

स्थानन प्रकोष्ठ का कार्यालय / OFFICE OF THE PLACEMENT CELL
राजीव गांधी विश्वविद्यालय / RAJIV GANDHI UNIVERSITY
रोनो हिल्स, दोइमुख / RONO-HILLS: DOIMUKH

F.NO: RGU/TPC/Campus Recruitment/2022/30

Date: 10/10/2022

ADVERTISEMENT

Rajiv Gandhi University, Placement Cell is going to organize Campus Placement Drive for **Seven Sisters Development Assistance (SeSTA)** (<http://www.sesta.org/>) for various post of Executive Trainee on **21st October 2022** through offline mode.

The interested candidates of Rajiv Gandhi University from the following stream may apply for the position by filling up the Google form on or before 18th October 2022.

- (1) Arts and Humanities
- (2) Mass Communication
- (3) Management
- (4) IT & Technology
- (5) Agriculture
- (6) Environmental Sciences
- (7) Commerce
- (8) Veterinary Science

Google Form Link:

<https://docs.google.com/forms/d/18aaYhIItkZqY29nRAujBYk7JPSY7TQRDgJk5bvvH5JQ/edit>



Interview Process:

- (1) Pre Placement talk
- (2) Written test
- (3) Group Discussion (For the shortlisted candidates from the written test)
- (4) Personal Interview (For the shortlisted candidates from Group Discussion)
- (5) Rural Stay Test (For the shortlisted candidates from Personal Interview)
- (6) Annual CTC- 2.40 INR
- (7) Place of posting- anywhere in Assam where SeSTA is directly working (if there are students from Meghalaya and Tripura, we may explore their posting location).
- (8) Age limit: 18 to 27 years.

- **Date of Interview: 21st October 2022, 9.30 AM onwards**
- **Last Date of form fill up: On or before 18th October 2022.**
- **Venue: Placement Cell**
Department of Management, Top Floor
Rajiv Gandhi University
Rono Hills Doimukh
Arunachal Pradesh

Sd/-
Prof. In- Charge
Placement Cell, RGU

D.P. 11
Copy to:

1. PS to Hon'ble Vice Chancellor for his kind information please.
2. PA to PVC for his kind information please.
3. PA to Registrar for his kind information please.
4. All the HOD(s) of respective departments for kind information and necessary action please.
5. All the Faculty Placement coordinators of the respective departments for kind information and necessary action please.
6. Joint Director Computer Centre with a request to upload the Advertisement in the University website please.
7. All the students' placement coordinators for information and necessary action.
8. Notice Board
9. Office Copy


(Susmita Chanda)
Placement Officer
Placement Cell, RGU



Impact

Through solidarity, support and training in their groups and with every new skill learnt, women from vulnerable households believe that they can be agents of change. This sense of agency helps them come together, out of their traditional roles, and work towards building a better village and society. SeSTA teams, based in far flung areas, are therefore able to meaningfully engage with rural communities to reach SDGs: No Hunger, Zero Poverty, Gender Equality and Climate Change resilient villages.

SeSTA by Milestones:

- 2011:** One of the first professional NGOs in NE India.
- 2012:** Started promoting women collectives in the form of SHGs and women clusters & sustainable livelihoods.
- 2013:** Collaboration with Assam State Rural Livelihood Mission.
- 2014:** World Bank India Development Marketplace Award and Chief Minister Award for Community Development
- 2015:** Outreach enhanced to 6000 families through SHG platform and Initiated working with the Youth on Skill Development.
- 2016:** Introduced measures to strengthen the management & governance by initiating the 'Organization Development' and 'Staff Development and Grooming' process.
- 2017:** Project for strengthening of FPOs & Partner NGOs undertaken with the support from the National Foundation for India (NFI) and started two 'Women Managed Formed FPOs' - one of the first in North-East India.
- 2018:** Collaboration with Tripura Rural Livelihood Mission and 'Mission 2025' articulated to reach out to 150,000 poor households in NE.
- 2019:** Work with more than 120,000 people (25,000 households).
- 2020:** Large Scale livelihood assets created under MGNREGS and Supporting more than 20,000 HHs to become COVID resilient.
- 2021:** Supported access to entitlements to vulnerable communities and incorporation of technology and rolling out of online MIS and data collection tool.
- 2022:** Selected as one of #GROWs100 - a collection of stellar grassroots organizations from across India and selected as Great Place to Work.

