



JHARKHAND STATE FACULTY DEVELOPMENT ACADEMY

(CIN: U85500JH2025NPL024352)

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Letter No. JSFDA/estb-01/2025/56

Ranchi/Dated ...05/03/2026

Recruitment Notice

The Department of Higher and Technical Education, Government of Jharkhand has established **Jharkhand State Faculty Development Academy (JSFDA)** as a Section 8 company of Companies Act 2013 under Jharkhand State Higher Education Council (JSHEC) to build the capacity of teachers, officers, staff, Academic leaders, support staffs and students of Higher and Technical Education Institutions of Jharkhand. The academy will act as a facilitator for reforms in higher education, formulation of policies and schemes, monitoring and evaluation of schemes and any other work assigned by the Department of Higher and Technical Education.

The Jharkhand State Faculty Development Academy (JSFDA) invites applications from eligible and motivated professionals to support its mission. Applications are invited for the following positions on a purely contractual basis:

Sl. No.	Designation	No. of Posts	Monthly Emolument	Minimum Qualifications and Experience
1	General Manager Finance	01	Consolidated payment of ₹1,25,000/-	CA/ICWA/MBA in Finance with minimum 7 years of post-qualification work experience in the field of accounting, financial management and management information systems.
2	Manager, Academics /Trainings /Outreach	02	Consolidated payment of ₹75,000/-	Post-Graduate in any discipline with a minimum of 3 years of experience in Training/ Placement/ Industry Linkage or similar outreach activities.
3	Manager, Administration	01	Consolidated payment of ₹75,000/-	Post-Graduate in any discipline with a minimum of 3 years of experience in management and administration, preferably at the middle management level.
4	Manager, Information Technology (IT)	01	Consolidated payment of ₹75,000/-	MTech/BTech in Computer Science/IT/Information Systems or similar branches with minimum 3 years of post-qualification experience in Web Development/ Cyber Security, Network Management or related fields.

General Conditions:

1. The appointment shall be purely on a contractual basis for an initial period of **03 years**, extendable based on satisfactory performance and project requirements.
2. **Age Limit:** Less than 50 years
3. **Place of Posting:** Ranchi, Jharkhand
4. **Last Date for Submission:** 26/03/2026
5. Selection will be made through the walk-in interview as deemed appropriate by the Selection Committee of JSFDA
6. JSFDA reserves the right to **cancel or modify** the recruitment process at any stage without assigning any reason.
7. Only shortlisted candidates will be informed of the next stages of the selection process.

How to Apply:

Interested and eligible candidates are requested to submit their application in the prescribed format through the recruitment portal of JAP-IT i.e. <https://recruitment.jharkhand.gov.in/>.


05.03.26
(Sudhir Bara)
Executive Director, JSFDA

**Jharkhand State Faculty Development Academy (JSFDA)
(A Section 8 Company)**

The Department of Higher and Technical Education, Government of Jharkhand has established Jharkhand State Faculty Development Academy (JSFDA), a Section 8 of Companies Act 2013 under Jharkhand State Higher Education Council to build the capacity of teachers, officers, staff, Academic leaders, support staffs and students of Higher and Technical Education Institutions of Jharkhand. The academy will be act as a facilitator for reforms in higher education, formulation of policies and schemes, monitoring and evaluation of schemes and any other work assigned by Department of Higher and Technical Education.

Jharkhand State Faculty Development Academy (JSFDA) invites application for the post of General Manager (Finance) and various posts of Managers for its office. The position to be filled on a contractual basis initially for 03 years, and can be renewed based on performance.

Interested and eligible applicants are requested to go through the detailed advertisement and follow the instructions for applying for the respective post. The interested candidates are requested to submit their application through the recruitment portal of JAP-IT i.e. <https://recruitment.jharkhand.gov.in/>.

