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Terms of Reference (TOR) for Advisor – SETU, GoUK

(A) Terms of Reference (TOR) for Public Policy and Good Governance Advisor

Uttarakhand, one of the youngest Indian States, is the 20th largest economy (absolute GDP terms; FY 22) and 12th most prosperous (on per capita terms; FY 22) among Indian states. Uttarakhand is home to around 11.3 million residents, making it the 20th most populous State in the country and 3rd in the Indian Himalayan Region. Uttarakhand is spending increasingly large budgetary outlay on various development schemes. The total expenditure estimated in the budget (2022-23) of the Government of Uttarakhand is Rs. 65571.49 crores; in the proportion of 75:25 between revenue and capital, with the outlay on Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control, etc. accounting for the major share of the budgeted expenditure.

Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

To achieve the ambition of Sashakt and Viksit Uttarakhand and double its GDP, the state is in the process of strengthening and reimagining its institution. Chaired by the honorable Chief Minister (CM) Uttarakhand, the State Institution for Empowering and Transforming Uttarakhand (SETU) has been constituted through a government order on 21 July 2023. The SETU replaced the Planning Commission of Uttarakhand. SETU has been constituted for an improved planning system, effective and evidence-based decision-making, for promoting innovations, for strengthening the convergence, coordination, participation, and networking for the efficient, sustainable, and effective use of the state's resources and, to improve the interdepartmental coordination and concrete monitoring and evaluation of the state government programs, policies and schemes.

The SETU has a comprehensive and democratic structure, with the Honorable Chief Minister as Chairman and the Vice Chairman SETU. The Secretary of the Planning Department, CEO, and Members (all Ministers) support the Vice-Chairman. The main executive body of SETU, comprising the Secretary of the Planning Department, CEO, and ACEO, will oversee three centers under the guidance of Vice Chairman SETU:

- The **Centre for Economic and Social Development (CESD)** identifies key sectors for job creation and advises on skill development and entrepreneurship.
- The **Centre for Public Policy & Good Governance (CPPGG)** implements tech-based governance solutions, fosters participatory policymaking, and promotes administrative reforms.
- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Public Policy and Good Governance is now seeking to hire a dynamic Public Policy and Good Governance Advisor to focus on the state's public policy and governance matter, to strengthen a culture of evidence-based policymaking, and enhance overall community well-being by suggesting reforms in the governance issues and policy recommendations. This senior-level leadership position will drive the objectives of the Center and report to the ACEO and CEO of SETU, with a dotted line reporting to the Secretary of the Planning Department.

Position Name: Public Policy and Good Governance Advisor

Mandatory Educational Qualifications

Master in a relevant subject like Public Policy, Public Administration, Political Science, Development Studies, International Development, or a similar discipline. Preferences may be given to Doctoral Degree.

Maximum Age Limit: 65 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Objective:

To provide expert advice and support to the government or organization in developing, implementing, and evaluating effective public policies.

Work Experience and Skills

- Minimum 15 years of experience at the state or national level as a public policy expert/specialist/advisor.
- Proven experience in evidence-based policymaking, policy research, analysis, and implementation.
- In-depth understanding of governance principles, ethics, and public administration.
- Strong understanding of regional and national policy issues with experience and understanding of the hilly economy will be viewed favorably.
- Demonstrated leadership skills to drive Public Policy and Good Governance-related programs and research
- Proven ability to coordinate with diverse stakeholders like academia, government, CSOs, and community.
- Excellent communication and interpersonal skills.
- Publications in Journals, research publications, editorial reports, etc. showcasing thought leadership and contributions to the field of public policy and good governance.
- Experience in providing strategic advice and guidance to senior government officials, policymakers, and decision-makers on a wide range of public policy issues, including governance

reforms, regulatory frameworks, and institutional strengthening.

- Strong advocacy skills, with the ability to influence policy discourse and shape decision-making processes at the state and national levels.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 4 lakhs/month including all (fixed)

Scope of work

Policy Formulation and Analysis

- Lead comprehensive policy research and analysis on the current and proposed policies for Uttarakhand
- Supervise and develop evidence-based policy proposals and recommendations for the different departments of the Government of Uttarakhand
- Collaborate with relevant stakeholders to ensure policies align with the department's goals and address societal needs.