Outreach and Impact So Far:

- Direct presence in **1250 villages** spread across **15 districts** in **3 states**
- Working with nearly **70,000 households** through **4500 SHGs**
- Promotion of **10 FPOs** comprising of **9810 members**
- Livelihood support provided to **36,000 families**
- Trained over **2500 grassroots workers** in State Rural Livelihoods Mission of Manipur, Nagaland, Tripura, Arunachal Pradesh and Meghalaya
- Groomed nearly **500 community cadres** to support SHGs and livelihood activities
- More than **85 professionals** trained in grassroots development

SeSTA's Partners



Join us to Support Women Led Transformation in NE India!

SEVEN SISTERS DEVELOPMENT ASSISTANCE (SeSTA)

10 Years of Facilitating Women Led Livelihood Interventions in the North Eastern (NE) Region of India



You can be a part of this journey and support the organization. To know more about us please visit our website: www.sesta.org



SeSTA in Northeast India

Need and Purpose:

The North Eastern (NE) Region of India, comprising of eight states, is an ethnically diverse and ecologically fragile area. More than 70% of the population lives in villages yet agriculture and other rural livelihoods are underdeveloped leading to endemic poverty. Development indicators are below the national averages. Given the terrain with accessibility issues, progress has been slow. If India wants to achieve Sustainable Development Goals (SDGs), a coordinated effort of the government, private players and civil society is required to give impetus to development in the NE. Seven Sisters Development Assistance (SeSTA) is a systematic culmination of efforts in that direction.

Mission & Belief:

- With a mission to catalyze sustainable and inclusive development in societies fractured on ethnic and social lines in NE India, SeSTA envisages vibrant villages and communities where every citizen is empowered and lives a dignified life.
- SeSTA believes that agency enhancement of women through collectives to increase capabilities, enhance and intensify livelihoods, promote well-being of vulnerable rural communities can lead to increased harmony, peace and synergy in the society.



With the aim to initiate socio-economic development in the North East region of India, Seven Sisters Development Assistance (SeSTA) was registered in 2011. The name SeSTA pronounced as 'Chesta' means 'Effort' in Assamese. Through the process of 'Nirman' (constructive work) it strives to build capabilities of vulnerable communities by creating a just and equitable society devoid of poverty and identity related crises by promoting and strengthening their institutions in the region.



At present SeSTA has been directly working in Bongaigaon, Barpeta, Baksa, Chirang, Darrang, Goalpara, Dhubri, Karbi Anglong, Majuli, Jorhat, Biswanath, Golaghat, Tinsukia, Dhemaji, Sonitpur, Morigaon, and Nalbari districts of Assam. In Tripura SeSTA has been working in Sepahijala and West Tripura districts. In Meghalaya SeSTA is working in South West Garo Hills, North Garo Hills and Ri-bhoi.



Framework of Change

Mass rural poverty itself and the marginalization of women even among the poor and the most vulnerable is a consequence of the interaction between and within three broad constituents, viz., people (individuals, groups and communities), institutions of society (social, political and economic) and resources (natural, financial). Formalizing rural women into community based organizations and changing their socio-economic situation is thus a transformative process to alter the dynamic of these interactions as well as the nature of the constituents themselves.

Through fundamental livelihood sustenance approaches, SeSTA systematically works:

- To stimulate perspective changes in self-image, self efficacy and self worth of these women by influencing the pattern of their actions.
- To change and improve the immediate environment (institutions and resources) that poor women and their families find themselves in.



What SeSTA does ?

