

Young Professionals Program (YPP)

Background

Total Synergy Consulting Private Limited (TSCPL), founded in 1989, is a management consulting firm which provides consulting services and to a range of national and international clients in the development. Over the past 25 years, TSCPL has worked on over 150 donor funded projects in over 23 countries. Our mission is to continuously strive for creating value for our clients and helping them achieving their defined goals.

TSCPL's work has spanned four thematic areas – Governance, e-Governance, Public Financial Management (PFM) and Monitoring & Evaluation (M&E). We have applied subject matter expertise in these areas across a range of diverse sectors such as Urban Development, Tourism Development, Rural Development, Infrastructure Development, Water and Sanitation, Skills Development, Education, Health, etc.

TSCPL has worked extensively with multilateral international development agencies such as - The World Bank, Asian Development Bank (ADB), African Development Bank, UNDP, UNOPS, UNICEF, etc. and leading bilaterals such as DFID / UK Aid, Swiss Aid, GiZ, DFAT, etc.. We have worked with National, State / Provincial and Local Governments and public sector / regulatory authorities, in numerous countries.

In the area of Governance, our scope of work has ranged from providing technical inputs for initial project design and program planning, to implementation support and monitoring, to post-implementation review. We have worked on various dimensions of right to information, public services guarantee, transparency and accountability, decentralisation and devolution, participatory planning, citizens' engagement, etc. and have worked on projects on Education, Health, Higher Education, Public Service Delivery, Rural Development and Tourism.

In the area of PFM, TSCPL has worked on several Fiduciary Risk Assessment and Operational Risk Assessment studies, Medium Term Expenditure Frameworks (MTEF) and Medium Term Budget Frameworks (MTBF) and has advised national governments on good practices for Performance, Gender and Poverty Budgeting. We have worked on Public Expenditure and Financial Accountability (PEFA) framework and indicators, International Public Sector Accounting Standards (IPSAS), International Organization of Supreme Audit Institutions (INTOSAI) Standards, GAA Principles and India's General Financial Rules (GFR). TSCPL has worked extensively on introducing double entry accrual accounting and computerized financial management information systems in many states urban local bodies (ULBs) in several countries in South Asia.

In the area of E-Governance, TSCPL has an extensive track record in designing, developing and supervising implementation of numerous E-Governance projects using ICT solutions such DSS, MIS, and GIS, aimed at improving the efficiency, effectiveness and transparency in the public sector. Our work has included – conducting organisation review and assessment for e-governance and e-tools; carrying out users' needs assessment and requirements analysis for ICT, across different functional areas; preparing ICT / E-Governance Strategy and implementation roadmaps and E-Governance Master plans; designing and implementing ICT solutions based on web and mobile technologies for a wide variety of sectors, themes, functional areas and geographies and with varying levels of sophistication to meet the unique needs of public sector clients. Many of these initiatives have won national and international awards and cited as best practice case studies.

In the area M&E, TSCPL has been designing and implementing Monitoring and Evaluation Systems and conducting reviews and impact assessments of projects in the development sector. We have designed and developed numerous M&E and performance management systems for various development

projects and programs in different sectors. We have carried out several project reviews, impact assessments studies and benefit monitoring studies for projects and programmes in the above mentioned sectors. TSCPL's experts are well versed with all the leading M&E approaches such as Results Based Management (RBM) and Results Frameworks, Participatory M&E, Randomized Controlled Trials (RCT), Rapid Evaluations and Outcome Mapping.

TSCPL has also worked on different dimensions of Social and Financial Inclusion, which has included advising and supporting national governments on strategies and initiatives for growing and supporting the MSME sector, through establishment of Central Asset Registries, a Credit Information Bureaus, Lines of Credit at Commercial Banks, preparation and enactment of supporting legislation such as MSME and CIB Acts, capacity building of central banks and financial sector regulatory bodies through research papers and international seminars and workshops on financial regulation, financial literacy and consumer protection.

TSCPL has worked extensively in the urban sector, especially in the areas of smart cities and tourism development and have worked in over 150 urban local bodies and large cities. TSCPL has recently been working on tourism development projects in several states in India, including the Buddhist Circuit spanning 14 cities in India.

TSCPL is an ISO 9001:2015 certified organization. For more information, please visit www.tscpl.com

TSCPL is currently looking for engaging four young professionals to work with us on our existing and up-coming projects, as part of Young Professionals Program (YPP). Under this program we engage outstanding post graduate candidates from leading Universities in Europe and North America, with 5-8 years' experience, who wish to work in the development sector. The selected candidates would be engaged for two years, would be based initially in Delhi and required to travel at short notice within India and in the region for various projects. The compensation package (CTC) would be USD 25,000/- per annum.

If you are a self-starter, with a passion for working on diverse projects, themes and contexts and if you work on innovative concepts and have the drive to bring them to fruition, send us your resume at HR@tscpl.com

Job Title: Young Professionals Program (YPP)

Key Roles and Responsibilities:

Research and Consultancy

- Provide technical inputs and support for ongoing development sector projects
- Carry out desk and internet for different projects
- Support and coordinate field research and primary data collection assignments
- Participate in field visits, assessment missions, stakeholders meetings and client consultations
- Prepare / contribute to preparation of project concept notes, white papers, briefing notes, progress reports and project updates
- Acting as a project coordinator, follow up on all aspects of project performance and progress and monitor contractual aspects of projects

Training & Workshops

- Identify training institutions, partners and opportunities for capacity building programs
- Provide research, analysis and technical support for trainings programs, workshops, international conferences and events
- Provide support to prepare technical presentations, documentation and participants handouts for training participants
- Coordinate training events including handling logistics, travel, accommodation, venues for participants, facilitators and donors

Business Development

- Provide support for identifying upcoming project opportunities
- Identify potential clients and donors, conduct meetings and research to better understand their requirements and expectations for projects
- Prepare / coordinate preparation work for - EOIs, proposals, presentations required to be submitted as part of bids, including desk / internet research.
- Update company profile and other corporate documents regularly
- Manage communications and relationships with TSCPL partner firms / associates / experts

Minimum Requirements

- Masters in Urban Management, Government Policy, Economics, International Development or related fields
- 5-8 years' experience in the development sector. Candidates who have worked with international development agencies or on donor funded projects would be preferred
- Excellent internet research and analytical skills with an ability to quickly grasp key issues and relevant points, based upon the context
- Excellent communication and report writing skills in English

Place of Posting

- All the positions are based at New Delhi, India, but the selected professionals would be required to travel anywhere within India and the region, at short notice

Compensation Package

- The positions carry an annual CTC of USD 25,000 paid in equivalent INR