

# Web Advertisement for Positions under CITaG



## Indian Institute of Management Jammu

Centre for Innovation and Transformation in Governance (CITaG)

**Click here to Apply Online (<https://recruitment.iimj.ac.in/>)**

The “**Centre for Innovation and Transformation in Governance (CITaG)**” has been established by the Planning Development & Monitoring Department, Government of J&K by integrating State Institute of Transformation, NITI Aayog GoI, PPP Cell-funded by Department of Economic Affairs, GoI, and Future Ready Governance-an initiative of JK Government. IIM Jammu is the Nodal Knowledge Partner as well as implementing body to steer the initiative.

Centre for Innovation and Transformation in Governance (CITaG) has following focus areas:

- Devising the strategies for Transformation of the economy of UT
  - Formulating the development vision of the UT of Jammu & Kashmir @2047 in alignment with India's vision of Viksit Bharat @ 2047.
  - Identifying key growth drivers and preparation of holistic plan of actions for potential sectors of the economy
  - Promoting innovation and entrepreneurial ecosystem for encouraging establishment of entrepreneurs and startups
- Promoting public-private partnership for strengthening the development process
  - Framing of PPP policy
  - Developing the governance structure for PPP
  - Identifying the key sectors/ projects for promoting/ implementing PPP projects
  - Preparing guidelines and model procurement, tendering and contracting documents for each stage of project development
- Strengthening Future Ready Governance (FRG) in the UT of Jammu & Kashmir
  - Capacity building of officials on emerging technologies for future ready governance
  - Strengthening e-governance for enhancing transparency and accountability
  - Promoting data-driven decision-making

### 1. Team Leader: One Post (Contractual)

IIM Jammu invites application for the position of Team Leader for Centre for Innovation and Transformation in Governance (CITaG). The aim is to foster innovation and positive changes in the governance practices through cutting-edge research, high quality education, and collaborative initiatives to empower government institutions and policymakers to tackle complex challenges, drive sustainable development, and enhance the well-being of Jammu and Kashmir.

**Emoluments:** Rs. 2 Lakh per month (consolidated).

**Upper Age Limit:** 65 years

**Qualification:** MBA/Master's in the relevant field from a recognised university/ institutions.

**Experience:**

- ✎ Minimum 15 years experience of handling major projects with a reputed National/ International organization/ group.
- ✎ Work experience of handling projects through PPP mode, Urban planning, development of Tourism sector, developing entrepreneur ecosystem, management of public debt etc

**Job Profile:**

The team leader is responsible for overseeing and guiding the project with a team to achieve specific goals and objectives; work closely with different stakeholders including Government of India, Govt. of J&K and its various departments, industry and public/private institutes. This role involves managing daily operations, providing support and guidance to team members, and ensuring the team meets performance targets; set achievable goals and develop strong communication channels with the stakeholders.

**Roles and Responsibilities:**

- ✎ Execution of 10 to 15 major projects under PPP (Project identification, concept development, DPR & RFP preparation, availing VGF from DoEA, GoI and execution of the project).
- ✎ Development of new 10 Tourist Destinations in J&K (5 each in Kashmir and Jammu Region).
- ✎ Identification of Sectors/ Areas/ Projects for creation of 5 lakh sustainable jobs across various sectors in next 5 years along with developing credible credit modules.
- ✎ Studying the existing public financing of PSUs and suggesting measures to make them viable and profitable.
- ✎ Development of Agripreneurs/ Agro Industry (Food processing, Agriculture, Horticulture, Animal and Sheep Husbandry etc)
- ✎ Development of Future Urban Plans for Jammu and Srinagar Cities besides other major towns.
- ✎ Building forward linkages for export promotion of high end/ costly products.
- ✎ Developing policies for self-sustenance of universities.
- ✎ Examination of various public sector corporations/Development Authorities and suggest measures for their self-sustenance.
- ✎ Suggesting measures for strengthening fiscal position

**Key Skills/Abilities/Knowledge Required:**

- ✎ Effective planning and execution.
- ✎ Ability to inspire and motivate team members to perform at their best.
- ✎ Effectively delegate tasks to team members according to their strengths and workload.
- ✎ Clearly and effectively communicate with team members and stakeholders.
- ✎ Understand and share the feelings of team members, fostering a supportive environment.
- ✎ Analyse issues, identify root causes, and develop solutions.
- ✎ Mentor and develop team members to enhance their skills and performance.

