

**Govt. of Jharkhand**  
**Department of Panchayati Raj**  
**(Directorate of Panchayat Raj)**  
 2<sup>nd</sup> Floor, FFP Building, Dhurwa, Ranchi- 834004  
 e-mail : panchayat-jhr@nic.in, panchayat.jhr@gmail.com

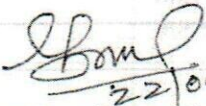
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**Contractual Recruitment Notice**

Application are invited from eligible candidate for contractual appointment on the post of State Level Position under RGSA (Revamped Rastriya Gram Swaraj Abhiyan).

SN	Position	No of Position	Qualification, Experience, Maximum Age
01	02	03	04
1	State Coordinat or- PESA	1	<p><b>1. Qualification</b>            1.1 The professional must hold a degree with 10 (High School) +2 (Intermediate) +3 (Graduation) + 2 (Master's Degree/Post Graduation)</p> <p>- Candidate should have a Master's degree / Equivalent in Social Science (Rural Development) / Mass Communication / Public Administration / Management from a recognized university/institute with minimum 65 % marks.</p> <p><b>2. Experience</b></p> <ul style="list-style-type: none"> <li>• Minimum <b>15 years of professional experience</b> with reputed Civil Society Organizations in the fields of social development, rural development, local self-governance, tribal development, PESA 1996, and the Forest Rights Act (FRA), 2006.</li> <li>• The candidate should have worked in the <b>same post for a minimum period of six (6) months</b>, preferably in the Panchayati Raj Department or a related government institution.</li> <li>• Preference will be given to candidates possessing <b>demonstrated expertise in PESA, Fifth Schedule governance, tribal customary laws and institutions, traditional self-governance systems, and tribal rights frameworks.</b></li> <li>• Additional preference shall be accorded to individuals with proven experience in <b>research, publications, policy analysis, documentation, and knowledge management</b> relating to Tribal Customs, PESA, Fifth Schedule Areas, FRA, and indigenous governance systems.</li> <li>• Candidates who have advised the <b>Ministry of Panchayati Raj (MoPR), Ministry of Tribal Affairs (MoTA), Government of India, Government of Jharkhand, as members of committees, task forces, or working groups on tribal governance and policy matters</b> will be preferred.</li> </ul> <p><b>3. Age – 40 -60 years</b></p>

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1. Details information regarding recruitment is available on department's website [www.jharkhand.gov.in/panchayatiraj](http://www.jharkhand.gov.in/panchayatiraj).
2. Candidates are advised to read detailed information carefully before applying. There is no application fee.
3. Candidates must submit his/her application in prescribed format given in detailed information.
4. Application submitted in another format will be rejected without any further action.
5. Last date of application form is ~~03/07/2026~~.... No application will be entertained after the closing date.

  
22/06/2026  
**(Fulendra Prasad Sharma)**  
**Under Secretary**

**Government of Jharkhand**  
**Panchayat Raj Directorate**

**TERMS OF REFERENCE**

**FOR**

**Urgently Required: State-Level Positions under RGSA (Revamped  
Rastriya Gram Swaraj Abhiyan)**

**1: RGSA (Revamped Rastriya Gram Swaraj Abhiyan)**

**Rashtriya Gram Swaraj Abhiyan (RGSA)** Revamped Rashtriya Gram Swaraj Abhiyan (RGSA) is a comprehensive scheme launched by the Government of India for strengthening Panchayati Raj Institutions (PRIs) and promoting inclusive, participatory and decentralized governance. The scheme aims to improve the institutional capacities of Panchayats and ensure effective local self-governance through capacity building, planning support, convergence, research, training and monitoring.

The Panchayati Raj Directorate, Government of Jharkhand, is implementing various initiatives for strengthening governance in Scheduled Areas in accordance with the provisions of the Panchayats (Extension to Scheduled Areas) Act, 1996 (PESA), Fifth Schedule provisions of the Constitution, and related tribal self-governance frameworks.

In order to facilitate effective implementation, coordination, documentation, monitoring and capacity building related to PESA provisions in Scheduled Areas of Jharkhand, the Directorate intends to engage a qualified professional as "PESA State Coordinator" on contractual basis under RGSA.

The professional will support the department in strengthening Gram Sabha-based governance, institutional coordination, policy support, training, documentation and field-level implementation relating to PESA and tribal self-governance.

**2: State level Position**

Directorate is inviting applications for the following post on the yearly contractual basis.

SN	Designation (RGSA)	No
1	PESA State Coordinator	01



- i. **Recruitment process of state-level positions:** A5-member recruitment and selection committee will be formed to evaluate the applications. This committee will share the final evaluation report to Director Panchayati Raj for approval. The committee will have the following composition;
  - a. **Chairperson:** Deputy Director, Directorate Panchayat Raj/District Panchayati Raj Officer
  - b. **Secretary:** Assistant Director, Directorate Panchayat Raj
  - c. **Member 1:** Under Secretary, Directorate Panchayat Raj
  - d. **Member 2:** 2 Experts nominated by Director Panchayat Raj
  
- ii. **Process of selection:** The above committee will be adopting the following process for the selection of the candidates -
  - a. **Advertisement and Outreach: Annexure 1**
    - i. Publish job postings in local newspapers and invite applications within 7 Days of publication.
  
