



**Chhatrapati Shahu Maharaj Research, Training
and Human Development Institute (SARTHI), Pune**
(An Autonomous Institute of Government of Maharashtra)



Balchitravani, Gopal Ganesh Agarkar Road, Behind Senapati Bapat Road, Pune (Maharashtra) - 411 004.

Email ID : researchsarthi@gmail.com

CIN- U74999PN2018NPL177394

Website : <https://sarthi-maharashtrgov.in>

(Reference: Advertisement in the newspapers)

CALL FOR ONLINE APPLICATION

Chhatrapati Shahu Maharaj Research, Training and Human Development Institute, Pune (hereinafter referred to as SARTHI) is an autonomous institute of Government of Maharashtra. SARTHI is a newly established Non-Profit Government Company and is aimed at research, policy advocacy, skill development and training for social and educational development of the target group communities (hereinafter referred to as 'The Target Group').

Here is an opportunity for the professionally competent and committed individuals to work alongside the government for the cause of social and educational development of the Target Group.

The institute is in need of following human resource for undertaking various Research Programs, purely on contract basis, for a period of 11 months. This period can be extended for a further tenure of 11 months in case of deserving candidates.

Online applications are invited from eligible candidates along with their write-ups, presentations, etc.

The required number of personnel and consolidated honorarium is as under:

Sr. No.	Type of Human Resource Required & Total Number Required	Consolidated Honorarium (Per Month)
1.	Senior Associate Professor (Research) – 1 (One)	Rs. 1,04,000/-
2.	Associate Professor (Research) – 1 (One)	Rs.80,000/-
3.	Senior Assistant Professor – 1 (One)	Rs. 69,000/-
4.	Assistant Professor – 1 (One)	Rs. 57,700/-
5.	Senior Research Officer – 1 (One)	Rs. 45,000/-
6.	Research Associate – 1 (One)	Rs. 40,000/-
7.	Research Officer- 1 (One)	Rs. 35,000/-
8.	Research Assistant- 1 (One)	Rs. 27,000/-
9.	Senior Statistical Officer – 1 (One)	Rs. 45,000/-
10.	Statistical Officer – 1 (One)	Rs. 35,000/-
11.	Statistical Assistant – 1 (One)	Rs. 27,000/-

Managing Director, SARTHI reserves the right to increase or decrease the number of personnel required and/ or cancel the process of selection any time, without giving any reason.

Detailed terms and conditions of the contract will be made available once the candidate is selected. Managing Director, SARTHI reserves the right to terminate the services of any personnel selected by SARTHI, without quoting any reason and without giving any prior notice.

Eligible, desirous and competent candidates can apply online on or before 25/10/2019. Short-listed candidates will be invited for interviews, discussion on his / her write up, presentation, etc. The write up and presentation should elaborate on various aspects related to Research activities of SARTHI. Designing Strategies and Execution plan for Research initiative and fellowships of SARTHI.

Date of interview, presentation, etc will be notified on this link only and no individual candidate will be informed individually.

For the selected candidates, the contract will be subject to evaluation of performance during the first three months and the contract may be extended if performance is found satisfactory.

However, Managing Director, SARTHI, Pune reserves the right to terminate the services of the candidate, on any day, without any prior intimation and/or without giving any reason whatsoever. In case of deserving and meritorious candidates, a rise of 15% on the consolidated honorarium can be given after a period of three months from the date of his / her joining.

The Terms and Conditions, Essential Qualifications, Experience, Roles and Responsibilities are provided in this document further. The link for Online Application is available on the website <https://sarathi-maharashtrgov.in> (Click on > **HR-RESEARCH-II** >under the “Notice Board”).

Last Date and Time for Online Application	25/10/2019 by 5 PM
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Here is an opportunity for the professionally competent and committed individuals to work for the socially and educationally disadvantaged sections and bring about a positive change in their lives, and while doing so, gain knowledge and experience of government functioning. Competent professionals working in Corporate sector in Information Technology or any other field who want to switch their profession and are passionate about pursuing a career in social development are also welcome. Competent female candidates who want to come back to work after a career break are highly encouraged to apply.

Selected candidates will get a unique opportunity to develop and demonstrate through research, action research etc.

No separate or subsequent notification / information about any change / modification will be made through newspaper advertisements. Any modification or change in the above notification will be notified only on the NOTICE BOARD of above-mentioned website. INTERESTED CANDIDATES SHOULD PERUSE THE WEBSITE FROM TIME TO TIME.

