

**Advertisement for Consultant-Human Resources, Karmayogi Bharat on contractual basis
for enabling implementation of Mission Karmayogi**

About the organization

Karmayogi Bharat is a Special Purpose Vehicle (SPV), as envisaged by the robust institutional framework of Mission Karmayogi. It is registered under Section 8 of the Companies Act, 2013 as a 100% Government owned not-for-profit Company, administered by DoPT. It will be responsible for owning, managing, maintaining, and improving the digital assets, i.e., iGOT-Karmayogi (Integrated Government Online Training) the digital/e-learning platform, including the IPR of all software, content, process etc. on behalf of Government. The SPV follows an annual subscription-based revenue model and is a self-sustaining body that holds the requisite management autonomy and information to impact the government, all its officers, and the public at large.

iGOT Karmayogi is a comprehensive online platform that enables online, face-to-face, and blended learning and manages lifelong learning records of the officials. Linkages between the two will enable (a) AI enabled assessment of competency levels and competency gaps in an individual and (b) data driven strategic HR decision making, both leading to Strategic HR management of the Government. The entire Programme will be managed by a robust Institutional Framework with shared ownership between the Centre and the States, complemented by a Policy Framework that evolves implementable policies, aligns government modalities, and creates positive momentum.

About Mission Karmayogi

The National Programme for Civil Services Capacity Building (NPCSCB) – “Mission Karmayogi” has been initiated by the Government of India to transform the Indian civil services capacity building landscape. The primary objective of the Programme is to transition from rule-based to role-based Human Resource Management System through a technology-driven competency-based capacity building landscape for civil services. It focuses on citizen centricity and development of behavioural, functional, and domain competencies through customised e-learning resources for a well-trained, future-ready and prepared civil servant to address the 21st century challenges. It will equip the frontline officials with the right Attitude, Skills, and Knowledge to foster healthy relations and trust of the public as they fulfil their roles and responsibilities to accelerate welfare of all. This will establish an enabling environment for all government officials and a demand-driven capacity building ecosystem offering world-class learning resources with unrestricted and equitable access through the iGOT Karmayogi platform.

Karmayogi Bharat is hiring for the following position.

Position	No. of vacancies	Duration
Consultant-Human Resources	One	Initially one year and extendable based on the performance

Salaries for this position would depend on the qualification and experience of the selected candidate and will be fixed as per the industry norms.

The descriptions and eligibility criteria for the aforementioned position is elaborated below.

Name of Position	Consultant- Human Resources
Education Qualification	Master's degree in management/HR/Social science is required Relevant fellowships/certifications/diplomas will have added advantage
Experience and skills	<ul style="list-style-type: none"> • Minimum 8 years of experience with at least 3 years in HR consulting and management • Experience in preparing and implementing HR policies, recruitment, talent management as per Karmayogi Bharat guidelines • Experience in government sector consulting is preferred • Experience in HR especially in e-learning/technology would be an added advantage • High impact communication • Coaching and development skills
Job Description	<ul style="list-style-type: none"> • Initiate, articulate, amplify values, culture, and goals within the organisation • Develop talent management (hire to retire) strategies to build strong capabilities for future-needs • Design HR practices and regulations and present proposals for requisite changes • Oversee implementation and ensure alignment of HR policies, procedures, and processes with Karmayogi Bharat's mission and vision • Drive leading digital HR practices and people analytics • Study industry landscapes to analyse and anticipate business and talent threats and opportunities • Promote diversity and inclusion in workplace and reinforce iGOT's position as equal opportunity employer • Ensure seamless communication with departmental and executive stakeholders to understand the unique needs of our workplace • Manage resources and financial implications and trade-offs of investments in talent
Application Process	<ul style="list-style-type: none"> • The eligible candidates may submit their applications at careers.karmayogi@gov.in. This must include CV and certified documents of qualification, experience, etc. • Applications must be sent within 7 days of publication on the website • Incomplete applications shall not be considered. • Karmayogi Bharat will review the applications and invite only the shortlisted candidates for an interview at the office.