  - b. **Screening and Short listing:**
    - i. Review applications and shortlist candidates based on predefined criteria decided by selection committee.
  
  - c. **Interviews and Assessments:**
    - i. Schedule and conduct interviews with shortlisted candidates.
    - ii. Utilize various assessment methods (e.g., technical tests, behavioral interviews)
  
  - d. **Selection and Decision-Making:**
    - i. Evaluate candidates based on interview performance and assessments.
    - ii. Discuss and finalize the selection of the most suitable candidate(s).
    - iii. Ensure consensus among committee members before making the final decision.
    - iv. The recruitment process will be strictly done by the selection committee constituted for this purpose.
    - v. Selection committee constituted for this purpose may hire Consultant / Experts directly who are working in similar capacity if s/he meets all the eligibility criteria.
  
  - e. **Offer and Onboarding:**
    - i. Extend job offers to selected candidate. Coordinate the on-boarding process to ensure a smooth transition for new hires.
  
  - f. **Documentation and Reporting:**
    - i. Maintain comprehensive records of the recruitment process.
    - ii. Prepare a final report summarizing the selection process and decisions made.



### 3: Gross Pay: Monthly Honorarium

STATE-LEVEL POSITION UNDER RGSA						
S.N.	Position	No of Position	Age	Min Exp. In Yr	Honorarium per month	Honorarium
1	PESA State Coordinator	1	Age – 40-60 years	15	As prescribed in RGSA	

### 4: Job Description, Qualification, Experience and Scope of work:

SN	Position	No of Position	Qualification, Experience, Maximum Age
1	2	3	4
1	PESA State Coordinator	1	<p><b>1. Qualification</b></p> <p>1.1 The professional must hold a degree with 10 (High School) +2 (Intermediate) +3 (Graduation) + 2 (Master's Degree/Post Graduation)</p> <p>- Candidate should have a Master's degree / Equivalent in Social Science (Rural Development) / Mass Communication / Public Administration / Management from a recognized university/institute with minimum 65% marks.</p> <p><b>2. Experience</b></p> <ul style="list-style-type: none"> <li>• Minimum <b>15 years of professional experience</b> with reputed Civil Society Organizations in the fields of social development, rural development, local self-governance, tribal development, PESA 1996, and the Forest Rights Act (FRA), 2006.</li> <li>• The candidate should have worked in the <b>same post for a minimum period of six (6) months</b>, preferably in the Panchayati Raj Department or a related government institution.</li> <li>• Preference will be given to candidates possessing <b>demonstrated expertise in PESA, Fifth Schedule governance, tribal customary laws and institutions, traditional self-governance systems, and tribal rights frameworks.</b></li> <li>• Additional preference shall be accorded to individuals with proven experience in <b>research, publications, policy analysis, documentation, and knowledge management</b> relating to Tribal Customs, PESA, Fifth Schedule Areas, FRA, and indigenous governance systems.</li> <li>• Candidates who have advised the <b>Ministry of Panchayati Raj (MoPR), Ministry of Tribal</b></li> </ul>

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			Affairs (MoTA), Government of India, Government of Jharkhand, as members of committees, task forces, or working groups on tribal governance and policy matters will be preferred.
			3. Age – 40 -60 years

### 5: Other Terms & Conditions

1. The expert will be placed at the Central Training Institute, Hehal of Department of Panchayati Raj, Government of Jharkhand or the place decided by the Director Panchayati Raj.
2. The position offered is on contract extending to not more than one years, subject to satisfactory performance. The contract would be reviewed annually by the Director Panchayati Raj. Directorate might rescind the contract before completion, if performance has been found to be unsatisfactory. If the performance is found to be satisfactory Directorate may consider extending the contract period for a further period of one year on the same terms & condition.
3. The services of the hired staffs shall be liable to be terminated at any time by giving one month notice in writing by Directorate. Services may also be terminated in case of violation of terms and conditions mentioned in the scope of work.
4. The appointment of above-mentioned positions would be on contractual, full-time basis and they would not be permitted to take up any other assignment during the consultancy period.
5. Leave: The professionals will be entitled for 12 casual leaves in a year, on a pro-rata basis. This can be availed in between January to December.
6. The selected candidates will have to sign a contractual agreement prepared by the department.
7. No TA/DA shall be admissible for joining/appearing for the interview. Staff shall be allowed TA/DA for their travel inside the country in connection with the official work as per the state rules.
8. Term of reference and application format may be downloaded from the <https://jharkhand.gov.in/panchayatiraj>



APPLICATION FORMAT (to be typed on A4 size paper)

1: Application for the post of :

2: Name:

3: Date of Birth:

Nationality :

4: Residential Address:

5: Telephone:

Mobile No. :

6: E-mail:

7: Education

Name of the Degree	University/Institution	Subject	Percentage

8: Employment Record (Starting with the present position, see format below)

Organisation	From (Year) to (Year)	Post held	Job Responsibility/ Work done

9: Last salary/remuneration/fee drawn:

10: Suitability for the position of the post applied (200 words)

11: Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes me, my qualifications and my experience. I understand that any wilful mis-statement described herein may lead to my disqualification or dismissal, if engaged.