(D. R. Parihar)

Managing Director
Chhatrapati Shahu Maharaj Research,
Training and Human Development
Institute (SARTHI), Pune

Human Resource Position	:	Senior Associate Professor (Research)
Category-wise Requirement	:	One - Open
Honorarium	:	1,04,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <div style="text-align: center; border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">CATEGORY - A</div> <ol style="list-style-type: none">1. Good academic record with a Ph.D. degree in Humanities / Social Sciences from UGC recognized University / Reputed International University.2. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).3. Ten years of experience in research in an academic / research Institution in a recognized University / College / Research Institution (Excluding the period of Ph.D. Research) with evidence of published original work with minimum 10 research publications in peer reviewed / UGC listed journals.4. Evidence of published original work in refereed journals.5. (The experience mentioned at Sr. No. 3 may be relaxed up to 5 years in case of exceptionally deserving candidates.)6. High proficiency in English.7. Knowledge of Computer Applications. <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none">1. Being a Member of prestigious academic council/s.2. Guidance to Ph.D. and M.Phil. Candidates. <p style="text-align: center;">OR</p> <div style="text-align: center; border: 1px solid black; padding: 5px; width: fit-content; margin: 0 auto;">CATEGORY - B</div> <ol style="list-style-type: none">1) Retired government servant from All India Service Cadre. He/she should have been of rank equivalent Joint Secretary or above in Government of Maharashtra at the time of superannuation.2) 10 years' experience in leadership position in Vision Building / Strategic Planning / Execution of Livelihood Projects / Research / Monitoring and Evaluation of projects at State or the National Level Institutions.

		<ol style="list-style-type: none"> 3) Ability to handle large budgets, develop MIS and documentations. 4) Experience of working on special projects related to social aspects 5) Experience in doing documentation, designing the training modules, reading material and Capacity Building of different stake holders. 6) Knowledge of the teachings of Social Reformers 7) High Proficiency in English, Hindi & Marathi languages: Written & verbal. 8) Experience of working on bid process management for large scale projects. 9) High Proficiency in MS-Excel, Word, Power Point, Email, Google Forms and other computer skills 10) Ability to travel and stay across the nation, as per the need of the project. <p>Note: <u>The experience mentioned at Sr. No. 2 may be relaxed in case of exceptionally deserving candidate.</u></p>
<p>Roles and Responsibilities</p>	<p>:</p>	<ol style="list-style-type: none"> 1. Developing and leading a competent and vibrant research team. 2. Developing strategic framework for Research and Documentation. 3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of SARTHI. 4. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes, etc. 5. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence. 6. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects. 7. Building up repository of knowledge on equity, social

justice, brotherhood, removal of caste bias.

8. Publish Research Reports, Study Reports and Research papers.
9. Developing research capabilities of researchers in SARTHI and of Fellowship students.
10. Present Research findings in various national and international forums.
11. Developing and carrying forward a coherent research strategy which has national and international impact.
12. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of SARTHI.
13. Assist the MD, SARTHI in research work.

Human Resource Position	:	Associate Professor (Research)
Category-wise Requirement	:	One - Open
Honorarium	:	80,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none"> 1. Good academic record with a Ph.D. degree in Humanities / Social Sciences from UGC recognized University / Reputed International University. 2. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed). 3. Eight years of experience in research in an academic/research Institution in a recognised University/College/Research Institution (Excluding the period of Ph.D. Research) with evidence of published original work with minimum 7 research publications in peer reviewed/UGC listed journals. 4. Evidence of published original work in refereed journals. 5. (The experience mentioned at Sr. No. 3 may be relaxed up to 5 years in case of exceptionally deserving candidates.) 6. High proficiency in English. 7. Knowledge of Computer Applications. <p style="text-align: center;">Preferred Additional Qualifications:</p> <ol style="list-style-type: none"> 1. Being a Member of prestigious academic council/s. 2. Guidance to Ph.D. and M.Phil. Candidates.
Roles and Responsibilities	:	<ol style="list-style-type: none"> 1. Developing and leading a competent and vibrant research team. 2. Developing strategic framework for Research and Documentation. 3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of SARTHI. 4. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes, etc. 5. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood,

communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence.

6. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.
7. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.
8. Publish Research Reports, Study Reports and Research papers.
9. Developing research capabilities of researchers in SARTHI and of Fellowship students.
10. Present Research findings in various national and international forums.
11. Developing and carrying forward a coherent research strategy which has national and international impact.
12. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of SARTHI.
- 13. Assist the MD, SARTHI in research work.**

HR Position : 3

Human Resource Position	:	Senior Assistant Professor
Category-wise Requirement	:	One – Open
Honorarium	:	69,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Good academic record with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree in Humanities / Social Sciences from UGC recognized University / Reputed International University.2. Must have cleared NET/SET. Those who have been awarded Ph.D. in accordance with UGC (Minimum Standards and Procedures for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of NET/SET subject to the fulfillment of the following conditions: -<ol style="list-style-type: none">a) Ph.D. degree of the candidate awarded in regular mode only;b) Evaluation of the Ph.D. thesis by at least two external examiners;c) An open Ph.D. viva voce of the candidate had been conducted;d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a UGC refereed journal;e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.(a) To (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).<ol style="list-style-type: none">iii) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET OR B. Ph. D degree from a university/institution with a ranking in top 500 in the World University ranking (at any time) by Quacquarelli Symonds (QS), the Times Higher Education (THE) and Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai)..3. Five years of experience of research in an academic/research Institution in a recognized University/ College/ Research Institution (Excluding the period of Ph.D. Research) with evidence of published original work with minimum 7 research publications in peer reviewed/UGC listed journals. (The experience mentioned at Sr. No. 3 may be relaxed in case of exceptionally deserving candidates.)4. High proficiency in English and Marathi: Written and Verbal

		<p>both.</p> <p>Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <p>5. Proficiency in Computer Applications.</p> <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none"> 1. Being a Member of prestigious academic council/s. 2. Having knowledge of Assessment, Monitoring and Evaluation of Research Studies. 3. Research experience in Socio-Economic-Educational studies of socially disadvantaged sections and thoughts and teachings of various social reformers.
<p>Roles and Responsibilities</p>	<p>:</p>	<ol style="list-style-type: none"> 1. Developing and leading a competent and vibrant research team. 2. Developing strategic framework for Research and Documentation. 3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of SARTHI. 4. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence. 5. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects. 6. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias. 7. Publish Research Reports, Study Reports and Research papers. 8. Developing research capabilities of researchers in SARTHI and of Fellowship students. 9. Present Research findings in various national and international forums. 10. Developing and carrying forward a coherent research strategy which has national and international impact. 11. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions

		for Key Research Areas of SARTHI.
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		12. Assist the MD, SARTHI in research work.
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HR Position : 4

Human Resource Position	:	Assistant Professor
Category-wise Requirement	:	One – Open
Honorarium	:	57,700/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p>Essential Qualifications:</p> <ol style="list-style-type: none">1. Good academic record with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree in Humanities / Social Sciences from UGC recognized University / Reputed International University.2. Must have cleared NET/SET. Those who have been awarded Ph.D. in accordance with UGC (Minimum Standards and Procedures for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of NET/SET subject to the fulfilment of the following conditions: -<ol style="list-style-type: none">a) Ph.D. degree of the candidate awarded in regular mode only;b) Evaluation of the Ph.D. thesis by at least two external examiners;c) An open Ph.D. viva voce of the candidate had been conducted;d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a UGC refereed journal;e) Candidate has made at least two presentations in conference/seminars, based on his/her Ph.D work.(a) To (e) as above are to be certified by the Registrar/ Dean (Academic Affairs).<ol style="list-style-type: none">iii) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET OR B. Ph. D degree from a university/institution with a ranking in top 500 in the World University ranking (at any time) by Quacquarelli Symonds (QS), the Times Higher Education (THE) and Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai)..3. Three years of experience of research in an academic/research Institution in a recognized University/ College/ Research Institution (Excluding the period of Ph.D. Research) with evidence of having published original work in refereed journals. (The experience mentioned at Sr. No. 3 may be relaxed in case of exceptionally deserving candidates.)