**Period of Engagement:**

The contract is for a period of two years. Initial offer will be given for one-year, extendable up to the duration of the project subject to satisfactory performance.

**Reporting Relationships:** The Team Leader will report to Project Director IIM Jammu. IIM Jammu shall furnish the periodical Progress Report to the Executive Committee headed by Secretary Planning.

**2. Specialists: Seven Posts (Contractual)**

The Specialists may apply in any of the following areas:

- i. Procurement & PPP (Contract Management/ Concessional Agreement).
- ii. Public Finance & Economics.
- iii. Agriculture and allied sectors
- iv. Export Promotion & Value Chain development
- v. Entrepreneurship- Livelihood, Skill Development and Credit linkage expert.
- vi. Urban Development – Town Planning.
- vii. Tourism

**Emoluments:** Rs. 1.5 Lakh per month (consolidated).

**Upper Age Limit: 60 years**

**Period of Engagement:**

The contract is for a period of two years. Initial offer will be given for one-year, extendable up to the duration of the project subject to satisfactory performance.

**Reporting Relationships:** The Specialists will report to the Team Leader of the project.

**Qualification, experience, job profile, roles & responsibilities and skill sets for specialists:**

## 2.1 Specialists - Procurement & PPP (Contract Management/ Concessional Agreement).

**Qualification :** A master's degree in fields like Public Policy, Public Administration, or Business Administration with a focus on procurement, contracts, or PPPs from a recognised university/ institution.

**Experience :** Minimum of 15 years total experience in relevant areas.

**Roles and Responsibilities:**

- ✎ Preparing PPP policy of Jammu & Kashmir in line with Department of Economic Affairs.
- ✎ Channelizing Viability Gap Funding (VGF) available from Government of India Infrastructure Project Development Fund (IIPDF).
- ✎ Identification of key sectors for promoting PPP in the UT of Jammu & Kashmir such as education, healthcare, waste recycling, infrastructure, tourism, storage, logistics etc.
- ✎ Identify and prepare shelf of projects to be taken up under PPP mode
- ✎ Conduct pre-feasibility study to ascertain financial and technical viability of projects to be undertaken under PPP mode
- ✎ Developing Revenue Model and reviewing the cost estimates based on feasibility reports
- ✎ Preparation of Bidding Documents & Concession Agreements, etc.
- ✎ Assistance in bidding, technical and financial evaluation process of projects for grounding fresh private investment of Rs. 20,000 Cr per annum.
- ✎ To strategize and assist in tapping funds under the Viability Gap Funding Scheme of the Gol – Rs. 1,000 Cr per annum.
- ✎ Development of PPP portal.
- ✎ Preparation of Bidding Documents & Concession Agreements,
- ✎ Infrastructural Gap Analysis and Future Plans
- ✎ Appraisal of projects.
- ✎ Scrutiny of cost escalation of projects

### Job Profile:

A Specialist is an expert in a particular field or industry, responsible for leveraging their in-depth knowledge and skills to support the project's goals. Specialist's focus will be on specific areas of expertise and will provide advanced technical, strategic, or operational support to enhance the performance and effectiveness of the team.

### Key Skills/Abilities/Knowledge Required:

- ✎ Excellent verbal communication skills to explain complex concepts clearly and effectively to various audiences.
- ✎ Strong written communication skills for creating detailed reports, documentation, and correspondence.
- ✎ Ability to analyse complex issues, interpret data, and derive meaningful insights.
- ✎ Proficiency in the technical skills and tools relevant to the specialty, such as software, equipment, or methodologies.
- ✎ Ability to present information and recommendations effectively to stakeholders, including senior management and team members.

## 2.2 Specialists - Public Finance & Economics

**Qualification :** Master's degree in Economics, Public Financial Management (PFM), Public Policy, Public Administration, or Business Administration from a recognised university/ institution.