Place and Date:-

(Signature of the Candidate)



Self Attested  
Photo

## Advertisement

### Government of Jharkhand Directorate of Panchayat Raj RGSA (Rastriya Gram Swaraj Abhiyan)

Directorate Panchayati Raj, Government of Jharkhand invites application from eligible candidates for the following positions purely on contractual basis.

STATE-LEVEL POSITION UNDER RGSA					
S.N.	Position	No of Position	Reservation (Unreserved)	Monthly Salary Range/ per month	Gross Pay (Consolidated monthly package)
1	PESA State Coordinator	1	Age – 40-60 years	As prescribed in RGSA	As prescribed in RGSA

#### **Terms and Conditions :-**

S N	Position	No of Position	Qualification, Experience, Maximum Age
1	2	3	4
1	PESA State Coordinator	1	<p><b>1. Qualification</b></p> <p>1.1. The professional must hold a degree with 10 (High School) +2 (Intermediate) +3 (Graduation) + 2 (Master's Degree/Post Graduation)</p> <p>1.2. Candidate should have a Master's degree / Equivalent in Social Science (Rural Development) / Mass Communication / Public Administration / Management from a recognized university/institute with minimum 65% marks.</p> <p><b>2. Experience</b></p> <ul style="list-style-type: none"> <li>• Minimum 15 years of professional experience with reputed Civil Society Organizations in the fields of social development, rural development, local self-governance, tribal development, PESA 1996, and the Forest Rights Act (FRA), 2006.</li> <li>• The candidate should have worked in the same post for a minimum period of six (6) months, preferably in the Panchayati Raj Department or a related government institution.</li> <li>• Preference will be given to candidates possessing demonstrated expertise in PESA, Fifth Schedule governance, tribal customary laws and institutions, traditional self-governance systems, and tribal rights frameworks.</li> <li>• Additional preference shall be accorded to individuals with proven experience in research, publications, policy analysis, documentation, and</li> </ul>

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			<p>knowledge management relating to Tribal Customs, PESA, Fifth Schedule Areas, FRA, and indigenous governance systems.</p> <ul style="list-style-type: none"> <li>• Candidates who have advised the Ministry of Panchayati Raj (MoPR), Ministry of Tribal Affairs (MoTA), Government of India, Government of Jharkhand, as members of committees, task forces, or working groups on tribal governance and policy matters will be preferred.</li> </ul>
			3. Age – 40 -60 years

6: Application form may be filled up in prescribed format which can be viewed or downloaded from [www.jharkhandpanchayats.gov.in](http://www.jharkhandpanchayats.gov.in).

7: Hard copy of duly filled application form has to be submitted in the office of: **Under Secretary, Department of Rural Development (PRI Division), 2<sup>nd</sup> Floor, FFP Building, Dhurwa, Ranchi 834004, Jharkhand.** (Soft copy of the application to be sent to: [dopr\\_ffp@yahoo.co.in](mailto:dopr_ffp@yahoo.co.in)). Date of receipt of hard copy will be taken as receipt date.

6: Last date of application form is ~~03/07/2026~~ No application will be entertained after the closing date.

7: Candidates are required to appear for computer test to ascertain the basic knowledge of computer.

8: Only shortlisted candidates based on mentioned qualification, experience and fully furnished document will be called for personal interview, application should consist of certified/self attested copy of all qualification certificate including birth certificate (matriculation or equivalent certificate) and experience certificate of all past professional work. CV should mention clearly contact details and e-mail of the candidate.

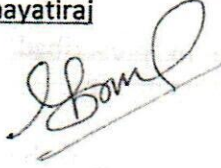
9: If number of application is more, department may take a decision on conducting a written examination before conduct of interview. Only selected candidates from written test will be allowed to appear in the interview.

**Other Terms and conditions:-**

1. The expert will be placed at the Central Training Institute, Hehal of Department of Panchayati Raj, Government of Jharkhand or the place decided by the Director Panchayati Raj.
2. The position offered is on contract extending to not more than one year, subject to satisfactory performance. The contract would be reviewed annually the Director Panchayati Raj. Directorate might rescind the contract before completion, if performance has been found to be unsatisfactory. If the performance is found to be satisfactory Directorate may consider extending the contract period for a further period of one year on the same terms & condition.
3. The services of the hired staffs shall be liable to be terminated at any time by giving one month notice in writing by Directorate. Services may also be terminated in case of violation of terms and conditions mentioned in the scope of work.



4. The appointment of above-mentioned positions would be on contractual, full-time basis and they would not be permitted to take up any other assignment during the consultancy period.
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A handwritten signature in black ink, appearing to be 'Bomf', is written over a horizontal line. The signature is stylized and cursive.