

MAHARASHTRA STATE FACULTY DEVELOPMENT ACADEMY

(A Section 8 Company)

The Department of Higher and Technical Education, Govt. of Maharashtra has established Maharashtra State Faculty Development Academy (MSFDA) at Pune under Section 8 of Companies Act, 2013 for comprehensive training of teachers of all the Higher and Technical Education Institutions in the State. Maharashtra State Faculty Development Academy (MSFDA) is inviting applications for the post of **General Manager- Academics & Training**.

The position is to be filled on contractual/ on deputation/ 'on-loan' basis for one year and can be renewed based on the performance of the candidate.

A brief on MSFDA, details of the position, eligibility criteria and other information can be seen in the detailed advertisement available at the website.

The interested applicants are requested to go through the detailed advertisement and follow the instructions therein for applying for the respective posts. Application form along with the requisite documents must be sent by email on_recruitment.msfd@gmail.com by **October 15th 2023**.

Detailed Advertisement for Recruitment under MSFDA

About MSFDA

The Department of Higher and Technical Education has established Maharashtra State Faculty Development Academy (MSFDA) under Section 8 of Companies Act, 2013 to impart training to the faculty of Higher and Technical Education Institutions of Maharashtra.

The Vision of MSFDA is "Transforming higher educational landscape, through continuous professional development of teachers in Higher Education Institutes (HEIs) of Maharashtra".

The National Education Policy (NEP) 2020 specifies:

- "The most important factor in the success of higher education institutions is the quality and engagement of its faculty."
- "Teacher education is vital in creating a pool of teachers that will shape the next generation. Teacher preparation is an activity that requires multidisciplinary perspectives and knowledge, formation of dispositions and values, and development

of practice under the best mentors. Teachers must be grounded in Indian values, languages, knowledge, ethos, and traditions including tribal traditions, while also being well-versed in the latest advances in education and pedagogy.”

MSFDA is in a unique position to influence reforms in higher education as envisaged by the NEP 2020 by engaging with and motivating the faculty. The focus of training and the USP of MSFDA will be development of holistic learning and overall development as a human being. This will be critical for societal change.

USP and Approach of MSFDA

MSFDA will focus on training, incorporating the following key principles and approaches emanating from NEP 2020:

- **Experiential learning, creativity and innovation:** The faculty will be encouraged to adopt pedagogies that promote discovery, questioning and experiential learning by the students. This approach, which is also being focused in school education, will enable development of creative individuals who are intelligent, confident, and sensitive and are able to address problems.
- **Learning beyond knowledge:** Besides academic excellence and knowledge of latest advancement in respective disciplines, the training will underline that the purpose of higher education is much beyond accumulation of knowledge and employability. Knowledge can lead to intelligence, but by itself is not intelligence. The educators will be nudged towards appreciating this fact, so that they assume the right roles within the overarching purpose of “learning”. The HEIs will be encouraged to promote a congenial learning environment, which is free from fear and promotes critical thinking, discussion and co- learning among teachers and students.
- **Multidisciplinary Education:** A multidisciplinary approach will be promoted. The HEIs will be encouraged to recognise and promote creative arts at par with science and management subjects. Also, the training will promote integration with vocational education as envisaged in the NEP 2020 and work towards correcting the social status hierarchy associated with vocational education.
- **Scientific and Rational Thinking:** The NEP 2020 envisions discovery-based style of learning with emphasis on scientific method and critical thinking. Article 51 of the Constitution inter alia mentions that it shall be the fundamental duty of every citizen to develop scientific temper, humanism and spirit of enquiry and reform. MSFDA will promote training which is focused on rational thinking.
- **Networking with practitioners, expert institutions, HEIs:** Recognising the strength and importance of experiential and hands-on learning, the MSFDA will work as collaborative institutes that will not only provide training to faculty, but will also serve as facilitative platform to connect the HEIs with best practising individuals, practitioners, institutions, and resources.