### Experience :

- ✎ **A minimum of 15 years of experience in** Developing and managing government budgets, ensuring alignment with policy objectives.
- ✎ Experience in Assessing the impact of fiscal policies on economic growth, inflation, and employment with special reference to Jammu and Kashmir.
- ✎ An individual who has an experience of Providing recommendations for tax policies, government spending, and debt management.
- ✎ An individual with a demonstrated experience to Monitor and evaluate government spending to ensure efficient use of resources.


### Roles and Responsibilities:

- ✎ Formulating the development vision of the UT of Jammu & Kashmir @2047 in alignment with India's vision of Viksit Bharat @ 2047
- ✎ Identifying key growth drivers and preparation of holistic plan of actions for potential sectors of the economy
- ✎ Developing Revenue Model and reviewing the cost estimates based on feasibility reports
- ✎ Formulating conducive policy for attracting FDIs.
- ✎ Preparation of 5 Year Action Plan/ Annual Action Plans at UT/District level as per the Vision 2047
- ✎ Preparation of Policy Documents and strategies of various Sectors as per the Vision 2047
- ✎ Road map to increase GSDP of the UT of J&K and doubling the size of Economy
- ✎ Revival of PSUs, Strengthening of Cooperative Sector & Cooperative Society etc
- ✎ To devise measures for increasing Industrial Output.
- ✎ Revival of PSUs, Strengthening of Cooperative Sector & Cooperative Society etc.
- ✎ Suggesting measure for De-duplication of various Boards by merging similar nature activities.
- ✎ Studying various policies of Industries Department to bring coherence among them
- ✎ Creation of Model Health Institutions at Primary, Secondary and Tertiary Level.

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 Strengthening the outcome monitoring.

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 Assistance in various indices and reports for evaluation of performance

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**Key Skills/Abilities/Knowledge Required:**

1. Proficiency in statistical software and data analytics tools to analyze large datasets and extract meaningful insights for policy formulation.
2. Strong written and verbal communication skills to convey complex economic concepts and policy recommendations to diverse audiences effectively.
3. Ability to manage complex projects, coordinate multidisciplinary teams, and deliver results within specified timelines and budget constraints.
4. Capacity to advocate for evidence-based policies and reforms that promote economic growth, social equity, and sustainable development.
5. Aptitude for identifying challenges, devising innovative solutions, and navigating political and institutional constraints inherent in public finance management.

### 2.3 Specialists – Agriculture and allied sectors


**Qualification :** A master's degree in fields of Agriculture, Rural Development, Agricultural Economics, Agribusiness, or related fields from a recognised university/ institution.

**Experience :** Minimum of 15 years total experience in relevant areas.


**Roles and Responsibilities**

 Scrutiny of cost escalation of agriculture related projects.

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 Implementation of Holistic Development in Agriculture Sector – Doubling the Farmers income by 2027.

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 Strategy for backward / forward linkages for food processing industry.

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 Creating of self-sustaining Panchayat Models.

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 Environment Impact Assessment of Major Projects, Rehabilitation Plan, Forest Clearances etc.

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**Key Skills/Abilities/Knowledge Required**

 Proficiency in data analysis tools and Geographic Information Systems (GIS) for spatial analysis, land use planning, and decision support in agricultural management.


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 Ability to identify agribusiness opportunities, develop business plans, and facilitate access to finance, markets, and value chain partnerships for agricultural enterprises.

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 Knowledge of climate change adaptation and mitigation strategies in agriculture, including climate-resilient crop varieties, efficient water management, and carbon sequestration practices.

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 Familiarity with Information and Communication Technologies (ICT) such as mobile apps, drones, and remote sensing for precision agriculture, farm monitoring, and market information systems.

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### 2.4 Specialists – Export Promotion & Value Chain development

**Qualification :** A master's degree in fields like Economics, International Trade, Supply Chain Management, Public Policy, Public Administration, or Business Administration from a recognised university/ institution.

**Experience :** Minimum of 15 years total experience in relevant areas.

**Roles and Responsibilities:**

 Building forward linkages for export promotion of high end/ costly products.