Good Governance

- Identify areas of improving the governance processes within the departments
- Advise on strategies to promote transparency, accountability, and efficiency in decision-making.
- Design and implement initiatives to strengthen institutional capacity for effective governance.
- Provide strategic advice and guidance to senior government officials, policymakers, and decision-makers on statistical analysis methodologies, data-driven decision-making processes, and opportunities for leveraging data to achieve strategic objectives and priorities.

Stakeholder Engagement

- Build and maintain effective relationships with diverse stakeholders, including government agencies at the state level and national level (NITI Aayog), non-governmental organizations, and the public.
- Organize and facilitate consultations, workshops, and roundtable discussions to gather diverse perspectives before finalizing the policies and in policy matters

Monitoring and Evaluation

- Establish performance metrics and indicators to evaluate the impact of policies and governance initiatives.
- Regularly assess and report on the effectiveness of implemented policies, recommending adjustments as needed
- Ensure compliance with regulatory requirements and ethical standards

Capacity Building

- Lead the development and delivery of training programs for different departments of the staff on public policy and good governance.
- Provide mentorship to the junior staff to strengthen their understanding of policy processes

Communication and Advocacy

- Develop policy briefs and other material and disseminate it to the relevant stakeholders.
- Advocate for policy changes when necessary, utilizing evidence-based arguments and engaging with relevant stakeholders.

Risk Management

- Identify potential risks associated with proposed policies and governance reforms.
- Develop risk mitigation strategies and contingency plans to address challenges proactively.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

(B) Terms of Reference (TOR) for Statistics and Data Analysis Advisor

Uttarakhand, one of the youngest Indian States, is the 20th largest economy (absolute GDP terms; FY 22) and 12th most prosperous (on per capita terms; FY 22) among Indian states. Uttarakhand is home to around 11.3 million residents, making it the 20th most populous State in the country and 3rd in the Indian Himalayan Region. Uttarakhand is spending increasingly large budgetary outlay on various development schemes. The total expenditure estimated in the budget (2022-23) of the Government of Uttarakhand is Rs. 65571.49 crores; in the proportion of 75:25 between revenue and capital, with the outlay on Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control, etc. accounting for the major share of the budgeted expenditure.

Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

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- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Evidence-based Planning (CEBP) is now seeking to hire a dynamic Statistics and Data Analysis Advisor. This senior-level leadership position will drive the objectives of the Center and report to the ACEO and CEO of SETU, with a dotted line reporting to the Secretary of the Planning Department.

Position Name: Statistics and Data Analysis Advisor

Mandatory Educational Qualifications

Master in a relevant subject like Economics, Statistics, Mathematics, Computer Science/Information Technology or a similar discipline. Preferences may be given to Doctoral Degree.

Maximum Age Limit: 65 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 15 years of experience at the state or national level in a senior role as a Statistics and Data Analysis Expert/Advisor/Senior level Position
- Proven experience in statistical methodologies, data analysis techniques, and experience with government datasets. AI experience will be viewed favorably.
- Demonstrated ability to use statistical packages like SPSS, STATA, R, etc. And AI tools for data collection.
- Demonstrated ability to collaborate with diverse stakeholders like academia, government, CSOs, and community.
- Excellent communication and interpersonal skills.
- Publications in Journals, research publications, editorial reports, etc.
- Experience in providing strategic advice and guidance to senior government officials, policymakers, and decision-makers on statistical analysis methodologies and data-driven decision-making processes.
- Demonstrated ability to lead and manage complex data analysis projects, overseeing the collection, cleaning, analysis, and interpretation of large datasets to generate actionable insights and recommendations.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 4 lakhs/month including all (fixed)

Scope of work

Data Assessment and Preparation

- Lead the assessment of data quality and integrity within administrative datasets and supervise the detailed guidelines and protocols to ensure data accuracy, consistency, and reliability.
- Provide expert support and guidance to the government departments in cleansing and processing the raw data and enhance the accuracy and integrity of the data.