		<p>4. High proficiency in English and Marathi: Written and Verbal both. Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <p>5. Proficiency in Computer Applications.</p> <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none"> 1. Being a Member of prestigious academic council/s. 2. Having knowledge of Assessment, Monitoring and Evaluation of Research Studies. 3. Research experience in Socio-Economic-Educational studies of socially disadvantaged sections and thoughts and teachings of various social reformers.
<p>Roles and Responsibilities</p>	<p>:</p>	<ol style="list-style-type: none"> 1. Developing and leading a competent and vibrant research team. 2. Developing strategic framework for Research and Documentation. 3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of SARTHI. 4. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence. 5. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects. 6. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias. 7. Publish Research Reports, Study Reports and Research papers. 8. Developing research capabilities of researchers in SARTHI and of Fellowship students. 9. Present Research findings in various national and international forums. 10. Developing and carrying forward a coherent research strategy which has national and international impact. 11. Building strategic relationships/ partnerships /

		collaborations with Universities and Research Institutions for Key Research Areas of SARTHI.
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12. Assist the MD, SARTHI in research work.

HR Position : 5

Human Resource Position	:	Senior Research officer
Category-wise Requirement	:	One – Open
Honorarium	:	45,000/- (Per Month Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Good academic record with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree in Humanities / Social Sciences from UGC recognized University / Reputed International University.2. Must have cleared NET/SET. Those who have been awarded Ph.D. in accordance with UGC (Minimum Standards and Procedures for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of NET/SET.3. Five years of experience of research in an academic/research Institution in a recognized University/ College/ Research Institution (Excluding the period of Ph.D. Research) with evidence of having published original work in UGC refereed journals. (The experience mentioned at Sr. No. 3 may be relaxed in case of exceptionally deserving candidates.)4. High proficiency in English and Marathi: Written and Verbal both. Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.5. Proficiency in Computer Applications. <p style="text-align: center;">Preferred Additional Qualifications:</p> <ol style="list-style-type: none">1. Being a Member of prestigious academic council/s.2. Having knowledge of Assessment, Monitoring and Evaluation of Research Studies.3. Research experience in Socio-Economic-Educational studies of socially disadvantaged sections and various social reformers thoughts and teachings.
Roles and Responsibilities	:	<ol style="list-style-type: none">1. Developing and leading a competent and vibrant research team.2. Developing strategic framework for Research and Documentation.3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of SARTHI.4. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social

justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence.

5. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.
6. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.
7. Publish Research Reports, Study Reports and Research papers.
8. Developing research capabilities of researchers in SARTHI and of Fellowship students.
9. Present Research findings in various national and international forums.
10. Developing and carrying forward a coherent research strategy which has national and international impact.
11. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of SARTHI.
- 12.** Assist the MD, SARTHI in research work.

HR Position : 6

Human Resource Position	:	Research Associate
Category-wise Requirement	:	One – Open
Honorarium	:	40,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Master's degree with at least Higher Second class in Humanities / Social Sciences from UGC recognized University/ Reputed International University.2. At least 5 years of experience in research in a reputed institute of research. (The experience mentioned at Sr. No. 2 may be relaxed in case of exceptionally deserving candidates.)3. High proficiency in English and Marathi: Written and Verbal both. Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.4. Knowledge of Computer Applications. <p style="text-align: center;">Preferred Additional Qualifications:</p> <ol style="list-style-type: none">1. Thorough knowledge of socially disadvantaged sections of the society.2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools.3. Candidates who have presented research papers/documents in the related field before the international/national conference or published them in refereed journals.
Roles and Responsibilities	:	<ol style="list-style-type: none">1. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes etc.2. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats,

social-boycott and domestic violence.

3. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.
4. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.
5. Developing strategic framework for Research and Documentation.
6. Present Research findings in various national and international forums.
7. Developing and carrying forward a coherent research strategy which has national and international impact.
8. Assist the Professor in research work.

Human Resource Position	:	Research Officer
Category-wise Requirement	:	One – Open
Honorarium	:	35,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none"> 1. Master’s degree with at least Higher Second class in Humanities / Social Sciences from UGC recognized University/ Reputed International University. 2. At least 3 years of experience in research in a reputed institute of research. (The experience mentioned at Sr. No. 2 may be relaxed in case of exceptionally deserving candidates.) 3. High proficiency in English and Marathi: Written and Verbal both. Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview. 4. Knowledge of Computer Applications. <p style="text-align: center;">Preferred Additional Qualifications:</p> <ol style="list-style-type: none"> 1. Thorough knowledge of socially disadvantaged sections of the society. 2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools. 3. Candidates who have presented research papers/documents in the related field before the international/national conference or published them in refereed journals.
Roles and Responsibilities	:	<ol style="list-style-type: none"> 1. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes etc. 2. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence.