- Collectivize women from marginalized communities to form Self Help Groups (SHGs), build their capabilities and strengthen livelihood systems to alleviate mass poverty in far flung villages of Assam and Tripura.
- Groom community-based cadre and build a pool of competent leadership from within the community by equipping them with various skills necessary to support the process of empowering communities they live and work with.
- Work with local institutions- Panchayats and Community Based Organizations, in a convergence model to build significant momentum in its areas of operations.
- Scientific agriculture interventions in food crop and vegetable crops, natural resource management and supporting the intensification and diversification of other livelihood portfolio like goat rearing, piggery, backyard poultry, fisheries, mushroom cultivation as well as solar power-driven initiatives to economically empower communities.
- Channelize entrepreneurial skills of communities through the promotion of Farmer Producer Organizations (FPO).
- Engage with the communities on gender justice and grassroots governance.
- Address the challenges of MGNREGS (Mahatma Gandhi National Rural Employment Guarantee Scheme) and facilitate community and PRI (Panchayati Raj Institution) members for smooth implementation and facilitate the connecting of beneficiaries with various government schemes.
- Empower women and women collectives to raise voice against any form of gender-based violence and finding redressal mechanisms. Also, create a safe workplace for women and involve male leaders to address gender-based violence.
- Groom professionals for the development sector through an Executive Traineeship Programme (ETP) to reduce the deficit of qualified human resources in rural areas.



How SeSTA stands out ?

- A revolving fund based model of engagement with the community

SeSTA believes that communities on their own are capable of being sustainable changes in their own lives. Professionals at SeSTA engage with the community to capacitate them and so many of the investments on agriculture, micro-enterprises and water bodies in private land are through a revolving fund model rather than a complete grant-based model.



- Executive Traineeship Programme (ETP) to professionalize the development sector

SeSTA recruits and trains professionals freshly passed out from various institutions to work directly in the remotest of villages with a unique purpose of channeling learned human capital to rural spaces which are still perceived as backwards and less preferred work options. Through this, SeSTA is not only offering a cohort of development professionals to the NE but also enriching the sector with a trained set of human force every year





• **Review**

SeSTA believes that reflection and reviewing self is the key to improving skills. The trainee collects her/his experiences and observations through diaries and periodic reports. Mentors provide continuous feedback during regular feedback cycles planned for trainees along with other team members. In the end this process helps SeSTA and the trainee to jointly decide upon her/his suitability in the sector and make an informed choice about the association.



"Working at the grassroot level, where one is responsible for the change and seeing the impact: is what the executive trainee program is for. The opportunity to lead agricultural and livestock livelihood activities at the field level while working in collaboration with Assam State Rural Livelihood Mission has been a huge learning experience for me. Over the past few months, I have had the opportunity to gain a whole new perspective of learning by doing, thanks to Seven Sisters Development Assistance (SeSTA)."

"It requires knowledge of existing livelihood practices and liberty to work innovatively when you are working at the grassroots. Very few organizations serve this on the same platter and SeSTA is one such. My journey with SeSTA started in Majuli and since then I have been learning by doing with the community people. It's is a journey of exchanging ideas indeed with a raw exposure to ground realities at every point."

- Subung Warner Phulari
Executive Trainee, 2021 Batch
East Jorhat Block, Jorhat District, Assam

- Preetisha Singha
Executive Trainee, 2021 Batch
Majuli Block, Majuli District, Assam

Seven Sisters Development Assistance (SeSTA) was registered in 2011 as a society to uplift the socio-economic status of the poor and marginalized communities of Northeast India by building their capacities, promoting and strengthening their institutional structures to facilitate them out of poverty and enable their meaningful participation in the global economy.

EXECUTIVE TRAINEESHIP PROGRAMME

Professionalising the Development Sector of North-East India



Enroll for SeSTA's **Executive Traineeship Programme.**

Write to us at sestaho@sesta.org or visit our website www.sesta.org for more information and application related notifications.



