



**State Commissionerate for Welfare of the Differently Abled,  
No.5, Kamarajar Salai, Lady Wellington College Campus,  
Chennai-600 005. Land Line: 044-28444948.**

E-Mail: [recruitment.tnpwdrights@gmail.com](mailto:recruitment.tnpwdrights@gmail.com)

Website: [https:// www.scd.tn.gov.in](https://www.scd.tn.gov.in)

**Notification No. 11629/Ad1.1/2021**

**Date:07.02.2023**

<p><b>DIRECTORATE FOR WELFARE OF THE DIFFERENTLY ABLED PERSONS GOVERNMENT OF TAMIL NADU</b></p> <p><i><b>RIGHTS : Inclusion, Accessibility &amp; Opportunities for the Differently Abled Project in Tamil Nadu</b></i></p> <p><b>TERMS OF REFERENCE FOR ENGAGING OF District Program Officer – Partnership Development and Convergence</b></p>		
<b>1.</b>	<b>BASIC DETAILS</b>	
	Duty Station	: One of the selected district as per project plan
	Language Required / preferred	: Tamil & English
	No of positions	: 10
	Duration of Contract	: 12 Months (Renewable subject to performance).
Reporting Officer	: District Differently Abled Welfare Officer(DDAWO)	
<b>2.</b>	<b>BACKGROUND</b>	
	<b>i.</b>	As per the Census (2011), Tamil Nadu is the sixth most populous state in India with a population of 72 million, which includes the proportion (1.63 percent) of persons with disabilities compared to national average of 2.21 percent. A study that used pooled data from the District Level Household Survey-4 (2012-13) and Annual Health Survey 2 <sup>nd</sup> update round (2012-13) reveals that there are 4550 persons with disabilities amongst every 100,000 population in Tamil Nadu thereby indicating a much higher prevalence of disability in comparison to the census data. Therefore, if one goes by the estimates of this recent study, there would be about 3.2 million people in Tamil Nadu living with some form of disabilities. Moreover, even these estimations appear on the lower side especially since the definition and type of disabilities has undergone a change to include a larger population group since the promulgation of Rights of Persons with Disabilities Act, 2016
	<b>ii.</b>	Persons with disabilities face multiple socio economic constraints including poorer health outcomes, lower education levels, limited economic participation, and higher rates of poverty compared to persons without disabilities. They often experience exclusion and barriers in accessing health services, education, employment, transportation, information as well as care and rehabilitation services. Furthermore, households with a disabled member are more likely to

		experience material hardships—including food insecurity, poor housing, lack of access to safe water and sanitation, and inadequate access to healthcare. Thus, these limitations and barriers not only hinder their full and effective participation in the society, but also affect the country’s productive potential, the human capital. In order to increase the human capital and reduce the achievement gap among people with disabilities, a coordinated and comprehensive package of interventions appears warranted for addressing the individual and community contexts at both, multiple and systemic levels.
	iii.	Tamil Nadu has always been a pioneer in the implementation of welfare schemes for all sections of socially disadvantaged groups. The Department for the Welfare of the Differently Abled Persons (DWDAP), through its various initiatives and schemes have extended full support to the differently abled people in their pursuit of full and equal involvement in every aspect of society. The DWDAP is largely responsible for all administrative, statutory and service delivery functions, which is implemented through its well experienced workforce at the state, district and local levels. The thrust areas of the DWDAP are: prevention and early interventions, special education, employment & vocational training, social security (maintenance allowance, travel concession, assistance to NGOs), aids & appliances, and barrier free structure. Recently, DWDAP conducted a pilot project in a few blocks of the state and has identified a need for multi-sectorial, whole-government, and capacity building approach to care and rehabilitation of the differently abled.
	iv.	The RIGHTS Project focus on three pillars: first, promote <u>inclusion</u> of all by ensuring that persons with disabilities participate equally with others in any activity and service intended for the general public, such as education, health, employment, and social services; second, improve the <u>access</u> of specialized programs by investing in specific measures for quality care, rehabilitation and support services; and third, provide <u>opportunities</u> for persons with disabilities for completion of education, skills training and market-linked employment opportunities. However, to manage the project at the proposed scale, substantial efforts would be required to build the current institutional capacity of the DWDA at all levels in terms of field units for administration, service delivery, supervision and monitoring, along with the self-sustaining capacity.
	v.	The Project would be managed by the Directorate for Welfare of the Differently Person (DWDA), led by the Project Director (PD) RIGHTS project cum Director DWDA, hereinafter also referred as PD, and would have a team of staff/consultants. Currently, DWDA has a district level office set up at the district level headed by the District Differently Abled Welfare Officer (DDAWO).
	vi.	In order to provide the overall process coordination of monitoring and evaluation activities, district level, for its RIGHTS Project, is seeking an interested and qualified person for the position of <b>Program Officer - Partnership Development &amp; Convergence</b> hereinafter also referred as ‘ <b>Consultant</b> ’ to assist the District Differently Abled Welfare Officer during the implementation of the