Statistical Analysis

- Provide meaningful insights on administrative and secondary data analysis for the programs and

policies of Uttarakhand.

- Provide expert advice to ensure the statistical appropriateness of the evaluations and research study designs planned in the state.
- Oversee the appropriateness of research and data analysis methodologies adopted by the key departments of the State of Uttarakhand.

Data visualization

- Provide mentorship and guidance to the junior staff to strengthen their understanding of data visualization and important policy implications of the same.

Capacity Building

- Provide expert guidance to the departments of the Uttarakhand government on statistical methodologies and best practices including AI.

Strategic Advisory Role

- Provide strategic advice and guidance to senior government officials, policymakers, and decision-makers on statistical analysis methodologies, data-driven decision-making processes, and opportunities for leveraging data to achieve strategic objectives and priorities.
- Represent the organization in high-level meetings, conferences, and stakeholder engagements, advocating for the use of robust statistical analysis and evidence-based approaches to drive policy and programmatic outcomes in Uttarakhand.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

(C) Terms of Reference (TOR) for Urban Peri-Urban: Advisor

Uttarakhand, one of the youngest Indian States, is the 20th largest economy (absolute GDP terms; FY 22) and 12th most prosperous (on per capita terms; FY 22) among Indian states. Uttarakhand is home to around 11.3 million residents, making it the 20th most populous State in the country and 3rd in the Indian Himalayan Region. Uttarakhand is spending increasingly large budgetary outlay on various development schemes. The total expenditure estimated in the budget (2022-23) of the Government of Uttarakhand is Rs. 65571.49 crores; in the proportion of 75:25 between revenue and capital, with the outlay on Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control, etc. accounting for the major share of the budgeted expenditure.

Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

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- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Public Policy and Good Governance is now seeking to hire a dynamic Urban/Peri-Urban Advisor to focus on the state's urban and semi urban matters, to strengthen a culture of evidence-based policymaking, and enhance overall community well-being by suggesting reforms in the governance issues and policy recommendations. This senior-level leadership position will drive the objectives of the Center and report to the ACEO and CEO of SETU, with a dotted line reporting to the Secretary of the Planning Department.

Position Name: Urban, Peri-Urban Advisor

Mandatory Educational Qualifications

Master in a relevant subject like Urban Planning, Urban Development, Architecture or Equivalent. Preferences may be given to Doctoral Degree.

Maximum Age Limit: 65 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 15 years of experience at the state or national level in urban development planning and implementation.
- Extensive expertise in conducting urban assessments, feasibility studies, and program evaluations.
- In-depth knowledge of relevant urban development policies, regulations, and best practices.
- Proven ability to collaborate with diverse stakeholders, including government agencies, community groups, and private sector partners.
- Strong communication and presentation skills
- Publications in Journals, research publications, editorial reports, etc. to demonstrate thought leadership and contributions to the field of urban and peri-urban development.
- Experience in providing strategic advice and guidance to senior government officials and policymakers on urban and peri-urban development strategies, including land use planning, infrastructure development, and service delivery.
- Strong analytical skills and proficiency in data-driven decision-making, including the use of Geographic Information Systems (GIS) and other spatial analysis tools to inform evidence-based urban planning and policy interventions.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 4 lakhs/month including all (fixed)

Scope of work

- Lead comprehensive assessments of existing urban development policies and programs.
- Develop innovative and sustainable solutions to address urban challenges.
- Collaborate with relevant stakeholders to develop and implement urban development strategies
- Guide land use planning, infrastructure development, and sustainable urban design.
- Evaluate the impact of urban development initiatives and recommend improvements

- Establish robust monitoring and evaluation mechanisms to track the progress and impact of urban and peri-urban development initiatives.
- Experience working with senior government officials, policymakers, and decision-makers on urban and peri-urban development issues, offering expert analysis, insights, and recommendations to inform strategic decision-making and policy formulation.
- Provide technical assistance, capacity-building support, and training to government officials, urban planners, and other stakeholders on urban and peri-urban development concepts, methodologies, and tools.
- Lead the development and implementation of integrated urban development plans, encompassing spatial planning, transportation systems, housing, water supply, sanitation, and other essential services.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

Submission of Application:

Prospective candidates meeting the eligibility criteria are invited to submit their applications through the designated online portal accessible via the SETU website. Please note that applications are to be exclusively submitted through the online platform only. Application received by other mode will not be accepted.

