

**Terms and Conditions**

WAPCOS Limited an 'ISO 9001:2015 Govt. of India undertaking require **Communication Specialist, Agriculture Economist, Monitoring and Evaluation Specialist & Irrigation Specialist** for ongoing projects work related to Ground Water Resource Development And Management Division” **on 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   | Salary     |
|--------|--------------------------------|--|---|------------|
| 1.     | 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 Working with farmers and Civil Society Organisations. | <ol style="list-style-type: none"><li>1. Orient SPMU on the Non-Formal education (NFE) approach;</li><li>2. Develop Social Mobilization strategy through workshop, in coordination with social development and gender specialist</li><li>3. Develop training material, in the NFE mode, in consultation with the team leader and all members of the team</li><li>4. Work with all stakeholders for experimenting usage the NFE approach with the team leader and all members of the team</li><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> | ₹ 80,000/- |
| 2.     | Agriculture Economist (One)    | Post Graduate in any discipline related to Agriculture Sector with at least 10 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 society organisation  | <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><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></ol>   | ₹ 80,000/- |

|    |  |   |  |                   |
|----|--|---|--|-------------------|
|    |  |   | 7. Provide inputs for semi-annual progress reports   |                   |
| 3. | Monitoring and Evaluation Specialist (One) | Post graduate in Rural Management with at least 10 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/-<br>- |
| 4. | Irrigation Specialist (One)                | Post Graduate in Agriculture/irrigation Engineering with at least 10 years of experience in design, field –testing and marketing of agriculture tools and implements; sound technical knowledge on design of agronomic practices, drudgery reduction agriculture equipment, farm practices for irrigation efficiency and micro irrigation; experience n site selection and construction of small water harvesting structure ; good understanding of soil-crop suitability, crop varieties and agro-meteorology; and working experience at village level, farmers and civil society organisation must. | <ol style="list-style-type: none"> <li>1. Advise the Project Staff on selection and feasibility of appropriate water saving irrigation measures</li> <li>2. Advise the project staff in Design, and prepare drawings of suggested irrigation system including preparation of cost estimate</li> <li>3. Assess the irrigation performance/efficiency of the selected sites in the participating states on before and after previous intentions</li> <li>4. Advice cluster terms on all aspects related to soils and their suitability for cropping pattern in the state and Participatory Technology Development (PTD)</li> <li>5. Develop a farmer friendly crop-water budgeting tool in close coordination with members of the team</li> <li>6. Develop guidelines for operation and maintains of water saving irrigation device/assists</li> <li>7. Provide inputs for semi-annual progress reports, in addition to thematic technical reports for application in program implementation</li> <li>8. Conduct regular field visits for data collection and supervision</li> </ol> | ₹ 80,000/-        |

- Maximum Age as on 01.01.2023 is 45 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 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 only (CVs submitted in other formats will be rejected.) along with photocopies of documents in support of date of birth, qualification, experience and proof of category etc.
- 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 15 days from the date of advertisement i.e. on or before 07.02.2023.
- 

**Head(HR)**  
**WAPCOS Limited**  
**Plot No. 76-C, Institutional Area,**  
**Sector-18, Gurugram, Haryana-122015**

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