		RIGHTS PROJECT
<b>3</b>	<b>OBJECTIVES AND SCOPE</b>	
	Under the direct supervision of the DDAWO, the incumbent will be responsible for multi-stakeholder activities to achieve the disability inclusive development and the development objectives of the RIGHTS project. He/she will in particular be responsible for the multi-stakeholder partnership component of projects: The incumbent will assist DDAWO in Partnership Development & Convergence in:	
	<b>i)</b>	To build multi-stakeholder partnerships in achieving disability inclusive development for the effective implementation of the RIGHTS project/ RPwD Act, 2016
	<b>ii)</b>	Identifying opportunities for partnering with Government (State& Central) Organisations, Members of the legislature, International and regional organizations, NGOs, Civil Society Organisation, and create linkage and support structure for convergence with diverse organisations (both governmental and non-governmental)
	<b>iii)</b>	Developing partnership strategy and plans in order to strengthen the partnership component
	<b>iv)</b>	Building and maintaining issue-based partnerships and coalitions with the partners.
	<b>v)</b>	Mobilizing knowledge resources from partners
	<b>vi)</b>	Identifying best practices and lessons learned directly linked to resource mobilization and partnership-building activities
	<b>vii)</b>	Explores considerations in the formation of MSPs, including how to identify partners;
	<b>viii)</b>	Considers the modalities of working in partnerships;
	<b>ix)</b>	Provides examples of advancing multi-stakeholder partnerships disability-inclusive development ;
	<b>x)</b>	Prepare and update periodic progress reports of Projects/Schemes of RIGHTS to include the details on multi-stakeholder partnerships.
	<b>xi)</b>	Liaise with the World Bank team, other project implementation team members, line departments, educational institutions, training providers, and other stakeholders to establish necessary project coordination and accomplish operational requirements for day-to-day tasks
	<b>xii)</b>	Participate in and/or organize relevant seminars, workshops, consultations etc. as and when required.
	<b>xiii)</b>	Any other relevant task as delegated by the DDAWO or any other senior officials nominated by the DDAWO.
<b>4</b>	<b>REPORTING AND REVIEW</b>	
	The consultant will report to the District Differently Abled Welfare Officer or other official as assigned by the District Differently Abled Welfare Officer and work under his/her direct supervision on a day-to-day basis.	
<b>5</b>	<b>EDUCATIONAL QUALIFICATION AND EXPERIENCE</b>	
	This engagement requires dynamic, experienced and analytical professionals with demonstrated experience in programs related to disability.	
	<b>i.</b>	Full time undergraduate qualification in social work/economics/ rural management/ development studies/ public policy/ public administration or any other relevant discipline from a reputed university preferred.

	<b>ii.</b>	3-5 years' experience preferably in working in convergence with other National/State Govt. and/or development/donor/similar organization/s. Experience of developing/implementing partnership development related to persons with disabilities programs/schemes in Tamil Nadu or in a similar context would be desirable.
	<b>iii.</b>	Demonstrated knowledge and understanding of policy development, formulation and review of legislation, strategies and action plans at state level desirable.
	<b>iv.</b>	Fluency in spoken and written Tamil and English.
<b>6.</b>	<b>Skills Required</b>	
	<b>i)</b>	Capability to use internet for any secondary research
	<b>ii)</b>	Good computer skills in MS-Office: Word, Excel and PPT
	<b>iii)</b>	Ability to work in teams and liaise well with others
	<b>iv)</b>	Significant experience of managing engagement with one or more of the stakeholder cohort referred to above and statutory bodies on major high profile public sector infrastructure or regeneration projects.
	<b>v)</b>	Appreciation of the infrastructure-related Government/ political environment or Associations.
	<b>vi)</b>	Experience in developing and successfully implementing stakeholder engagement plans
	<b>vii)</b>	A clear understanding of issues pertaining to project development and preferably familiarity with the requirements of authorisation processes.
	<b>viii)</b>	Good writing and presentation skills and ability to make presentations in English as well as Tamil.
<b>7.</b>	<b>Remuneration</b>	
	<b>i)</b>	The remuneration for the incumbent would be Rs.40,000 per month . Only travel expenses will be paid as per actuals. The incumbent will be located at the DDAWO of the selected District, as per project plan during the course of the contracted period. This engagement may require travel as per Project requirements.
	<b>ii)</b>	The incumbent will have to attend office at DDAWO of selected district on all working days unless he/she is on official tour as approved by DDAWO or allowed to work from home by DDAWO of selected district. He/She may also be required to attend office on holidays as and when so desired by DDAWO of selected districts for disposal of urgent matters. However, no extra remuneration will be paid for attending office on holidays
<b>8.</b>	<b>APPLICATION PROCEDURE</b>	
	<b>i)</b>	Potential candidates having significant experience in similar assignments may submit their detailed CV with a cover letter. The CV should be based on the fact that the candidate will have to substantiate with original documents during the selection process, failing which their candidature will be rejected. The initial period of the contract shall be <b>12 months</b> with the possibility of further extension subject to the performance of selected candidates, availability of funds and requirement of Project.

