

PROFESSIONAL ASSISTANCE FOR DEVELOPMENT ACTION (PRADAN)

Position offered:

As **Development Apprentice** in PRADAN's Development Apprenticeship (DAship) Programme for Development Professionals. This is a 12-month long training programme and **those who complete Apprenticeship are offered as Executive in PRADAN.**

Development Apprenticeship Programme:

PRADAN believes that educated youth with heart and head need to delve into the complex issues of poverty and development to change the status quo towards a more just and equitable society. While technology and material resources do play a role in bringing about development, most critical are the people who trigger it. A development professional triggers or catalyses this process. The professional must be inspired by a desire to live in a just and equitable society and Apprenticeship provides those exploring such a career, an opportunity to assess if they are so inspired. It helps them to get exposed to the inequalities that exist in the society, experience disturbance within and therefore an urge to change. This also helps them to analyze the causes and explore possibilities.



University education alone is inadequate to prepare for effective development action. Students generally get little opportunity to test concepts and skills against the touchstone of practice. Moreover, it does not expose the

students to the importance of educated youth working in grassroots.

The Apprenticeship programme provides an opportunity to weigh realities of a development professional's life and work here against likely outcomes. The Apprentice develops the threshold of competencies required to function effectively as a PRADAN Executive.

PRADANites' primary work is to directly get engaged with women collectives in the spirit of citizenship, facilitate understanding of human condition and underlying causes therein.

Apprenticeship is for 12 months from the date of joining and an Apprentice is placed in a field team for this period. In the initial three months one needs to be in village, to experience village life and to develop a critical understanding of Village as a complex whole. Rest nine months they will be working in some villages, within team's operational area, to learn by actually working with village community. This experience is further supplemented with relevant conceptual inputs during the year. A designated Field Guide is with the Apprentice throughout the journey to support and guide.

PRADAN's brief profile:

PRADAN is one of the largest professionally managed field-based rural development organizations. PRADAN has been a pioneer in professionalizing rural development by systematically recruiting and deploying large numbers of well-educated youth at the grass roots. Today there are over 400 professionals working in 8605 villages spread across seven states. PRADAN has a highly professional ethos and a collegial culture.

Number of Vacancies: All those who are found suitable. We make approximately 200 offers of appointment for Apprentices in a year.

Scope of Responsibilities:

Working in villages is an unconventional career for most university educated people and could entail social stress and physical and cultural hardship which everyone may not be able to cope with. Taking these into account, we recruit the students from selected campuses and provide them the opportunity to make a conscious choice about working in villages. It takes no less than 12 months of rigorous reflection and learning 'by doing' for an Apprentice to graduate. It is subsequent to this training that PRADAN makes them an offer as **Executive**.



Eligibility criteria:

The qualifying degree is a minimum of 16 years of education (A **four-year bachelor degree** in Agriculture, Veterinary Sciences, Engineering etc. or A **Master's degree** in Sciences, Social Sciences, Humanities, Commerce, Management, Social Work etc.).

- 60% and above throughout career. The applicant is also eligible if they have scores between 50-59% in any one degree except the qualifying degree.
- For **humanities and social science courses***: 55% and above in the qualifying degree.
- Medium of instruction and examination of the last qualifying degree should be English.
- Three or less gap years in academics.
- Cleared all the back papers before joining Apprenticeship.
- Age is 29 years or less on October 1, 2021.

** Humanities and social sciences include courses in anthropology, archaeology, criminology, economics, education, government, international relations, political science, sociology, geography, history, law, psychology, ancient and modern languages, literature, philosophy, religion, and visual and performing arts such as music and theatre.*

Place of first posting:

In any of the teams where PRADAN is working, based on the organization's requirement and the individual preference (location may change over time). The teams are in seven states of India namely Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha, Rajasthan and West Bengal.



Stipend as Apprentice (in 2022-23)

Stipend of ₹32,000 per month. In addition to this accident insurance policy up to ₹30 lakhs is offered.

Salary as Executive in (2023): **

With minimum eligibility qualification, the monthly cost to company will be approximately ₹68,000 which includes basic pay, house rent allowance (HRA) and other allowances. Apart from this, hospitalization insurance up to ₹4 lakhs for self and dependents and accident insurance policy up to ₹30 lakhs.

***Additional increments for extra relevant qualification and work experience.*

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