SETU AAYOG
Government of Uttarakhand

Terms of Reference (TOR) for Domain Lead – SETU, GoUK

(A) Terms of Reference (TOR) for Public Policy and Good Governance-Domain Lead

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Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

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- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Public Policy and Good Governance is now seeking to hire a dynamic Public Policy and Good Governance Domain Lead to focus on the state's public policy and governance matter, to strengthen a culture of evidence-based policymaking, and enhance overall community well-being by suggesting reforms in the governance issues and policy recommendations. This senior-level leadership position will drive the objectives of the Center and report to the ACEO and CEO of SETU, with a dotted line reporting to the Secretary of the Planning Department.

Position Name: Public Policy and Good Governance Domain Lead

Mandatory Educational Qualifications

Master in a relevant subject like Public Policy, Public Administration, Political Science, Development Studies, International Development, or a similar discipline. Preferences may be given to Doctoral Degree.

Maximum Age Limit: 45 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Objective:

To provide expert advice and support to the government or organization in developing, implementing, and evaluating effective public policies.

Work Experience and Skills

- Minimum 6-8 years of experience at the state or national level as a public policy expert/specialist/advisor.
- Proven experience in evidence-based policymaking, policy research, analysis, and implementation.
- In-depth understanding of governance principles, ethics, and public administration.
- Strong understanding of regional and national policy issues with experience and understanding of the hilly economy will be viewed favorably.
- Demonstrated leadership skills to drive public policy and good governance-related programs and research
- Proven ability to coordinate with diverse stakeholders like academia, government, CSOs, and community.
- Excellent communication and interpersonal skills.
- Publications in Journals, research publications, editorial reports, etc. showcasing thought leadership and contributions to the field of public policy and good governance.
- Experience in providing strategic advice and guidance to senior government officials, policymakers, and decision-makers on a wide range of public policy issues, including governance reforms, regulatory frameworks, and institutional strengthening.
- Strong advocacy skills, with the ability to influence policy discourse and shape decision-making processes at the state and national levels.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 2.5 lakhs/month including all (fixed)

Scope of work

Policy Formulation and Analysis

- Conduct and support comprehensive policy research and analysis on the current and proposed policies for Uttarakhand
- Support evidence-based policy proposals and recommendations for the different departments of the Government of Uttarakhand
- Collaborate with relevant stakeholders to ensure policies align with the department's goals and address societal needs.

Good Governance

- Support Domain Advisor in identifying areas to improve the governance processes within the departments.
- Develop strategies to promote transparency, accountability, and efficiency in decision-making through consultative processes with departments and diverse stakeholders.
- Support in implementing initiatives to strengthen institutional capacity for effective governance.
- Suggest statistical analysis methodologies, data-driven decision-making processes, and opportunities for leveraging data to achieve strategic objectives and priorities in policymaking processes.

Stakeholder Engagement

- Build and maintain effective relationships with diverse stakeholders, including government agencies at the state level and national level (NITI Aayog), non-governmental organizations, and the public.
- Support in organizing and facilitating consultations, workshops, and roundtable discussions to gather diverse perspectives before finalizing the policies and in policy matters.

Monitoring and Evaluation

- Develop performance metrics and indicators to evaluate the impact of policies and governance initiatives.
- Conduct assessments on the effectiveness of implemented policies and prepare recommending adjustments as needed.
- Ensure compliance with regulatory requirements and ethical standards

Capacity Building

- Support the delivery of training and capacity-building programs for different departments' staff on public policy and good governance.
- Support the Domain Advisor in identifying areas of training and capacity building in the areas of policy analysis and policy matters.

Communication and Advocacy

- Support in making policy briefs and other material through conducting comprehensive policy and

data analysis and disseminate it to the relevant stakeholders.

- Support in developing advocacy material for policy changes when necessary.