Detailed Advertisement for Recruitment under JSFDA

1. About Jharkhand State Faculty Development Academy (JSFDA):

JSFDA has been established under Section 8 of the Companies Act 2013 under the Jharkhand State Higher Education Council to build the capacity of teachers, officers, staff, Academic leaders, support staffs and students of Higher and Technical Education Institutions of Jharkhand.

The Vision of JSFDA is to ensure quality education for the overall development of students through continuous professional and personal development of teaching, non-teaching staff, students, and other stakeholders of Higher Education Institutes, by organising induction programmes, refresher courses, faculty development programmes, pre-service, in-service, and advanced level training. The academy will act as a facilitator for reforms in higher education, formulation of policies and schemes, monitoring and evaluation of schemes and any other work assigned by the Department of Higher and Technical Education.

The Academy will deliver its responsibility through knowledge partners. The Academy intends to build partnerships with Higher Education Institutions, industries, prominent non-governmental organisations (NGO's), civil society organisations, State and Central Government Departments and Ministries, faculty development academies of other states, Central and State Teachers Training Institutes and other corporate management training academies within and outside the State of Jharkhand as knowledge partners. This collaboration shall result in a network of eminent organisations for imparting an enriched quality of training programmes and encouraging cross-learning amongst them.

2. Approach

The Academy incorporates the key principles and approaches emanating from NEP, 2020

- **Value embedded learning:** To enable transformation of teachers into role models by development of teaching learning process that not only enhances knowledge of students but also enables personal growth through constructive public engagement and productive contribution to society. To impart training to teachers that

underlines the purpose of higher education in promoting human as well as societal well – being and development of our State/ Country as envisaged in NEP, 2020.

- **Creation of Knowledge, Research, and Innovation:** The Academy will promote research and innovation in Higher Education Institutes. It will focus on transformative research and innovation, design thinking and entrepreneurship development, covering a range of subjects such as industry-led research and innovation, market research and industry outreach. It will also provide consultancy services in research, policy, innovation, and developmental issues to the State and Central Governments, Industries, Multilateral Organisations, etc.
- **Curriculum Development and Pedagogy:** The teachers will be encouraged to adopt innovation in curriculum, pedagogy, and assessment for the promotion of holistic and multidisciplinary education. The curriculum and pedagogy shall be designed by motivated teachers to ensure a stimulating and engaging learning experience for students. To develop mechanisms for continuous formative assessment of students. The teachers shall be oriented to develop an interesting and relevant curriculum aligned with NEP, 2020.
- **Equity and Inclusion in Higher Education:** The academy will aim at increasing access, equity, and inclusion in HEIs to create greater opportunities for students. The training shall focus on sensitising teachers on topics of diversity and inclusion in HEIs.
- **Networking with renowned academicians, expert HEIs:** The academy will work in collaboration with the institute and individuals for training of teachers and facilitating connections between the HEIs for best practices from individuals, practitioners, and organisations.
- **Student Support:** To facilitate mechanisms and avenues for student internships, apprenticeships, placements, hands-on-training, industrial visits, and similar collaborative opportunities.
- **Industry-Academia Collaboration:** To establish Industry-Academia collaboration for the development of an innovation ecosystem and opportunities for employment generation. To enable HEIs to seek association with industries for translational research, including scale-up studies and commercialisation of their research knowledge base.
- **Encouraging Indian Knowledge System (IKS):** To assist specialised HEIs in the field of Indian and Regional knowledge systems to secure grants from multi-lateral organisations, research groups, foreign and national HEIs.
- **Policy Analysis and Feedback:** To assist the Department in framing policy initiatives with the help of active participation of seasoned experts of national and international repute.

3. Centres in the Academy

Based on the approach, the Academy have ten centres. Each Centre will be managed by a Centre Coordinator assisted by an Administrative Assistant.

- **Centre for Value Based Education:** To assist teachers in the realisation of the larger context of education and the role of a teacher in society. To sensitise the faculty on equality, dignity, and the right to live, work and study without fear of discrimination and harassment. To assist HEIs in setting up student clubs, which shall be instrumental in developing co-curricular skills among students. It shall also

assist HEIs in identifying prospective areas for the development of new subjects and curricula.