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- ↳ Rationalization of all UT level schemes to avoid duplication.
- ↳ Creation of more Micro-enterprises and facilitating them to become small and medium enterprises.
- ↳ Designing and Development of Model Industrial Estates.
- ↳ Developing Revenue Model and reviewing the cost estimates based on feasibility reports

#### **Key Skills/Abilities/Knowledge Required**

- ↳ Proficiency in market research methods, data analysis, and trend forecasting to identify export opportunities, understand consumer preferences, and assess competitive landscapes.
- ↳ Strong negotiation skills and interpersonal abilities to cultivate relationships with buyers, suppliers, distributors, and other stakeholders across the export value chain.
- ↳ Familiarity with digital marketing strategies, e-commerce platforms, and online marketplaces to leverage digital channels for export promotion and market access.
- ↳ Understanding of supply chain principles, logistics optimization, inventory management, and transportation logistics to streamline export operations and reduce costs.
- ↳ Cultural sensitivity and effective communication skills to navigate cultural differences, build trust, and establish rapport with international partners and customers.
- ↳ Ability to plan, implement, and monitor export promotion and value chain development projects, ensuring adherence to timelines, budgets, and performance targets.

## 2.5 Specialists – Entrepreneurship- Livelihood, Skill Development and Credit linkage expert.

**Qualification** : A master's degree in fields like Economics, Rural Development, Entrepreneurship, Public Policy, Public Administration, or Business Administration from a recognised university/ institution

**Experience** : Minimum of 15 years total experience in relevant areas.

#### **Roles and Responsibilities:**

- ↳ Promoting innovation and entrepreneurial ecosystem for encouraging establishment of entrepreneurs and startup
- ↳ Study skill gap, saturation of employment schemes and development of future skills for enhanced employment
- ↳ Human resource management and manpower auditing for rationalization.
- ↳ Capacity building of officers of Planning and Finance Departments.
- ↳ Developing and delivering customized training programme on Future Ready Governance (emerging technology, leadership and governance).
- ↳ Training need analysis for FRG
- ↳ Tracking Self-employment / Skill development schemes and credit flow.
- ↳ Suggesting measures for improvement in Learning Outcomes.
- ↳ Development of knowledge hub.
- ↳ Identification of Sectors/ Areas/ Projects for creation of 5 lakh sustainable jobs across various sectors in next 5 years along with developing credible credit modules.
- ↳ Study skill gap, saturation of employment schemes and development of future skills for enhanced employment

#### **Key Skills/Abilities/Knowledge Required**

- ↳ Proficiency in market research, feasibility studies, business model canvas, and business plan development to guide aspiring entrepreneurs in starting and managing sustainable enterprises.

- ↳ Strong networking skills and relationship management abilities to forge partnerships with stakeholders, including government agencies, private sector entities, financial institutions, and civil society organizations.
- ↳ Experience in designing monitoring and evaluation frameworks, conducting impact assessments, and tracking program outcomes to ensure accountability and continuous improvement in entrepreneurship and livelihood initiatives.
- ↳ Familiarity with digital technologies, e-commerce platforms, and innovation ecosystems to leverage technology-driven solutions for entrepreneurship development and economic empowerment.
- ↳ Ability to plan, implement, and coordinate multi-stakeholder projects, managing budgets, timelines, and resources effectively to achieve project objectives and deliver measurable impacts.
- ↳ Cultural sensitivity and effective communication skills to engage with diverse communities, facilitate participatory processes, and bridge communication gaps in entrepreneurship and livelihood programs.

## 2.6 Specialists – Urban Development – Town Planning

**Qualification :** A master's degree in fields like Urban Economics, Urban Planning, Engineering in related field, Public Policy, Public Administration, or Business Administration from a recognised university/ institution

**Experience :** Minimum of 15 years total experience in relevant areas.

### **Roles and Responsibilities:**

- ↳ Development of e-governance platform.
- ↳ Digitization of the data across departments.
- ↳ Enabling IT interventions in coordination with IT department.
- ↳ Integration of online portals of all government schemes.
- ↳ Adoption of Block Chain and Artificial Intelligence in the governance Structure.
- ↳ Use of Data Analytics for inter-linkage of Data for decision making and enhancing skills/ capacities of the government officers.
- ↳ Prepare blueprint for self-sustaining Corporations and Urban Local Bodies.
- ↳ Develop mechanism for Monetization of Assets and Land of Municipal Bodies.
- ↳ Formation of Solid and Liquid Waste Management Plans for Urban & Rural Areas.
- ↳ Urban and Rural Mobility Plans, Road Safety Plans etc.