Risk Management

- Identify potential risks associated with proposed policies and governance reforms.
- Develop risk mitigation strategies and contingency plans to address challenges proactively.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

(B) Terms of Reference (TOR) for Statistics and Data Analysis Domain Lead

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The Centre for Evidence-based Planning (CEBP) is now seeking to hire a dynamic Statistics and Data Analysis Domain Lead. This senior-level leadership position will drive the objectives of the Center and report to the Domain Advisor, ACEO, and CEO of SETU.

Position Name: Statistics and Data Analysis Domain Lead**Mandatory Educational Qualifications**

Master in a relevant subject like Economics, Statistics, Mathematics, Computer Science/Information Technology or a similar discipline. Preferences may be given to Doctoral Degree.

Maximum Age Limit: 45 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 6-8 years of experience at the state or national level in a senior role as a Statistics and Data Analysis Expert/Advisor/Senior level Position
- Proven experience in statistical methodologies, data analysis techniques, and experience with government datasets. AI experience will be viewed favorably.
- Demonstrated ability to use statistical packages like SPSS, STATA, R, etc. and data collection tools
- Demonstrated ability to collaborate with diverse stakeholders like academia, government, CSOs, and community.
- Excellent communication and interpersonal skills.
- Publications in Journals, research publications, editorial reports, etc.
- Experience in providing strategic advice and guidance to senior government officials, policymakers, and decision-makers on statistical analysis methodologies and data-driven decision-making processes.
- Demonstrated ability to lead and manage complex data analysis projects, overseeing the collection, cleaning, analysis, and interpretation of large datasets to generate actionable insights and recommendations.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 2.5 lakhs/month including all (fixed)

Scope of work**Data Assessment and Preparation**

- Support the assessment of data quality and integrity within administrative datasets and develop detailed guidelines and protocols to ensure data accuracy, consistency, and reliability.
- Support the government departments in cleansing and processing the raw data and enhancing the accuracy and integrity of the data.

Statistical Analysis

- Conduct rigorous statistical analyses on data sets including administrative and secondary data and draw meaningful insights useful for the programs and policies of the Uttarakhand.
- Participate in the development of the design of evaluations and research studies planned in the

state.

- Oversee the adherence to the data analysis methodologies adopted by the external agencies conducting the evaluations/research studies of the government of Uttarakhand.

Data visualization

- Develop innovative data visualizations on the administrative and relevant secondary data to aid in evidence-based decision-making
- Present complex data findings in an understandable format for non-technical stakeholders

Capacity Building

- Collaborate with the departments of Uttarakhand to enhance their data analysis capabilities including AI.

Reporting

- Prepare comprehensive reports on the programs, schemes, and policies of the government of Uttarakhand and summarize key findings and recommendations.
- Communicate results effectively to diverse stakeholders.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

Submission of Application:

Prospective candidates meeting the eligibility criteria are invited to submit their applications through the designated online portal accessible via the SETU website. Please note that applications are to be exclusively submitted through the online platform only. Application received by other mode will not be accepted.

SETU AAYOG
Government of Uttarakhand

Terms of Reference (TOR) for Research Associate – SETU, GoUK

(A) Terms of Reference (TOR) for Economic and Employment Research Associate

Uttarakhand, one of India's youngest states, ranks as the 20th largest economy (in absolute GDP terms for FY 22) and the 12th most prosperous state (on per capita terms for FY 22) among Indian states. Home to approximately 11.3 million residents, it is the 20th most populous state in the country and 3rd in the Indian Himalayan Region. The Government of Uttarakhand has been increasingly allocating large budgetary outlays for various development schemes. The total expenditure estimated in the 2022-23 budget is Rs. 65,571.49 crores, with a 75:25 distribution between revenue and capital. Significant portions of this budget are allocated to Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control.

As Uttarakhand approaches its 25th anniversary in 2025, the State Government is undertaking the ambitious project of "Sashakt Uttarakhand @ 25" to steer the state towards inclusive socio-economic growth. In 2022-23, the State's GDP was approximately Rs. 273.08 lakh crores. The goal is to double this figure within the next five years while focusing on environmental preservation, social and gender equality, inclusive growth, skill development, and significant job creation. Additionally, the State Government has developed a comprehensive Vision 2030, outlining strategies and interventions to accelerate Uttarakhand's progress towards the UN-SDGs. The state is also developing a vision for 2047 that aligns with the Honorable Prime Minister's vision of a developed Uttarakhand contributing to a developed India.