- **Centre for Knowledge, Technology, Research, and Innovation:** To focus on transformative research and innovation, design thinking and entrepreneurship development covering a range of subjects such as industry-led research and innovation, market research and industry outreach. To focus on updating the knowledge of teachers in various subject domains and facilitate the development of tools and methodologies to encourage innovation, incubation, and enhance the skills of teachers in research studies.
- **Centre for Digital Learning:** To assist the HEIs in conceptualising, developing and implementing a uniform digital policy. To develop e- contents for Massive Open Online Courses (MOOCs) and for Learning Management System (LMS), including having vernacular content, adopt innovative and cost –effective, blended faculty development program delivery models for creating a flexible, convenient, and effective learning environment. To assist HEIs in the implementation of digital initiatives of the State Government, like Enterprise Resource Planning (ERP) solution, Campus Wi-fi, ABC-NAD, Baseline Survey, Smart Boards and Jharkhand State Institutional Ranking Framework.
- **Centre for Curriculum Development and Pedagogy:** The Academy will review and revise the curriculum based on developments in the specific domain area. The Centre shall impart training to faculty to provide open, creative, and critical learning opportunities by inter-connecting various disciplines. It will focus on the development and promotion of creative IT-based tools to promote experiential learning as part of pedagogy.
- **Centre for Leadership Development:** The Academy will train senior faculty of HEIs who are in leadership positions or are likely to assume leadership positions to ensure the smooth functioning of institutions and translate the features of NEP, 2020 in their institutions. They shall be trained on the leadership qualities, social skills, management skills, critical thinking, decision-making skills, communication skills, skills to manage stakeholders, institution building, conflict management skills, risk taking skills.
- **Centre for Networking and Collaboration:** To identify potential Higher Education Institutions, Experts, Scholars, practitioners, Industries/Network of Industries, and related professionals within and outside the state to create a pool of resources for imparting training and organising capacity building programmes. To build a strong network of academicians, practitioners, organisations, and institutions that can bring in expertise that is best desired for the education of young people.
- **Centre for Industry-Academia Collaboration:** To support HEIs in strengthening industrial interaction between HEIs and industries to establish collaboration with industries. To create a platform in HEIs for connecting with alumni for engagement with Industry for internship, apprenticeship, entrepreneurship and placement.
- **Centre for Promotion of Inter-Disciplinary Studies:** To promote interdisciplinary scientific research, advanced teaching, and training in chosen areas of interdisciplinary studies in collaboration with State Public and Private Universities.
- **Centre for Advancement of IKS:** To promote multi-disciplinary research for preserving, documenting, and building upon a philosophic and scientific

understanding of Indian Traditional Knowledge Systems. To undertake original research in Indian Knowledge Systems that will guide the development and implementation of programs for the diffusion of traditional and contemporary knowledge.

- **Centre for Development of Entrepreneurship:** To undertake capacity building programmes in establishing/nurturing business incubation centres, thus establishing entrepreneurial and innovation ecosystems. To assist in the management of the intellectual property rights associated with the work of researchers, students and faculty.

4. Positions for recruitment, Job Description, Eligibility criteria and Job type

(i) Position: General Manager (Finance) on a contractual basis. (No. of Position: 01)

Roles and Responsibilities	<ul style="list-style-type: none"> • General Manager (Finance) will work under the overall guidance of Joint Director, JSFDA • General Manager will coordinate with Centre coordinators for delivery of the functions of JSFDA. • To provide all required advice and information about Company's obligations under Company Act, and Rules thereto, guidance on maintenance of various records, statutory requirements, drafting of notice agenda and minutes of meetings. • To provide and present Financial statement and required reports to Board of Directors. • Establishing and enforcing proper accounting methods, policies and principles. • To support in preparation of budget estimate for operation of JSFDA • To provide support and guidance to manager (accounts) to ensure consistent service • To support in internal and external audit • To explore opportunities for business collaboration with organization/institutions • Any other work assigned by senior officials.
Eligibility Criteria	<ul style="list-style-type: none"> • CA/ICWA/MBA in Finance with minimum 7 years of post-qualification work experience in the field of accounting, financial management and management information systems.
Job Type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 3 Years; Renewal subject to satisfactory performance • Pay scale: Consolidated payment of Rs. 1,25,000/- per month to commensurate with experience