	ii)	Potential candidates may submit their detailed CV with a cover letter through email addressed to: Project Director - RIGHTS Project cum Directorate for Welfare of the Differently Abled, No.5, Kamarajar Salai, Lady Willingdon College Campus, Chennai-600005. E-Mail to recruitment.tnpwdrights@gmail.com with the subject line: <b>RIGHTS: Program Officer – Partnership Development &amp; Convergence - 2023.</b>
<b>Hard-copy of the application may be sent to:</b>		
Project Director-RIGHTS Project cum Director, Directorate for Welfare of the Differently Abled, No.5, Kamarajar Salai, Lady Willingdon College Campus, Chennai-600005.		
Application Link:	<a href="https://docs.google.com/forms/d/e/1FAIpQLSfpeFgUFnYsI8IQp3_cxJ37eNnGDcCGDeNgx8C-4tKNp10YoQ/viewform">https://docs.google.com/forms/d/e/1FAIpQLSfpeFgUFnYsI8IQp3_cxJ37eNnGDcCGDeNgx8C-4tKNp10YoQ/viewform</a>	
<b>LAST DATE FOR THE SUBMISSION ON APPLICATIONS IS 25.02.2023</b>		

**Annexure I**

**COMMISSIONERATE FOR WELFARE OF THE DIFFERENTLY ABLED PERSONS  
GOVERNMENT OF TAMIL NADU**

***RIGHTS Project : Inclusion, Accessibility & Opportunities for the  
Differently Abled in Tamil Nadu***

**FOR OFFICE USE ONLY**

**DATE OF RECEIPT:**

**APPLICATION NO:**

**Application for the post of District Program Officer –Partnership Development and  
Convergence**

<b>S. No</b>	<b>Details</b>	
1	Name	
2	Age as on 01.11.2022	
3	Date of Birth	
4	Gender	
5	Father's Name	
6	PWD Candidate (Yes/No)	
7	Primary Mobile number	
8	Alternate Mobile number	
9	E-mail	
10	Total Years of Experience	
11	Address for communication	
12	Permanent address	

13	<b>Educational Qualifications</b>					
	<b>Qualification</b>	<b>Year of Completion</b>	<b>% of marks/ CGPA</b>	<b>Institution</b>	<b>Full time/Correspondence</b>	<b>Board / University</b>
	10 <sup>th</sup> / Matriculation					
	HSC / equivalent					
	UG Degree					
	Full time degree or equivalent Post Graduate Degree					
	Certifications, if any					
	Other qualifications					
14	<b>Language skills</b>					
		<b>To speak</b>	<b>To read</b>	<b>To write</b>		
	English					
	Tamil					
	Others:1 -					
	Others:2 -					
	Others:3 -					

15	<b>Work experience</b>					
	<b>Name of the organization</b>	<b>Designation</b>	<b>From</b>	<b>To</b>	<b>Full Time/Part-Time</b>	<b>CTC (In Lakhs)</b>
Candidate may attach a brief note as an enclosure, on the responsibilities handled, extraordinary achievements, if any, in the previous responsibilities						

**Terms and Conditions:**

a) I have read and understood all the terms and conditions mentioned in the notification.

b) All the information provided by me is true to the best of my knowledge. I am aware that if any of the information provided by me is found to be incorrect, my application /appointment shall be rejected without any notice.

c) I will submit all certificates as and when requested by CWDA. I am aware that if I fail to submit the proof of my claims on experience or qualification or if at any stage it is found that I have made false claims, I shall be debarred from participating in any recruitment process by CWDA.

<b>Recent passport size colour photograph</b>	<b>Signature of the applicant</b>
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<b>Date:</b>	<b>Place:</b>
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