### **Key Skills/Abilities/Knowledge Required**

- ↳ Proficiency in GIS tools and spatial analysis techniques for mapping, visualization, and spatial decision-making in urban planning and development.
- ↳ Familiarity with urban design principles, streetscape design, public space planning, and placemaking strategies to create vibrant and inclusive urban environments.
- ↳ Understanding of transportation planning principles, traffic management, transit-oriented development (TOD), and multi-modal transport systems to improve mobility and accessibility in cities.
- ↳ Knowledge of housing market dynamics, affordable housing policies, mixed-income development, and housing finance mechanisms to address housing affordability challenges in urban areas.
- ↳ Ability to assess urban risks, including natural disasters, climate change, and socio-economic vulnerabilities, and integrate resilience measures into urban planning and development strategies.

## 2.7 Specialists – Tourism



**Qualification :** A master s degree in fields like Tourism, Hospitality, Public Policy, Public Administration, or Business Administration from a recognised university/ institution

**Experience :** Minimum of 15 years total experience in relevant areas.

**Roles and Responsibilities:**

- ✈ Development of new 10 Tourist Destinations in J&K (5 each in Kashmir and Jammu Region).
- ✈ Identify at least 10 new Tourist destinations each in Jammu and Kashmir division (s) and develop them into world famous destinations through creation of necessary infrastructure.
- ✈ Adopting measures to create tourist friendly ecosystem.
- ✈ Replication of Best Practices.

**Key Skills/Abilities/Knowledge Required**

- ✈ Cultural awareness, sensitivity, and intercultural communication skills to interact effectively with tourists, local communities, and diverse stakeholders from different cultural backgrounds.
- ✈ Commitment to delivering exceptional customer experiences, hospitality services, and visitor satisfaction to enhance destination reputation and encourage repeat visitation.
- ✈ Knowledge of sustainable tourism principles, environmental conservation, resource management, and responsible tourism practices to minimize negative impacts and maximize positive outcomes for host communities and natural environments.
- ✈ Experience in organizing tourism events, festivals, and cultural celebrations to showcase local heritage, traditions, and tourism attractions, driving visitor interest and boosting tourism revenues.
- ✈ Familiarity with tourism technology solutions, online booking platforms, mobile apps, and destination management systems to enhance visitor experiences, streamline operations, and harness the potential of digital tourism.

**3. Young Professionals: Eight Posts (Contractual)**

**Contractual Payment:** Up to Rs. 50,000 Per Month. Monthly emoluments may be revised after performance appraisal of the first year.

**Upper Age Limit: 45 years**

**Qualification :** MBA/Masters in any area of specialisation from a recognised university/ institution as mentioned for specialist position.

**Experience :** A minimum of 3 years Experience relevant to the job. Candidates with experience in the relevant field will be preferred.

**Job Profile**

A young Professional is responsible for supporting various functions within an organization, gaining practical experience, and developing their skills. Young professionals will work under the guidance of PMU, Team Leader and Specialists to work closely with various stakeholders in government and contribute to projects execution.

**Roles and Responsibilities**

- ✈ Contribute to various projects by conducting research, data collection, and analysis, and supporting project planning and execution.
- ✈ Prepare, update, and maintain project documentation, including reports, presentations, and spreadsheets.
- ✈ Handle administrative responsibilities such as scheduling meetings, managing calendars, and organizing files.
- ✈ Actively participate in training programs, workshops, and other learning opportunities to develop professional skills.
- ✈ Communicate clearly and professionally with colleagues, supervisors, and external stakeholders through emails, reports, and presentations.



### Key Skills/ Abilities/Knowledge required:

- ✎ Familiarity with relevant software, tools, and technologies used in the industry.
- ✎ Ability to gather, analyse, and interpret data to support decision-making and project execution.
- ✎ Understanding of fundamental concepts and practices in their field (e.g., finance, marketing, IT).
- ✎ Clear and effective verbal communication skills for interacting with colleagues, supervisors, and clients.
- ✎ High level of accuracy and attention to detail in all tasks.
- ✎ Skills in organizing tasks, projects, and documentation efficiently.

### Period of engagement:

The contract is for a period of two years. Initial offer will be given for one-year, extendable up to the duration of the project subject to satisfactory performance.