		<ol style="list-style-type: none">3. Conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.4. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.5. Developing strategic framework for Research and Documentation.6. Present Research findings in various national and international forums.7. Developing and carrying forward a coherent research strategy which has national and international impact.8. Assist the Professor in research work.
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HR Position : 8

Human Resource Position	:	Research Assistant
Category-wise Requirement	:	One – Open
Honorarium	:	27,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	:	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Master's degree with at least Second class in Humanities / Social Sciences from UGC recognized University / Reputed International University.2. High proficiency in English and Marathi: Written and Verbal both. Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.3. Knowledge of Computer Applications.
Roles and Responsibilities	:	<p>Assist the Professor / Associate Professor / Assistant Professor in following activities:</p> <ol style="list-style-type: none">1. Assist in carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes etc.2. Assist in carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence.3. Assist in conducting research on various social reformers thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.4. Assist in building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.5. Assist in developing strategic framework for Research and Documentation.6. Assist in building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of SARTHI.

HR Position : 9

Human Resource Position	: Senior Statistical Officer
Category-wise Requirement	: One – Open
Honorarium	: 45,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Master's Degree in Statistics or Mathematics or Economics or Business Studies or Management Studies from recognized University.2. Must have cleared NET/SET. Those who have been awarded Ph.D. in accordance with UGC (Minimum Standards and Procedures for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of NET/SET.3. Seven years' experience in collection, tabulation, analysis and Interpretation of Statistical Data4. High proficiency in English and Marathi: Written and Verbal both. <p>Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <ol style="list-style-type: none">5. Knowledge of Computer Application is must. <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none">1. Thorough knowledge of socially and educationally disadvantaged sections of the society.2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools.3. Candidates who have presented/published research papers/documents in the international/national conference/refereed journals.
Roles and Responsibilities	<ol style="list-style-type: none">1. Assist in planning and execution of statistical jobs/schemes/projects.2. Undertaking analytical studies and preparation of report issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes etc.3. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion

	<p>of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and domestic violence.</p> <ol style="list-style-type: none">4. Undertaking surveys on social studies, demography5. Collection, analysis and interpretation of statistical data Computer programming in any higher level language6. Preparation of other demographic report7. Assist in Planning and Conducting of survey and preparation of report8. Maintenance of statistical data
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HR Position : 10

Human Resource Position	: Statistical Officer
Category-wise Requirement	: One – Open
Honorarium	: 35,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	<p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none">1. Master’s Degree in Statistics or Mathematics or Economics or Business Studies or Management Studies from recognized University2. Five years’ experience in collection, tabulation, analysis and Interpretation of Statistical Data3. High proficiency in English and Marathi: Written and Verbal both. <p>Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <ol style="list-style-type: none">4. Knowledge of Computer Application is must. <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none">1. Thorough knowledge of socially and educationally disadvantaged sections of the society.2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools.3. Candidates who have presented/published research papers/documents in the international/national conference/refereed journals.
Roles and Responsibilities	<ol style="list-style-type: none">1. Assist in planning and execution of statistical jobs / schemes / projects.2. Undertaking analytical studies and preparation of report issues pertaining to social inequalities and development; social, educational and economic mobility and development of disadvantaged sections; role of migration and urbanization in development of various castes etc.3. Carrying critical action research on issues including constitutional duties and rights of citizens; equity and social justice; removal of gender bias, caste bias, race bias and superstitions; promotion of national integration and scientific temperament; promotion of brotherhood, communal harmony and peaceful co-existence; promotion of cleanliness and sanitation, inter-caste marriages, group and simple marriages, de-addiction and awareness of substance abuse in society, women empowerment; eradication of dowry, jaatpanchayats, social-boycott and

domestic violence.

