

Applications to be submitted on: www.inductusjobs.com/un (pdf format only)

Position: State Consultant – Career Guidance, Samagra Shiksha (Madhyamik),UP

Employing Agency (Employer): Inductus Limited

Duration of the contract: Initial contract will be till 31st May 2025, from the date of joining, further extendable based on the fund availability & consultant's performance

Remuneration: Gross compensation budgeted for the position is very attractive. Please note that the offer made to the selected candidate shall be commensurate with qualifications, experience, and salary history. Applicants to mention their current professional fee & expected professional fee on www.inductusjobs.com/un

No. of Vacancy: 1 (ONE)

Duty Station: Lucknow

Reporting Line:

1. Administrative Supervision: Inductus Limited
2. Technical Supervision: Education Officer

Last Date for Application: 09th March 2025 (Mid-Night, IST)

TERMS OF REFERENCE(TOR)

1. Purpose of the Assignment:

Support the Samagra Shiksha Madhyamik, Uttar Pradesh on career guidance

2. Scope of Work:

To implement the schemes/programs, safeguarding the rights of inclusive education. The Uttar Pradesh Rashtriya Madhyamik Shiksha Abhiyan (UP RMSA), in collaboration with UN ORGANISATION, is working towards strengthening the education system through data-driven planning, inclusive interventions, and innovative strategies. This initiative focuses on improving the quality of education, promoting equity, and integrating climate resilience and digital learning into education policies. The initiative aligns with the Sustainable Development Goals (SDGs), particularly Goal 4, which emphasizes quality education for all. Previously, UP RMSA and UN ORGANISATION collaborated with various educational institutions and organizations to develop policy frameworks, enhance the capacity of key stakeholders, and implement evidence-based interventions. These efforts have strengthened secondary education governance and promoted child-friendly learning environments. Leveraging data analytics, capacity building, and strategic planning will help the program aim to ensure effective educational outcomes for all students, including the most vulnerable.

At the state level, the technical expertise will be deployed largely aimed at supporting on:

- a. Formation of a career education center at the state level to work as a hub for all the districts.
- b. Development of IEC materials on career education programs.
- c. Development of print rich materials for career hubs for schools –(Material Development - Videos, Posters, Career Cards, E-Posters, and E-Pamphlets at State Level).
- d. Workshops to develop Manual and materials for capacity building of teachers, school heads, and education managers at all levels. (4 Workshops of 3 days)
- e. Advocacy to bring about a strategic shift in programmatic approaches and interventions
- f. Capacity building of teachers, school heads for career education from the government secondary and government aided schools of UP.
- g. Expanding digital learning platforms and smart classrooms by providing teacher training on digital pedagogies.

The technical support provided under this initiative at the state and divisional levels will contribute significantly to enhancing the education system in Uttar Pradesh, ensuring that no child is left behind in the pursuit of quality education.

3.DELIVERABLES AND DEADLINES

Deliverables: April – December 2025

Work Assignments Overview	Deliverables/Outputs	Delivery deadline	Estimated Budget
Regular support on system Strengthening, capacity building, supportive supervision and documentation on quality secondary education with a focus on career guidance	<p>Monthly reports (as per timeline decided by government and UNICEF) with updates on the following</p> <p>On System Strengthening:</p> <ul style="list-style-type: none"> • Technical assistance to Samagra Shiksha (Madhyamik) in the formation of a career education center (CEC) for working as hub for all the districts • Formation and functioning of career guidance consortium • Assistance to SmSA on web portal to make online career guidance resources available to the elementary students. • Exposure visits of department to enhance their understanding about career guidance and life skills education. • Inputs to SmSA Madhyamik in the rolling out of Tamanna aptitude tests 	Monthly	

	<ul style="list-style-type: none"> Inputs to SmSA Madhyamik in the rolling out of ATL/ LCM <p>On capacity building:</p> <ul style="list-style-type: none"> Workshops to develop manual and materials for capacity building of teachers, school heads, and education managers at all levels. Inputs on session plan for the career guidance training for MT and teachers. Facilitating sessions on Career guidance in UNICEF/department trainings and reviews. <p>On supportive supervision & monitoring:</p> <ul style="list-style-type: none"> Progress of career guidance programme Support SmSA (Madhyamik) in monitoring the implementation of Career guidance and life skills programme. <p>On documentation:</p> <ul style="list-style-type: none"> Progress on ATL/ LCM. Career guidance activities – career fairs, trainings and good practices. 		
Annual support to SmSA Madhyamik on quality secondary education with a focus on career guidance	<ul style="list-style-type: none"> Report on guidelines on career hub materials will help for widespread awareness for the career guidance. Report on guidelines on the usage of Tamanna aptitude tests Report on guidelines on ATL/LCM Report on guidelines on career education fairs towards providing a common platform for sharing the learning and awareness about career guidance. Report guidelines for effective functioning of CEC. Report development of print rich materials for career hubs for schools (Material 	Once in a year as per schedule decided by government and UNICEF	

	Development - videos, posters, Career Cards, E-Posters, and E-Pamphlets at State Level).		
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04. OFFICIAL TRAVEL INVOLVED (ITINERARY AND DURATION)

To districts for monitoring, maximum 3 days and 2 nights per month. Any travel requirement within the country but outside Uttar Pradesh will be specifically approved by contract manager.

05. QUALIFICATIONS / SPECIALIZED KNOWLEDGE / EXPERIENCE/ COMPETENCIES (CORE/TECHNICAL/FUNCTIONAL) / LANGUAGE SKILLS REQUIRED FOR THE ASSIGNMENT (Please use as applicable)

- Bachelor's / Master's Degree in Education / Humanities / Social Work
- Minimum 5 years of experience working with SmSA, Madhyamik
- Knowledge and experience of working with / through education systems and structures.
- Having the knowledge and experience on career guidance for at least 3 years.
- Proficiency Hindi and English (written and spoken)
- Well versed with national and state policies on career guidance
- Experience in drafting state guidelines on implementation of education interventions

07.PAYMENT SCHEDULE

Payment will be linked to deliverables. The contractors' payment will be made against monthly and yearly reports as scheduled above.

08.PERFORMANCE REVIEWS:

The consultant will provide self-assessment to the designated Supervisor who will complete the performance evaluation and forward it to the 3rd party contractor for updating of their database.