To realize the ambitions of "Sashakt and Viksit Uttarakhand" and to double its GDP, the state is focusing on strengthening and reimagining its institutions. Chaired by the Honorable Chief Minister of Uttarakhand, the State Institution for Empowering and Transforming Uttarakhand (SETU) was established through a government order on 21 July 2023, replacing the Planning Commission of Uttarakhand. SETU aims to enhance the planning system, promote effective and evidence-based decision-making, encourage innovation, and improve interdepartmental coordination, along with the monitoring and evaluation of state government programs, policies, and schemes.

The SETU has a comprehensive and democratic structure, with the Honorable Chief Minister as Chairman and the Vice Chairman SETU. The Secretary of the Planning Department, CEO, and Members (all Ministers) support the Vice-Chairman. The main executive body of SETU, comprising the Secretary of the Planning Department, CEO, and ACEO, will oversee three centers under the guidance of Vice Chairman SETU:

- The **Centre for Economic and Social Development (CESD)** identifies key sectors for job creation and advises on skill development and entrepreneurship.
- The **Centre for Public Policy & Good Governance (CPPGG)** implements tech-based governance solutions, fosters participatory policymaking, and promotes administrative reforms.
- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Economic and Social Development is now seeking to hire a Economic and Employment Research Associate will support research initiatives focused on economic trends, labor markets, employment dynamics, and related topics. The scope of work encompasses various tasks aimed at data collection, analysis, reporting, and collaboration with project stakeholders. The Economic and Employment Research Associate will report to supervisor or project leader, who will provide guidance, support, and feedback on research activities and deliverables.

Position Name: Economic and Employment Research Associate

Mandatory Educational Qualifications

Master's degree in a relevant field such as Economics, Statistics, Public Policy, Development Studies, International Development, Public Administration, Management, or a similar social sciences discipline.

Maximum Age Limit: 35 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 3-5 years of experience in public policy/public administration, government advisory roles, or other relevant fields in economy and employment.
- Experience working with the government or in government service is preferred but not mandatory.
- Knowledge of the labour market, skilling, and employment ecosystem in Uttarakhand and the country.
- Publications in journals, research publications, editorial reports, etc.
- Experience in leveraging data analytics and technology to inform evidence-based policy-making

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 1 lakhs/month including all (fixed)

Scope of Work:

- Conduct comprehensive literature reviews on economic theories, labor market trends, employment policies, and related subjects.
- Collect and compile relevant data from reputable sources, including government agencies, research institutions, and industry reports.
- Utilize statistical software and analytical tools to analyze economic and employment data sets. Apply appropriate methodologies to interpret data trends, patterns, and relationships.
- Contribute to the writing, editing, and formatting of research reports, articles, and presentations.
- Prepare concise summaries and executive briefs highlighting key findings and implications. Present research findings to project stakeholders, including internal teams, clients, and external partners.
- Communicate effectively with project leaders, collaborators, and external stakeholders.
- Participate in meetings, workshops, and conferences to share research insights and contribute to discussions on economic and employment issues.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

(B) Terms of Reference (TOR) for Monitoring and Evaluation Research Associate

Uttarakhand, one of the youngest Indian States, is the 20th largest economy (absolute GDP terms; FY 22) and 12th most prosperous (on per capita terms; FY 22) among Indian states. Uttarakhand is home to around 11.3 million residents, making it the 20th most populous State in the country and 3rd in the Indian Himalayan Region. Uttarakhand is spending increasingly large budgetary outlay on various development schemes. The total expenditure estimated in the budget (2022-23) of the Government of Uttarakhand is Rs. 65571.49 crores; in the proportion of 75:25 between revenue and capital, with the outlay on Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control, etc. accounting for the major share of the budgeted expenditure.

Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

To achieve the ambition of Sashakt and Viksit Uttarakhand and double its GDP, the state is in the process of strengthening and reimagining its institution. Under the chairpersonship of the honorable Chief Minister (CM) Uttarakhand, the State Institution for Empowering and Transforming Uttarakhand (SETU) has been constituted through a government order on 21 July 2023. The SETU replaced the Planning Commission of Uttarakhand. SETU has been constituted for an improved planning system, effective and evidence-based decision-making, for promoting innovations, for strengthening the convergence, coordination, participation, and networking for the efficient, sustainable, and effective use of the state's resources and, to improve the interdepartmental coordination and concrete monitoring and evaluation of the state government programs, policies and schemes.

The SETU has a comprehensive and democratic structure, with the Honorable Chief Minister as Chairman and the Vice Chairman SETU. The Secretary of the Planning Department, CEO, and Members (all Ministers) support the Vice-Chairman. The main executive body of SETU, comprising the Secretary of the Planning Department, CEO, and ACEO, will oversee three centers under the guidance of Vice Chairman SETU:

- The **Centre for Economic and Social Development (CESD)** identifies key sectors for job creation and advises on skill development and entrepreneurship.
- The **Centre for Public Policy & Good Governance (CPPGG)** implements tech-based governance solutions, fosters participatory policymaking, and promotes administrative reforms.
- The **Centre for Evidence-based Planning (CEBP)** focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Evidence-based Planning Centre of the SETU is seeking to hire a Monitoring and Evaluation (M&E) Research Associate who will support the design, implementation, and assessment of monitoring and evaluation frameworks for projects and programs. The Monitoring and Evaluation Research Associate

will report to a Domain Advisor, who will provide guidance, support, and feedback on M&E activities and deliverables.

Position Name: Monitoring and Evaluation Research Associate

Mandatory Educational Qualifications

Master's degree in a relevant subject like Social Sciences, Economics, Statistics, Public Policy, Development Studies, International Development, or a similar social sciences discipline, etc.

Maximum Age Limit: 35 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 3-5 years of experience in Planning, Monitoring & Evaluation and Program Management roles.
- Previous experience in monitoring, evaluation, and research, preferably in the context of government development or humanitarian projects.
- Proficiency in M&E methodologies, data collection techniques, and analysis tools (e.g., Excel, SPSS) and AI tools.
- Strong analytical and problem-solving skills, with the ability to interpret complex data sets and communicate findings effectively.
- Excellent written and verbal communication skills, with experience in report writing, documentation, and presentation.
- Ability to work independently and collaboratively in a multicultural, multidisciplinary team environment.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 1 lakhs/month including all (fixed)

Scope of work

- Assist in the development of M&E frameworks, indicators, and data collection tools aligned with project objectives, outcomes, and performance targets.
- Contribute to the design of baseline studies, impact assessments, and evaluation plans to measure project effectiveness and progress over time.
- Coordinate data collection activities, including surveys, interviews, focus groups, and participatory approaches, to gather relevant information from project beneficiaries, stakeholders, and partners.
- Clean, manage, and analyse quantitative and qualitative data using statistical software, Excel, or other AI tools to assess project performance, identify trends, and measure outcomes.
- Prepare regular progress reports, dashboards, and data visualizations to communicate M&E findings to project teams, and other stakeholders.
- Document lessons learned, best practices, and recommendations for program improvement, contributing to knowledge management and organizational
- Ensure the quality, accuracy, and reliability of M&E data and analysis through regular validation, verification, and quality control checks.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

(C) Terms of Reference (TOR) for Statistics and Data Analysis Research Associate

Uttarakhand, one of the youngest Indian States, is the 20th largest economy (absolute GDP terms; FY 22) and 12th most prosperous (on per capita terms; FY 22) among Indian states. Uttarakhand is home to around 11.3 million residents, making it the 20th most populous State in the country and 3rd in the Indian Himalayan Region. Uttarakhand is spending increasingly large budgetary outlay on various development schemes. The total expenditure estimated in the budget (2022-23) of the Government of Uttarakhand is Rs. 65571.49 crores; in the proportion of 75:25 between revenue and capital, with the outlay on Rural Development, Public Works, Education, Health & Family Welfare, Water Supply, Housing and Urban Development, Irrigation, and Flood Control, etc. accounting for the major share of the budgeted expenditure.

