

		Working with farmers and Civil Society Organisations.	<p>NFE approach with the team leader and all members of the team</p> <ol style="list-style-type: none"> <li>5. Design and compile IEC material; prepare progress Reports, in consultation with other team members and feedback from field, on half-yearly basis</li> <li>6. Establish links between SPMus and Agriculture based institutions at the National level for implementation of project activities</li> <li>7. Conduct regular field visits to obtain feedback on IEC interventions, impact and so on, for taking necessary course corrections</li> <li>8. Provide inputs for semi-annual progress reports</li> </ol>	
3.	Hydro-Geochemist (One)	Post Graduate in Chemistry with at least 15 years of experience in Water quality analysis; should have sound technical knowledge including water quality instrumentation, sample collection, (Physical, Chemical and biological) Quality assessment, and data analysis tools (such as Piper Diagram, Wilcox Method, Sodium Absorption Ratio); would have worked in multi-disciplinary teams	<ol style="list-style-type: none"> <li>1. Review reports and groundwater quality aspects of the identified areas in the state and map areas with quality problem</li> <li>2. review and recommend remedial Measures of improving ground water quality in problem GPs</li> <li>3. Write and circulate technical guilders for annual procedures to be followed for groundwater quality monitoring</li> <li>4. Train SPMUs in sample collection; establishment linkage of GPs with water quality testing laboratories</li> <li>5. Prepare relevant technical reports, in consultation with other team members from time to time</li> <li>6. conduct field visits for overseeing intervention undertaken and data collection</li> <li>7. Provide inputs for semi-annual progress reports</li> </ol>	₹ 70,000/-
4.	Agriculture Economist (One)	Post Graduate in any discipline related to Agriculture Sector with at least 15 years of experience in economic analysis of agriculture sector; should have sound technical knowledge of crop water requirement, on agriculture market fluctuations and its impact on the producer, computing economic rate of returns, working experience with farmers and civil	<ol style="list-style-type: none"> <li>1. Monitor market prices of the crop produces, specific to the area of operation, crop yields, cost of cultivation and net returns</li> <li>2. Advice SPMUS on measures to increase the net income from farming, twice a year (beginning Kharif and Rabi), with an indication of their variability per climatic variations and type of irrigation practices used</li> <li>3. Advice SPMUs on crop insurance and make efforts to build linkage between GPs and insurance agencies</li> </ol>	₹ 1,00,000/-

		society organisation	<ol style="list-style-type: none"> <li>4. Explore possibility if brining in alternate energy sources in agriculture, including solar pumps</li> <li>5. Review selected pilot areas (about 10) for field -testing of alternate energy options and customizing the equipment's to local conditions</li> <li>6. Undertake field visits to study the markets and prepare reports with support of the data collected</li> <li>7. Provide inputs for semi-annual progress reports</li> </ol>	
5.	Social Development Specialist (One)	Post Graduate in Sociology or Social development or equivalent with at least 15 years' experience in community mobilization, capacity building and institution development'' gender mainstreaming, participatory rural appraisal, SWOT14 analysis and design of IEC material; experience in working with multi-disciplinary teams, communities, farmers and civil society organizations	<ol style="list-style-type: none"> <li>1. Advice SPMUs on all aspects related to application of social safeguards.</li> <li>2. Carry out linkage building activities between the cluster teams/GP and human resource development/training institutions at the state on developing tools for social inclusion.</li> <li>3. Develop and circulate to states, a sustainable community based social audit mechanism, and related manual and training modules.</li> <li>4. Institutionalize training tools for future applications.</li> <li>5. Conduct regular field visits to support SPMUs in program implementation and application of social audit tools.</li> <li>6. Provide inputs for semi-annual progress reports.</li> <li>7. Supporting Gram Panchayats for inclusive planning and accountable water governance.</li> <li>8. Collaboration with civil society for participatory planning, implementation and monitoring.</li> <li>9. Guidance in facilitating social inclusion and equitable benefit sharing.</li> <li>10. Guidance in the development of grievance redressal mechanism.</li> <li>11. Capacity building on social issues related to the program.</li> <li>12. Establish robust systems for citizen feedback in the program.</li> <li>13. Develop processes and procedures for Participatory Water Security Planning, and Community monitoring.</li> </ol>	₹ 80,000/-
6.	Environmental Management	Post Graduate in Environmental Science or other similar subjects; with at least 10	<ol style="list-style-type: none"> <li>1. Ensure overall implementation of the environmental management procedures in Atal Bhual Yojana.</li> </ol>	₹ 80,000/-

	Expert (One)	years of experience in dealing with environmental issues in various sectors-preferably water sector. Sound technical knowledge on environmental screening processes, environmental monitoring, environmental impact assessment and so on in project at grass-roots level. Experience in working with farmers and civil society organizations is preferable.	<ol style="list-style-type: none"> <li>2. Coordinate with the line agencies for implementation of environmental procedures during screening, monitoring and construction activities; and implementation of recommendations proposed in the Program Implementation Guidelines.</li> <li>3. Provide training to the line agencies on the use of environmental screening questionnaires in the field, and verify the sample questionnaires filled by the line agencies.</li> <li>4. Ensure that environment-related modules are incorporated in the training and capacity building programs designed for the program at all levels.</li> <li>5. Ensure periodic and regular environmental monitoring of Atal Bhujal Yojana (including monitoring of hotspot areas) in coordination with district level groundwater departments.</li> <li>6. Coordinate with consultancy firms for conduct of external environmental audits.</li> <li>7. Ensure that comprehensive information on environmental management procedures is available and updated as part of the MIS.</li> <li>8. Preparing terms of reference for additional studies as necessary for implementation of the project.</li> </ol>	
7.	Gender Specialist (One)	Post graduate in sociology or other similar subject; with at least 10 years of experience in main streaming gender in various sectors-preferably water sector with sound technical knowledge on generation of gender study tools including data collection, analysis and compilation of study report; grass-root experience, especially working with farmers and civil society organizations is preferable.	<ol style="list-style-type: none"> <li>1. Carry out Linkage building activities between SPMUs and institutions specializing in gender based interventions, at the state</li> <li>2. Support the SPMUs in developing a sustainable community bases institutional mechanism for equal participation of men and women in preparation of water security plans, water budgeting, program implementation and IEC campaigns</li> <li>3. Conduct regular visit to support SPMUs in ensuring social inclusion of woman in the program</li> <li>4. Provide inputs for semi-annual progress reports</li> </ol>	₹ 80,000/-
8.	GIS and IT Expert	Post graduate in information Technology with specialisation in Remote Sensing and	<ol style="list-style-type: none"> <li>1. Advise the program Management on procurement of the appropriate GIS software</li> </ol>	₹ 80,000/-