- **Diversity and inclusion:** The NEP 2020 has identified limited access and limited teaching in local language as a constraint to achieving the purpose of higher education. It envisions increased access, equity and inclusion in higher education by creating greater opportunities. The MSFDA will promote diversity and inclusion as a non-negotiable fundamental principle in all aspects of higher education. The training, accordingly, will focus on sensitizing faculty towards this aspect and skilling them with comprehensive understanding of diversity and inclusion and also providing them with appropriate frameworks to implement in their respective institutions.

Centres in MSFDA

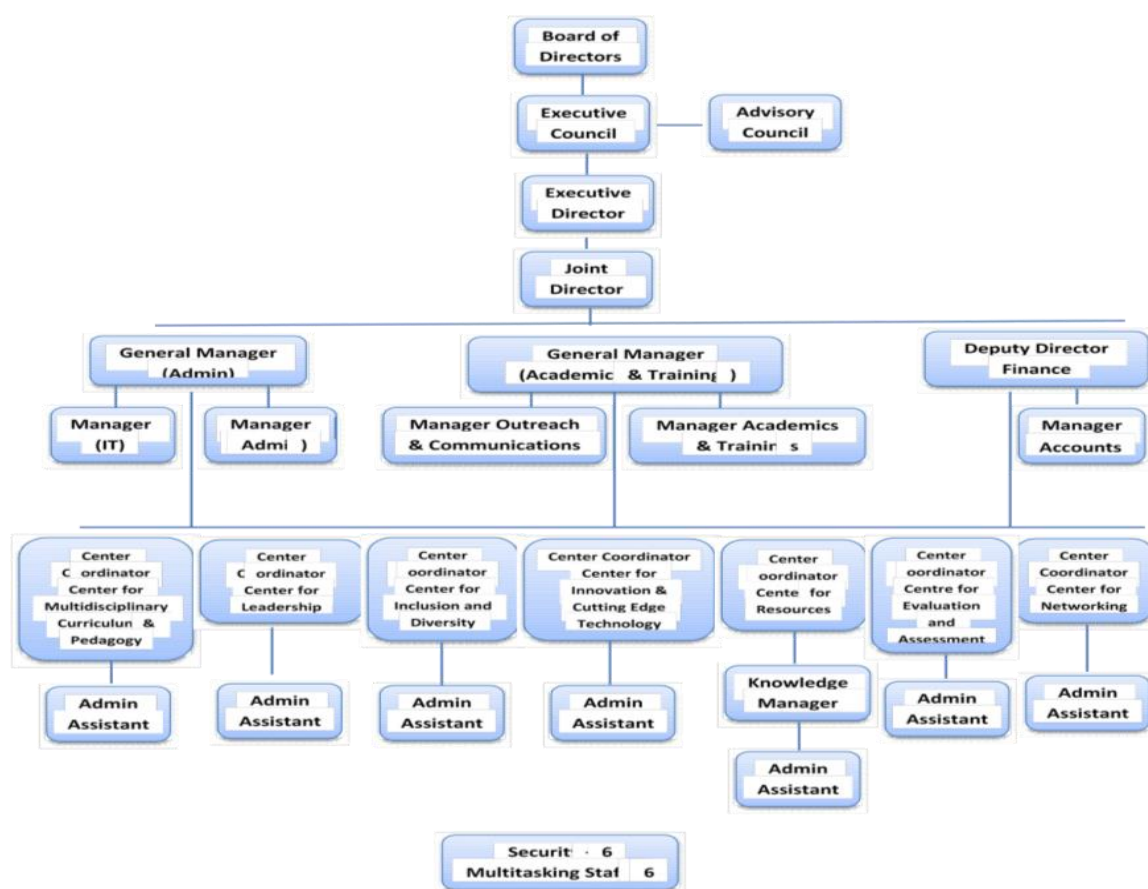
There will be seven Centres in MSFDA to carry out training/work in their respective areas. Each Centre will be managed by a Centre Coordinator assisted by an Administrative Assistant. The seven Centres are:

1. **Centre for Multi-disciplinary Curriculum & Pedagogy:** This Centre will carry out training in learning opportunities with a multi-disciplinary approach. In line with the NEP, 2020, the Centre will enable institutions and faculty to provide open, creative, and critical learning opportunities by inter-connecting various streams of arts and science. It will plan and execute training and modules in multi-disciplinary curriculum & pedagogy and build capacity of the faculty and institutions to be able to conduct such courses and adopt such pedagogy in their institution. The Centre will focus on development and promotion of creative IT based tools to promote experiential learning as part of pedagogy.
2. **Centre for Leadership Development:** This Centre will focus on training of senior faculty of HEIs who are in leadership positions or are likely to assume leadership positions. The various aspects of NEP 2020 will be discussed with them and they will be motivated to translate the policy features into actuality within their institutions. Modules on ethical leadership will be held in collaboration with expert organisations. The Centre will also work towards development of leadership traits in students.
3. **Centre for Inclusion & Diversity:** The Centre will sensitise the faculty, students and HEIs on diversity and inclusion as a non-negotiable value. It will operate as a cross-cutting theme and design and plan training programmes to encourage HEIs to build a conducive environment for students from diverse backgrounds to be able to access and enrol in their courses. It will also network with specialised organisations / individuals to enrich the training in this field.
4. **Centre for Innovation & Cutting-Edge Technology:** The Centre will foster innovation culture in HEIs. It will develop tools and methodologies to nurture innovation, incubation and entrepreneurial ecosystem and impart training in this field. It will focus on research and analysis and strengthen the participants understanding as an entrepreneur, leader and/or explorer in new fields and ideas. It will also focus on contemporary development in the various subject domains. In the

disruptive age the shelf life of skills is reduced drastically. The Centre will develop creative interventions to impart future ready skills for bridging the skill gap.

5. **Centre for Resources:** The Centre will be developed as a studio hosting a library, an audio-visual room, a performance space with required technical and other resources and provision for regular updating of resources like books, journals, periodicals, films, audio files, etc. It will endeavour to become a one-stop Centre for information pertaining to best online/offline resources. It will tie up and compile the existing resources/ online platforms for guidance of trainees/students who will visit the Centre. It will be an active space that will host events, debates/discussions, shows, film screenings, musicals, readings, exhibitions etc. for not only the faculty but also the students, thus also becoming a hub for traditional, modern, digital and other forms of creative expression.
6. **Centre for Networking:** The Centre will build a strong network of academicians, practitioners, organisations and institutions that can bring in expertise that is best desired for education of young people. It will act as a platform to allow sharing and exchange of latest development in terms of thought, skill, technology in various arts and science streams as well as learning pedagogy. The Centre will, thus, support other Centres as well as HEIs for designing appropriate modules and courses. It will take the lead in creating opportunities and avenues for student internships, fellowships, apprenticeship, placements and any other form of association to learn and practice by-hand on the field.
7. **Centre for Evaluation & Assessment:** The Centre will undertake need assessment, capacity building programmes and other initiatives to support and strengthen assessment & evaluation processes and methods in Higher Education Institutions (HEIs). In line with National Education Policy 2020, the Centre will enable institutions and faculty to design, introduce methods and tools for qualitative, quantitative, project & practice-based, individual and/or group based various formats of assessment and evaluation. It will plan and execute training, design modules in assessment and evaluation pedagogy and skills. It will support and guide faculty and institutions to design and conduct similar courses and adopt learner-centric pedagogy in their institution. The Centre will also introduce scope and use of digital technologies in assessment and evaluation.

ORGANOGRAM - MSFDA



The MSFDA is a prestigious State-level training Academy for faculty of all the Higher Education Institutes in the State of Maharashtra. The human resource that is to be recruited for this prestigious Academy therefore must be outstanding and of a very high capability and stature, possessing the traits that have been mentioned against the respective positions in the table below (See Eligibility Criteria).

Candidates are advised to go through the eligibility conditions carefully. They should not feel that merely possessing the educational qualification required for a particular role makes them eligible to apply for the same. Specific traits required for each particular position have been mentioned and that are essential requirements for that role.