4. Undertaking surveys on social studies, demography
5. Collection, analysis and interpretation of statistical data
Computer programming in any higher level language
6. Preparation of other demographic report
7. Assist in Planning and Conducting of survey and preparation of report
8. Maintenance of statistical data

HR Position : 11	
	: Statistical Assistant
No. of Position	: One – Open
Honorarium	: 27,000/- (Per Month, Consolidated)
Essential and Preferred Additional Qualifications	: <p style="text-align: center;">Essential Qualifications:</p> <ol style="list-style-type: none"> 1. Master’s Degree in Statistics or Mathematics or Economics or Business Studies or Management Studies from recognized University 2. Two years’ experience in collection, tabulation, analysis and interpretation of Statistical Data 3. High proficiency in English and Marathi: Written and Verbal both. <p>Note: Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <ol style="list-style-type: none"> 4. Knowledge of Computer Applications. <p>Preferred Additional Qualifications:</p> <ol style="list-style-type: none"> 1. Thorough knowledge of socially disadvantaged sections of the society. 2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools. 3. Candidates who have presented research papers/documents in the related field before the international/national conference or published them in refereed journals.
Roles and Responsibilities	: <p>Assist the Professor / Associate Professor / Assistant Professor/ Statistical Officer in following activities:</p> <ol style="list-style-type: none"> 1. Assist in planning and execution of statistical jobs/schemes/projects. 2. Assisting in undertaking analytical studies and preparation of report on thrust areas of SARTHI. 3. Assisting in surveys on social studies, demography 4. Assisting in collection, analysis and interpretation of statistical data Computer programming in any higher-level language 5. Data analysis and preparation of various report 6. Preparation of other demographic report 7. Assist in Planning and Conducting of survey and preparation of report 8. Maintenance of statistical data

निवड झालेल्या उमेदवारांसाठीच्या करारामध्ये खालील अटी व शर्तीचा समावेश राहिल :-

१. सेवा कालावधी दरम्यान उमेदवाराने सुरुवातीच्या तीन महिन्यात केलेल्या कामाचा आढावा घेऊन उमेदवाराची सेवा समाधानकारक आढळून आली तरच उमेदवारास उर्वरित कालावधीसाठी कामावर ठेवण्यात येईल. तथापि पुनः स्पष्ट करण्यात येते की, या दरम्यान उमेदवारास कोणतेही कारण न देता व कोणतीही पूर्व सूचना न देता आपली सेवा तात्काळ समाप्त करण्याचा अधिकार राखून ठेवण्यात आलेला आहे.
२. या आदेशानुसार देण्यात येणाऱ्या या ठोकमानधनामुळे उमेदवारास नियमित वा शासकीय कर्मचारी म्हणून गणले जाणार नाही. ही शासकीय नोकरी नसून केवळ पारिश्रमिक देवून सारथी संस्थेची काही ठराविक कामे करण्यासाठी आपणास केवळ तात्पुरत्या स्वरूपात कामावर ठेवले जात आहे. भविष्यात या संस्थेतील किंवा शासनाच्या कोणत्याही इतर विभागातील कोणत्याही अस्थायी / स्थायी पदावर किंवा इतर कोणत्याही प्रकारचे काम करण्यासाठी आपला कसल्याही प्रकारचा हक्क असणार नाही.
३. उमेदवाराच्या कराराच्या काळात उमेदवारास सेवा मुक्त व्हावयाचे असल्यास सात दिवस लेखी पूर्व सूचना देणे बंधनकारक असेल अथवा उमेदवारास सात दिवसाचे मानधन या संस्थेत जमा करावे लागेल.
४. उमेदवारास ११ महिन्यांच्या कालावधीत केवळ ८ दिवस किरकोळ रजा अनुज्ञेय राहिल.
५. उमेदवार करार पध्दतीने ठोक मानधन तत्वावर काम करणार असल्यामुळे या एकत्रित मानधनाशिवाय अन्य कोणतेही वेतन, भत्ते, सोय व सवलत अनुज्ञेय राहणार नाहीत, अथवा मिळण्याचा हक्क राहणार नाही.
६. उमेदवार कोणत्याही संघटना किंवा राजकीय पक्ष यांचे सदस्य म्हणून प्रत्यक्ष किंवा अप्रत्यक्षरित्या काम करणार नाही किंवा कोणत्याही राजकीय पक्ष / व्यक्ती संघटनांच्या माध्यमातून सारथी संस्थेच्या कोणत्याही अधिकारी, कर्मचारी किंवा प्रतिनिधींवर दबाव आणणार नाही किंवा त्यांच्यामार्फत पत्रव्यवहार इत्यादी करणार नाही. राजकीय अथवा कोणत्याही संघटनांचा उमेदवाराच्या कामामधील हस्तक्षेप ग्राह्य धरला जाणार नाही. असे आढळून आल्यास उमेदवाराची सेवा तात्काळ समाप्त करण्यात येतील याची नोंद घ्यावी व नुकसान भरपाई म्हणून त्या दिवसापर्यंतचा थकित पारिश्रमिक अनुज्ञेय राहणार नाही.
७. या सेवा करारांतर्गत जबाबदाऱ्या पूर्ण करण्यासाठी उमेदवारास प्रवास करण्याची आवश्यकता भासल्यास सक्षम अधिकाऱ्यांच्या परवानगीने त्यांना तो करता येईल व त्यासाठीच्या खर्चासाठी या संस्थेचे प्रचलित नियम आधारभूत मानण्यात येतील.
८. सेवा कालावधी दरम्यान काम करताना कोणताही तंटो / वाद उपस्थित झाल्यास त्याबाबत व्यवस्थापकीय संचालक, छत्रपती शाहु महाराज संशोधन, प्रशिक्षण व मानव विकास संस्था (सारथी), पुणे किंवा त्यांनी प्राधिकृत

