

State Lead Rajasthan

About Centre for Research in Schemes and Policies (CRISP)

Centre for Research in Schemes and Policies (CRISP) is an organisation formed by 10 senior civil servants, who have served at the level of Secretary to Government of India, for working with the State and Central Governments for designing/redesigning schemes and policies in the Social Sector. It desires to make large-scale impact by conducting ‘concurrent evaluation’ of schemes, setting up monitoring systems, and drafting policies covering rural, urban development, poverty alleviation, education, health and institution building. The objective of CRISP is to bring systematic reforms, thus shifting focus from input-oriented implementation to outcome-focused roll-out.

CRISP proposes to set up a highly accomplished and professional team with expertise in social sector, data analytics and report writing for accomplishing its objectives.

Position Summary

As the State Lead for Rajasthan, you will lead and drive the CRISP engagement in the state. The agreement with Govt of Rajasthan has given the following Mandate to CRISP:

1. To participate in PMU consisting of professionals to help in operationalising the pro-poor initiatives before 10th October. Whereas one senior consultant in the PMU will be funded by the CRISP, the cost of the other members will be met by MGISSG.
2. Give a blueprint for MGISSG so as to make it a premium institution for capacity building of the 1 lakh frontline functionaries of ULBs and the Gram Panchayats, so as to improve the service delivery. After the approval of the same by GoR, oversee the implementation of it in such a way that the first set of trainings will start by January 2023.
3. To conduct a concurrent evaluation of IGRY-Urban and based on the field level evidence, fine-tune the guidelines, with the objective of covering at least 6 lakh households under the scheme.
4. Develop a scheme with verifiable parameters for ranking of the ULBs based on their performance in the IGRY-Urban, such that best ULBs are selected for rewards on 30th March 2023.
5. Assist in setting up the Performance and Audit Authority so as to operationalise it before 31st Dec 2022.

The role of the State Lead will involve managing the team (which is already in place) and implement the projects above. This would involve working with the CM’s Monitoring Cell and developing strategy for implementation of each of the projects above. In doing this, you will interact regularly with senior government officials,

researchers and other organisations working in the space. You will be required to build an in-depth understanding of the state's major policy developments and priorities.

This role directly reports to the senior management of CRISP, who comes with substantial experience in government and a proven ability to deliver systemic reform/programs at scale. Finally, you will be expected to work closely with the leadership team to support capacity building and organisational development.

Role and Responsibilities

- Drive CRISP's reform initiatives in Rajasthan with a strong execution focus. This will involve collaborating with CRISP's functional and sectoral teams (i.e. Panchayat, livelihoods, education and health etc.) and drawing on your own knowledge to shape outcomes and create impact at scale.
- Willingness to travel for at least 12 days a month, in rural/urban areas of Rajasthan;

and interact with the urban/rural poor, and grassroot level Govt functionaries.

- Work along with Civil Society organisations and use their systems for conducting concurrent evaluation of programmes.
- Develop relationships with key officials in Rajasthan, especially the Finance Secretary (budget) of Government of Rajasthan and establish mechanisms for review and institutionalisation of reforms.
- Source, embed, and provide oversight to other key strategic partners for the State. While CRISP has a small team in Rajasthan, the extended 'network team' includes government resources in the form of seconded personnel, fellows available via a GoR sponsored fellowship program, and external partners. As the State Lead, you would work with senior state officials to select, embed, and ensure alignment and delivery from all the partners under this reform umbrella.
- Create a culture of impact and enable team building through collaboration and transparency. As a young organisation with a unique goal, managing talent that is energised by contributing to demonstrable impact requires building a culture that is collaborative, inclusive and prioritises rigour. As State Lead, you will help shape our choices about what we do and how we do it.

Required Qualifications, Skills and Abilities

- Master's degree or equivalent in relevant fields, including management, economics or public policy – from a top global program.
- 8 to 12 years of work experience with managerial responsibilities, demonstrating entrepreneurship, superb project delivery and team leadership.
- Prior exposure to working very closely with senior bureaucrats and designing/ implementing large-scale projects is highly desirable.
- Strong interest in improving the functioning of the government combined with interest/ experience in using research and evidence to improve policy.
- Demonstrable qualities of working in teams and leading them.
- Excellent problem-solving and strategic thinking skills.

- Ability to analyse complex quantitative and qualitative data, craft possible solutions, and recommend suitable actions.
- Excellent writing and communication skills (ability to communicate complex ideas in a meaningful way and across different audiences).
- Ability to build and maintain positive and collaborative relationships both within and outside the organisation.
- Ability to set goals and metrics for a team, and manage the team towards delivering those goals.
- Strong planning and organisational skills, and the ability to be able to set priorities, plan timelines, and meet deadlines.

Personal Characteristics and Desired Qualities

- Ability to align multiple stakeholders and build platforms for collaboration and coordination.
- Passion for working with governments and making Indian states work better.
- Public-spirited and generous temperament.
- Ability to think creatively, willing to take risks to experiment with new ideas, and the ability to turn ideas into action.
- Excellent people management skills, with the ability to develop and motivate teams

working out of different locations in India towards a common goal.

- Collaborative nature with an ability to actively listen to, understand and value others' views.
- Intellectual curiosity and ability/ willingness to constantly learn.
- Operating style suited to working independently and in a small-organisation setting, where teamwork and resourcefulness are highly valued.

Location and Compensation

This role will be based out of Jaipur. Remuneration will be competitive with Indian philanthropy and social sector pay scales and will depend on the candidate's experience levels.