Job Announcement Form

Professional Assistance for Development Action (PRADAN)

Title of position offered	Subject Matter Specialist (INRM)
Number of Vacancies	2
Roles and Responsibilities:	• Facilitate participatory Integrated Natural Resource Management (INRM) planning at village and Gram Panchayat (GP) levels in consultation with rural communities, project team, government functionaries and other relevant stakeholders, ensuring that community priorities and local natural resource potential are reflected in the plans. • Translate village- and GP-level INRM plans into actionable implementation plans, including prioritisation of interventions, preparation of technical designs, cost estimates, timelines and resource requirements, and facilitate their integration with relevant government programmes. • Provide technical guidance and field-level support for the planning, design, execution and quality monitoring of watershed development and NRM interventions, including soil and water conservation, water harvesting and land development works. • Design and facilitate technical training, capacity-building and mentoring of village- and GP-level cadres, CBO leaders, frontline functionaries and other stakeholders on INRM planning, implementation, quality monitoring and programme processes. • Undertake regular field visits to monitor the progress, quality and functionality of NRM interventions, review the performance of community cadres, identify implementation challenges and facilitate timely corrective measures. • Facilitate convergence of INRM plans with government programmes, particularly VB-G-RAM-G and other relevant rural development and watershed schemes, through effective coordination with block and district administration, line departments and Panchayati Raj Institutions (PRIs). • Orient and create awareness among SHG members and their federations, on the provisions, processes and entitlements under VB-G-RAM-G and other relevant government schemes, and facilitate access to these entitlements through regular engagement with government departments. • Facilitate community participation in programme implementation and monitoring through regular engagement with SHGs and their federations and organise Rozgar Diwas at the Gram Panchayat level to strengthen employment demand generation, access to entitlements and convergence of wage employment programmes with planned NRM activities. • Develop and maintain an updated database of INRM plans, interventions, physical and financial progress, community cadres and programme outcomes. Document field-level progress, implementation challenges, good practices and learnings, and prepare periodic reports for programme monitoring and review.

	• Undertake any other technical, coordination, capacity-building and field-level responsibilities as required to strengthen ongoing and planned INRM interventions and related programme activities.
Eligibility criteria	Qualifications and Experience: • Graduate in any stream preferably B.Tech. or MTech. in Civil Engineering from a recognised university or institute • 2-3 years of relevant experience in watershed development and treatment activities, preferably in rural areas.
Skills and Competencies	**Required Skills and Competencies** 1. Good understanding of watershed development, soil and water conservation, water resource management and land development practices. 2. Ability to plan and support field-level NRM activities such as contour bunding, field bunding, check dams, farm ponds, water harvesting structures and drainage line treatment. 3. Understanding of basic watershed planning, village resource mapping, micro-watershed planning and preparation of project proposals. 4. Ability to use basic tools such as GPS, GIS and other digital applications for field surveys, resource mapping and site assessment. 5. Ability to conduct field surveys, take measurements, assess sites and prepare basic technical designs and cost estimates. 6. Understanding of agriculture, rural livelihoods and the role of natural resource management in improving farm productivity and building climate resilience. 7. Ability to work with community institutions, Gram Panchayats, government departments and other stakeholders. 8. Good documentation, reporting, problem-solving and basic data management skills. 9. Willingness to work in rural areas, travel extensively and spend considerable time in the field. **Desired Skills and Competencies** 1. Experience in participatory watershed planning and community-led natural resource management. 2. Familiarity with government programmes, particularly VB-G-RAM-G, and other rural development and watershed development schemes. 3. Basic understanding of soil health, groundwater recharge, spring-shed development, water budgeting and landscape restoration. 4. Knowledge of climate-resilient agriculture, sustainable farming practices and integrated farming systems. 5. Experience in facilitating community meetings, organising training programmes and building the capacities of community cadres and local institutions. 6. Experience of working with tribal communities, small and marginal farmers and other rural communities. 7. Understanding of how natural resource management activities can contribute to improved agricultural productivity, livelihoods and household incomes.

	8. Good communication, facilitation, teamwork and interpersonal skills. 9. Ability to adapt technical solutions to local geographical conditions, take initiative and work independently in challenging field situations.
Place of posting/Location	Khunti District, Jharkhand
Proposed Salary range	INR 30,000-35,000 CTC per month based on qualification and experience (as per PRADAN pay structure for FTEs)
Nature of job	One-year Fixed Term Contract and extendable based on performance
Last date of Application	30th November, 2026
For any queries (email ID)	preetibora@pradan.net
Insert Google Form link for pulling CVs	https://forms.gle/TYedGPPZMjknKCRs5