	(One)	GIS applications and various IT Software; should have at least 10 years 'experience in working in development of various GIS applications for monitoring environment projects; sound technical knowledge on data procurement (satellite, published maps and database), generation of thematic maps, training and handholding junior professionals; must have experience in working with multi-disciplinary teams for at least 5 years;	<ol style="list-style-type: none"> <li>2. Advise the program Management on procurement of relevant spatial as well as numerical information. Including the satellite data (both digital as well as hard copy versions)</li> <li>3. Assess and report on the status of GIS facilities including trained manpower available at the state &amp; District levels;</li> <li>4. Train (both formal and on0job) the SPMUss in applications, operation and maintenance of GIS facilities.</li> <li>5. Support SPMUs to encourage farmers and other working groups at the grass-root levels toward use of GIS data base at the national level for Hydrological Units in the GP Clusters identified</li> <li>6. Prepare Technical Reports, in consultation with the subject Expert</li> <li>7. Provide inputs for semi-annual progress reports</li> </ol>	
9.	Monitoring and Evaluation Specialist (One)	Post graduate in Rural Management with at least 15 years of experience in monitoring and evaluation of development progress for large projects; should have technical knowledge of monitoring & evaluation tools such as logical framework analysis(LFA), result based framework (RBM) & Delivery Linked Assessment (DLA)	<ol style="list-style-type: none"> <li>1. Set up a comprehensive Monitoring and Evaluation System, in consultation with all the stakeholders, on behalf of the program management</li> <li>2. Design a staff appraisal system and assist the management in conduct of staff appraisal on an annual basis</li> <li>3. Advise the program management on staff training and human resource development activities</li> <li>4. Carry out linkage building activities between staff SPMUs and Agriculture based institutions at the national and international level</li> <li>5. )Compile and edit the half-yearly progress report and other reports/documents</li> <li>6. Prepare Technical Reports (Monitoring and Evaluation). in consultation with SPMUs</li> <li>7. Provide inputs for semi-annual progress reports</li> </ol>	₹ 1,00,000/-
10.	Procurement Specialist (One)	Recognized degree in accounting finance, engineering or a related discipline with at least 15 years of experience in Public procurement, of which at least 3 years in procurement management in an externally aided project. Proven ability to prepare procurement documents. Sound knowledge	<ol style="list-style-type: none"> <li>1. Prepare consolidated annual procurement plan</li> <li>2. Guide and support all procurement activities under program</li> <li>3. Provide procurement training for SPMUs</li> <li>4. Develop a prototype of procurement manual for the program with details of the procedures to be followed as model for the states to prepare their procurement manuals</li> </ol>	₹ 1,00,000/-

	regarding vendor development, contact management, knowledge of procurement and contract management related software	5. Carryout random procurement audit of procurement executed by recipients pf program funds on PIU's direction 6. Provide inputs on procurement for inclusion in the semi-annual progress report	
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- Maximum Age as on 01.06.2020 is 50 Years.
- Those who are working in Govt. Departments/PSU/Autonomous bodies are required to apply through proper channel or produce no objection certificate.
- The posts are purely on temporary on contract / fixed terms basis for its Project requirement.
- Number of posts shall be decided as per requirement of projects of the company.
- Relevant experience will be given due weightage.
- Age relaxation for SC/ST/OBC/PWBMD will be as per Government rules.
- Preference will be given to SC/ST/OBC/PWBMD candidates if otherwise found suitable.
- The candidates appointed are liable to be posted anywhere in India or abroad as per exigencies of works of the Company.
- Original certificates are required to be brought along, at the time of appearing for the Interview, for verification purpose only, The Company is not responsible for returning any original copy/copies of certificates/ testimonials submitted with the application.
- CVs Should be in the prescribed proforma along with photocopies of documents in support of date of birth, qualification, experience and proof of category etc. in case of candidate belonging to reserved category and post applied for should be superscribing on envelope of the application
- The mere fact that a candidate has submitted his/her application against the advertisement and apparently fulfilling the criteria as prescribed in the advertisement would not bestow on him/her the right to be definitely called for skill test/interview/considered further for engagement.
- The Company will not responsible for any postal delay within the specified time.
- Interested candidates fulfilling the eligibility conditions may send their CVs in the prescribed proforma in an envelope superscribing the name of post applied for within 21 days from the date of advertisement i.e. on or before **30.06.2020** to or may be sent to [personnel@wapcos.co.in](mailto:personnel@wapcos.co.in) along with all necessary documents.

**Head (Pers.)**  
**WAPCOS Limited**  
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- For details and proforma visit our website [www.wapcos.co.in](http://www.wapcos.co.in) and for clarification call 0124-2399421-36 (Extn. 1329).