The Need

India has shown tremendous economic growth over the last two decades. Unfortunately, the same cannot be said for more than 70% of India's population living in rural spaces involved in agriculture and allied livelihood activities. Lack of opportunity, skill and aspiration is further aggravating the socio-economic condition of the rural poor and forcing them to migrate to urban set ups. While there is an immense need to passionately engage with the disadvantaged communities as well as institutionalise and legitimise rural development practice, research and policy, the sector is struggling with huge deficits of quality human resources willing and skilled enough to work in the villages along with communities. To mend this deficit, Seven Sisters Development Assistance (SeSTA) initiated the Executive Traineeship Programme (ETP) in 2014.

- From 2014 to 2021 SeSTA has devoted more than **INR 1.5 Crores** in grooming Executive Trainees (ET).
- More than **90** professionals trained till date.

Executive Traineeship Programme: Bridging the Gap



One of its kind, the Executive Traineeship Programme is designated to attract and groom human resource for the development sector. SeSTA recruits and trains fresh graduates from various institutions and specializations to work directly in the remotest of villages with a unique purpose of channeling learned human capital to rural spaces which are still perceived as backwards and lesser preferred career choices. Today, more than 70 professionals with advanced university degrees are working in various village locations of Assam, Tripura and Meghalaya.

Executive Trainees at SeSTA represent a variety of educational backgrounds:

Arts and Humanities: **49%**
Mass Communication: **16%**
Management, IT & Technology: **9%**
Agriculture: **9%**
Environmental Sciences: **7%**
Commerce: **3%**
Veterinary Science: **1%**

Unique Features:

- Rural Immersion
- Village Study and Field Work
- Learning by doing
- Regular guidance and mentoring support
- Exposures to best practices sites
- Self-reflection
- 360 degree sociometric review

The Executive Traineeship Programme will offer:

- An opportunity to work in villages with communities and learn from real life situations and practical application of knowledge.
- Classroom as well as On-field Training on livelihood models and alternatives, Participatory Rural Appraisal, Gender Awareness and Sensitivity, Participatory Planning, Integrated Natural Resource Management (INRM), Finance and Accounts, Inter Group Effectiveness and Facilitation.
- Exposure visits to organizations working on livelihood and related development themes.
- Stipend of Rs. 20,000 + Local Conveyance for first 12 months + Accident Insurance.
- On successful competition of 1 year probation/training period, the trainee will be offered employment with SeSTA as an Executive and will be paid a gross salary of Rs. 32,000.



Objectives of Executive Traineeship Programme

With Executive Traineeship Programme SeSTA aims to:

- Help the Trainee discover if s/he has the interest and motivation to work in the grassroots.
- Assess trainee's attitude to work (focus and pre-action).
- Assess her/his ability to deal with social milieu back home.
- Develop essential start-up competencies in the trainee.
- Orient the Trainee to intervene purposively in the community.
- Socialize a new entrant in the organization and help her/him get anchored in one of the projects at SeSTA.

Components of Executive Traineeship Programme

• Recruitment

SeSTA recruits aspiring professionals twice a year. The recruitment process comprises of Written Examination, Group Discussion, Personal Interview, and Sociometric Processes and a 7-day Rural Stay Test to understand individual's ability to work in a group in terms of intellectual, social and emotional maturity as well as to gauge their empathy towards disadvantaged communities and adaptability in adverse situations.

• Immersion

Executive Trainee, as they would be called once recruited, each one of them will be placed under the guidance of an experienced professional who will mentor the trainee on aspects of professional engagement, logistics, resolution of dilemmas and any other issues.



• Orientation and Trainings

The objective is to help trainees understand SeSTA's work in depth and build their perspective on developmental challenges of North East India as well as sensitize them on issues of gender, caste and creed, inter group effectiveness, self-review and reflection and equip them with different development centric approaches.



• Village Study

The ET stays in the village for 21 days and conducts a village study. This exercise helps her/him to know the village in terms of people, resources, institutions, and relationship dynamics. Through different assignments, ETs will understand the interplay between class, caste, gender, ethnicity and the multi-dimensionality of the village society and economy.



• Field Work

The objective of this phase is that the Executive Trainee now starts learning how to do things in the rural setting. Hence, s/he is expected to learn while doing the tasks that can be expected of an entrant. The field work will be undertaken by ETs under the supervision and guidance of the Mentors.