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(ii) Position: Manager, Information Technology (IT) on a contractual basis. (No. of Position: 01)

Roles and Responsibilities	<ul style="list-style-type: none"> • Manager (IT) will work under the overall guidance of General Manager (Admin and IT). • Support General Manager (Admin and IT) in day-to-day activities • To support the General Manager (Admin and IT) in devising plans for digital initiatives in Universities/colleges • Overall responsibility for developing the website and uploading documents to the website regularly. • To support other General Managers on IT-related work. • Manager (IT) will coordinate with Centre coordinators for the delivery of the functions of JSFDA. • To support the respective centres for implementing and monitoring of policies and schemes related to digital initiatives • To provide support to centres in designing and developing of training modules, brochure and related documents. • To support centres in the implementation of training programmes related to digital initiatives/IT-related activities. • To coordinate with Universities/ colleges for training on digital initiatives • To provide handholding support to Universities/Colleges in the implementation of digital initiatives. • Any other work assigned by senior officials.
Eligibility Criteria	<ul style="list-style-type: none"> • MTech/B.Tech in Computer Science/ IT/ Information Systems or similar branches with minimum 3 years of post-qualification experience in Web Development/Cyber Security, Network Management, or related fields.
Job Type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 3 Years; Renewal subject to satisfactory performance • Pay scale: Consolidated payment of Rs. 75,000/- per month

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(iii) Position: Manager (Administration) on a contractual basis (No. of Position: 01)

Roles and Responsibilities	<ul style="list-style-type: none"> • Manager (Admin) will work under the overall guidance of General Manager (Admin and IT). • Support General Manager (Admin and IT) in day-to-day activities. • To support the General Manager in the administration of JSFDA. • To coordinate with Centre coordinators for the administrative work of JSFDA. • To support centres in the implementation of training programmes. • To coordinate with Universities/ colleges and resource organisations. • Overall management of HR related activities. • Any other work assigned by senior officials.
Eligibility Criterial	<ul style="list-style-type: none"> • Post-Graduate in any discipline with minimum 3 years of experience in management and administration, preferably at the middle management level.
Job Type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 3 Years; Renewal subject to satisfactory performance • Pay scale: Consolidated payment of Rs. 75,000/- per month

(iv) Position: Manager (Academics /Trainings /Outreach) on a contractual basis (No. of Position: 02)

Roles and Responsibilities	<ul style="list-style-type: none"> • Manager (Academics, trainings and Outreach) will work under the overall guidance of General Manager (Academics, trainings and Outreach) JSFDA. • Support the General Manager in day-to-day activities • To coordinate with Centre coordinators for the delivery of the functions of JSFDA • Support the General Manager in assessing training needs and design training calendar of all the centres. • To provide support to centres in designing and developing training modules, brochures, and related documents. • To coordinate with Universities/colleges and resource organisations for the execution of training programmes. • To coordinate with Centres and HEIs for the delivery of functions of JSFDA.
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	<ul style="list-style-type: none"> • To support in the preparation of the Annual report, Training report and other documents • Overall management of the related Centres • Any other work assigned by senior officials.
Eligibility Criteria	<ul style="list-style-type: none"> • Post-Graduate in any discipline with minimum 3 years of experience in Training/ Placement/ Industry Linkage or similar outreach activities
Job Type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 3 Years; Renewal subject to satisfactory performance • Pay scale: Consolidated payment of Rs.75,000/- per month

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