A candidate who feels that besides the requisite educational qualification and experience, he/she also possesses all those traits to make him/her suitable for a State Level position of this prestigious Academy only should apply, so that time of the Selection Committee or his/her own time is not wasted.

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

Position: General Manager - Academics & Trainings	
Role & Responsibilities	<p>General Manager - Academics & Training shall be work under the overall guidance of the Joint Director, MSFDA</p> <p>General Manager - Academics & Training shall work closely with Centre Coordinators and will be responsible for:</p> <ul style="list-style-type: none">• Coordination of administration and content, delivery of all programs of MSFDA• Preparing reviewing and updating the training scope of each Centres• Coordinate with sub-centres at universities for facilitating reviewing, monitoring delivery of the programs and sub-centres• Designing, developing and integrating training calendars of all Centres and sub-centres• Developing program review and evolution mechanism (parameters, process and systems)• Conceptualising and strategising processes; plans to reach- out and promote faculty development programs, administrative staff development including students and management representatives to higher education institutions (HEIs)• Coordinate and cooperate with other similar faculty development Centres individuals / organisations to foster cooperation for identifying potential partners for MoUs, collaborations• Identifying and on-boarding resource person and developing their performance mechanism• Monitoring and Evaluation of the training programs of all centres• Preparing six monthly reports of all the programs conducted by MSFDA with critical analysis, amendment, suggestions if any

Eligibility Criteria	<ul style="list-style-type: none"> • A person passionate about designing and execution of learning processes, awareness and experience of the higher education landscape and a sense of ownership and responsibility related to the position • A person with excellent planning and organisational skills with understanding of the higher education landscape of the State of Maharashtra and its policies. A person who appreciates the scope and importance of faculty training and has experience and knowledge to plan, strategise and execute programmes and performance evaluation of related training programmes that will facilitate enhancing student's learning experience • Postgraduate in any discipline related to job profile • Minimum 15 years proven work experience in designing, execution and management of training/capacity building of faculty in higher education. • Having a good understanding of critical learning pedagogy • Ability to work in a collaborative and participatory manner • Knowledge and experience of introducing various creative streams and designing modules to enhance participation of faculty members • Knowledge and experience of planning, strategising and executing and evaluating training programs and courses that facilitates implementation of NEP 2020 • Developing database of eminent resource persons across all fields of HEI, identifying training needs, new time relevant assessment tools • Summarising the response of teacher participants through online and offline mechanism and its critical analysis to set future training needs under the seven centres • Aptitude to support, guide and handhold team members / Centre Coordinators in being able to identify critical aspects of the programmes and think of creative ways to add value to processes and purpose of partnerships and programmes • In case of deputation / on-loan basis - (in addition to above attributes) <ul style="list-style-type: none"> - Professor rank person working in any college or University of Maharashtra
Job Type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 1 Year; Renewal subject to performance • Pay Scale: Rs.1,50,000/- plus per month to commensurate with experience and role fit; In case of deputation or on-loan basis: existing salary

Process of Application for Position: General Manager - Academics & Trainings

The eligible candidates for the said post, General Manager - Academics and Trainings, are required to send the following by email on recruitment.msfd@gmail.com by **15th October 2023**.

1. Bio-data/CV: A detailed biodata/CV is to be submitted. It must be signed by the candidate. Scanned documents to support educational qualification, experience and other relevant information such as references may be attached. Any false information submitted will make the application liable for rejection. Bio-data/CV must include the following:
 - a. Position applied for (This must be at the top of Bio data/CV)
 - b. Mobile Number and Email
 - c. Statement of Purpose (Max 500 words)
 - d. Executive Summary of contribution made in the field of higher education

The CVs received will be scrutinized regarding above mentioned eligible conditions and the interview will be held at Maharashtra State Faculty Development Academy, Administration Office, 412-B, Bahirat Patil Chowk, Bhamburda, Model Colony, Shivaji Nagar, Pune 411016 for those candidates who meet the eligibility conditions.

The date of the interview will be **27th October 2023** at 12 noon.