### Reporting Relationships

Young Professionals will report to Specialists of the CITaG Project.

### General Conditions:

- ✎ Interested candidates may apply online latest by **16th July 2024** furnishing full particulars of qualifications and experience.
- ✎ Only online application form will be accepted. Hard copy of application form will not be accepted.
- ✎ Candidates applying for more than one post should fill in separate online applications furnishing full particulars of qualifications and experience.
- ✎ Reservation Policy will apply as per the Government of India Rules.
- ✎ The Institute reserves the right to reject/accept any candidature without assigning any reason.
- ✎ Mere fulfilling of the minimum qualifications and experience will not confer any right to the candidates for being called for interview / written/ skills test or/and for his/her selection.
- ✎ Selected candidates should be prepared to take up the assignment immediately.
- ✎ These positions are on purely contractual basis and co-terminus with the project. The project staff has no right to claim for a regular position in the Institute.

### Other Conditions:

- ✎ Mere fulfilling of the minimum qualifications and experience will not vest any right in candidates for being called for Interview/ written/ skills test. Decision of the Institute to call the candidates for interview/ written/ skills test shall be final.
- ✎ Appointments will be governed by the relevant service rules and regulations of the Institute as amended from time to time.
- ✎ No correspondence/queries will be entertained from candidates regarding e-mail delays, conduct and result of interview/ written/ skills test and reasons for not being called for interview/ written/ skills test.
- ✎ In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the Institute reserves the right to modify/withdraw/cancel any communication including appointment offer made to the candidate.
- ✎ In case of any dispute/ambiguity that may occur in the process of selection, the decision of Institute shall be final and binding.
- ✎ Preference will be given to DAP candidates if found suitable.

- ✎ Canvassing in any form will be a disqualification.
- ✎ Only short-listed candidates will be contacted.
- ✎ No correspondence will be entertained in relation to this advertisement.
- ✎ For all positions, knowledge of computer applications is essential.
- ✎ The Institute shall not be responsible for any postal delay
- ✎ The Institute reserves the right to fill or not to fill any of or all the posts.
- ✎ The Applicant must ensure whether he/she fulfils all the eligibility conditions for the post applied.
- ✎ Candidates with requisite qualifications acquired from recognized Universities/ Institutions only need to apply. Preference will be given to applicants who have acquired educational qualifications through full-time courses.

**Apply Online (<https://recruitment.iimj.ac.in/>)**

**Please address all queries regarding the application to [nonfacultyrecruitment@iimj.ac.in](mailto:nonfacultyrecruitment@iimj.ac.in) (<https://www.iimj.ac.in/nonfacultyrecruitment@iimj.ac.in>).**



**Indian Institute of Management Jammu**  
**Centre for Innovation and Transformation in Governance (CITaG)**  
**Vacancy**

The "Centre for Innovation and Transformation in Governance (CITaG)" has been established at Indian Institute of Management Jammu by the Government of Jammu and Kashmir by integrating the State Institute of Transformation; NITI Aayog, Government of India; PPP Cell-funded by Department of Economic Affairs, Government of India; and Future Ready Governance - an initiative of the Government of Jammu and Kashmir. IIM Jammu is the Nodal Knowledge Partner as well as implementing body to steer the initiative.

Applications are invited for the following positions **on contract** for a maximum period of two years:

- 1. Team Leader:** 1 Post (Upper Age: 65 years, Emolument: Rs. 2 Lakhs pm)
- 2. Specialists:** 7 Posts (Upper Age: 60 years, Emolument: Rs. 1.5 Lakhs pm)  
(Procurement & PPP (Contract Management/ Concessional Agreement), Public Finance & Economics. Agriculture and allied sectors, Export Promotion & Value Chain development, Entrepreneurship- Livelihood, Skill Development and Credit linkage expert, Urban Development – Town Planning, Tourism)
- 3. Young Professionals:** 8 Posts (Contractual) (Upper Age: 45 years, Emolument: Rs.50,000 pm)

For details, Application Form and any update, please logon to our website [www.iimj.ac.in](http://www.iimj.ac.in). Last date for submission of online application is **16<sup>th</sup> July 2024**. Application in Hard Copy will NOT be accepted.

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