केलेले या संस्थेमधील अधिकारी यांना निर्णय घेण्याचे पूर्ण अधिकार राहतील आणि त्यांचे निर्णय अंतिम व उमेदवारास मान्य राहतील.

९. सारथी या संस्थेचे काम करीत असताना उमेदवाराच्या हातुन / उमेदवाराकडून कडून संस्थेच्या मालमत्तेचे प्रत्यक्ष अथवा अप्रत्यक्षरित्या जे नुकसान होईल त्याची सर्वस्वी जबाबदारी उमेदवारावर राहिल व ती वसूलपात्र असेल.
१०. सेवा कालावधी दरम्यान काम करीत असताना कोणताही अपघात / आजार इत्यादी झाल्यास किंवा त्यामुळे काही इजा, मानसिक, शारीरिक, आर्थिक किंवा इतर कोणत्याही प्रकारचे नुकसान उमेदवारास किंवा उमेदवाराच्या कुटुंबियास झाल्यास त्याबाबत "सारथी" संस्थेची कोणतीही जबाबदारी राहणार नाही.
११. सेवा कालावधी दरम्यान पूर्ण वेळ काम करणे (म्हणजेच इतर कोणत्याही प्रकारची नोकरी किंवा व्यवसाय न करता) बंधनकारक राहिल. याबाबत कुणी गैरप्रकार केलेला आढळला तर उमेदवारास देण्यात आलेले सर्व पारिश्रमिक वसूल करण्याची कार्यवाही करण्यात येईल.
१२. उमेदवारास विभागाचे मुख्य प्रकल्प संचालक किंवा इतर प्राधिकृत केलेल्या अधिकाऱ्यांच्या अधिनस्त त्यांच्या पर्यवेक्षण, सुचना, निर्देश, मार्गदर्शनानुसार काम करणे बंधनकारक राहिल.
१३. उमेदवार कामांवर असताना उमेदवाराचे आचरण व कृती अत्युकृष्ट असणे अत्यंत महत्त्वाचे व गरजेचे आहे. सेवा कालावधी दरम्यान लोकांशी सौजन्यपूर्ण वागणूक ठेवणे बंधनकारक राहिल.
१४. उमेदवाराने कोणत्याही प्रकारचा वैयक्तिक आकस, वंश, वर्ण, लिंग, कूळ, जन्मस्थान, कोणत्याही जाती-धर्माविरुद्ध राग किंवा द्वेष, आक्रोश मनात न ठेवता सर्वांसाठी निःपक्षपातीपणे व मैत्रीपूर्ण मनाने काम करणे बंधनकारक राहिल. तरी कोणत्याही व्यक्तीचे विचार; अभिव्यक्ती; विश्वास; श्रद्धा; उपासना व धार्मिक भावनावर आघात पोहचेल असे प्रत्यक्ष किंवा अप्रत्यक्ष भाष्य किंवा वर्तन करू नये. तसे आढळून आल्यास उमेदवारास लगेच कामावरून कमी करण्यात येईल.
१५. सेवा कालावधी दरम्यान शासनाच्या कोणत्याही धोरण, योजना इत्यादीवर प्रत्यक्ष / अप्रत्यक्ष टिका करणे / दोष काढणे / विरोध दर्शविणारी वक्तव्य करणे व तत्सम कृत्य करता येणार नाही.

सारथीद्वारे भविष्यात ठरविण्यात येणाऱ्या इतर अटी व शर्ती मान्य करणे आवश्यक राहिल.

(D. R. Parihar)

Managing Director

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