Uttarakhand is approaching its 25th anniversary in 2025. At this juncture, the State Government is pursuing the ambitious project of Sashakt Uttarakhand @ 25 to drive the state towards an inclusive socioeconomic growth trajectory. In 2022-23 the size of the State GDP was approximately Rs. 273.08 lakh crores which the state strives to double within the next five years while preserving the planet, ensuring social and gender equality, inclusive growth, creating a skilling ecosystem, and creating a large number of jobs. Moreover, the State Government has also developed a comprehensive Vision 2030 outlining the requisite strategies and interventions to accelerate Uttarakhand's progress towards UN-SDGs. Uttarakhand is in the process of developing its vision for 2047 that matches with the ambitious vision of the honorable Prime Minister: Viksit Uttarakhand for Viksit Bharat

To achieve the ambition of Sashakt and Viksit Uttarakhand and double its GDP, the state is in the process of strengthening and reimagining its institution. Chaired by the honorable Chief Minister (CM) Uttarakhand, the State Institution for Empowering and Transforming Uttarakhand (SETU) has been constituted through a government order on 21 July 2023. The SETU replaced the Planning Commission of Uttarakhand. SETU has been constituted for an improved planning system, effective and evidence-based decision-making, for promoting innovations, for strengthening the convergence, coordination, participation, and networking for the efficient, sustainable, and effective use of the state's resources and, to improve the interdepartmental coordination and concrete monitoring and evaluation of the state government programs, policies and schemes.

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- The Centre for Evidence-based Planning (CEBP) focuses on data-driven policy planning, enhances monitoring and evaluation mechanisms, and supports data-centric decision-making.

The Centre for Evidence-based Planning (CEBP) is now seeking to hire a Statistics and Data Analysis Research Associate. This position will drive the objectives of the Center and report to supervisor or project leader, who will provide guidance, support, and feedback on activities and deliverables.

Position Name: Statistics and Data Analysis Research Associate

Mandatory Educational Qualifications

Master in a relevant subject like Economics, Statistics, Mathematics or a similar discipline.

Maximum Age Limit: 35 years (as on 01-04-2025)

Tenure: 03 years, if necessary maximum extension of 1+1 year.

Work Experience

- Minimum 3-5 years of experience at the state or national level in a senior role as a Statistics and Data Analysis Expert/Advisor/Senior level Position
- Experience in statistical methodologies, data analysis techniques, and experience with government datasets is highly desirable.
- Demonstrated ability to use statistical packages like SPSS, STATA, R, etc. and data collection tools
- Ability to collaborate with diverse stakeholders like academia, government, CSOs, and community.
- Excellent communication and interpersonal skills.
- Publications in Journals, research publications, editorial reports, etc.

Language: Fluent in English and Hindi

Salary: The salary shall be Rs 1 lakh/month including all (fixed)

Scope of work

- Develop data collection protocols, surveys, or experiments to gather relevant data.
- Perform data cleaning tasks such as handling missing values, outliers, and data inconsistencies.
- Apply appropriate statistical methods to analyze data, considering the research questions and study design. Perform inferential statistics, including hypothesis testing, regression analysis, and ANOVA, to test research hypotheses.
- Implement advanced statistical techniques such as multivariate analysis, survival analysis, or Bayesian methods as needed.
- Create clear and informative data visualizations using graphs, charts, and interactive dashboards.
- Interpret analysis results and communicate findings to stakeholders through written reports, presentations, or oral discussions.
- Demonstrate proficiency in statistical software tools such as R, Python, SAS, SPSS, and other AI tools.

- Offer statistical expertise and guidance throughout the research lifecycle,
- Conduct validation checks and sensitivity analyses to ensure the robustness and reliability of analysis results.
- Stay updated of advancements in statistical methodologies, data analysis techniques, and relevant domains through ongoing learning and professional development activities.
- Share knowledge and best practices with colleagues to foster a culture of continuous improvement.

Mode of Selection

The applications that fulfill the eligibility criterion will be placed before a screening committee comprised of the executive body of SETU. The shortlisted candidates will be interviewed and recommended to the Evaluation committee of SETU.

Submission of Application:

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