



Maharashtra State Faculty Development Academy

Recruitment for the post of Joint Director, MSFDA



MAHARASHTRA STATE FACULTY DEVELOPMENT ACADEMY
(A Section 8 Company)

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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 **Joint Director, MSFDA**. This position is to be filled on contractual basis for one year and can be renewed based on the performance of the candidate.

A brief on MSFDA, details of the positions, eligibility criteria and other information and detailed advertisement is available on the website <https://msfda.ac.in/>

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 (Biodata, CV, Assignment) must be sent by email [on recruitment.msfda@gmail.com](mailto:recruitment.msfda@gmail.com) by **08th April 2024**. Applications received thereafter will not be entertained.

Detailed Advertisement for Recruitment under MSFDA

1. 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:

“13.1 The most important factor in the success of higher education institutions is the quality and engagement of its faculty.”

“15.1.1 - 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 the higher education as envisaged by the NEP 2020 by engaging with and motivating the faculty. The focus of trainings 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.

- i. **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.

- ii. **Learning beyond knowledge:** Besides academic excellence and knowledge of latest advancement in respective disciplines, the trainings 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.
- iii. **Multidisciplinary Education:** A multidisciplinary approach will be promoted. The HEIs will be encouraged to recognize 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.
- iv. **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.
- v. **Networking with practitioners, expert institutions, HEIs:** Recognizing the strength and importance of experiential and hands-on learning, the MSFDA will work as a collaborative institute that will not only provide training to faculty, but will also serve as facilitative platform to connect the HEIs with best practicing individuals, practitioners, institutions, and resources.
- vi. **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 principal 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.

There will be six Centres in MSFDA to carry out trainings/work in their respective areas. Each Centre will be managed by a **Centre Coordinator** assisted by an Administrative Assistant.

The seven centres are:

- (a) **Centre for Multi-disciplinary curriculum & pedagogy:** This Centre will carry out trainings

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 trainings 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.

(b) **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 organizations. The Centre will also work towards development of leadership traits in students.

(c) **Centre for Inclusion & Diversity:** The Centre will sensitize the faculty, students and HEIs to 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 enroll in their courses. It will also network with specialized organizations/individuals to enrich the trainings in this field.

(d) **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 trainings in this field. It will focus on research and analysis and strengthen the participant's 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.

(e) **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 endeavor 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 hosts 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.

(f) **Centre for Networking:** The Centre will build a strong network of academicians, practitioners, organizations 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 of appropriate modules and courses. It will take 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.

(g) **Centre for Evaluation and Assessment:** This 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 pedagogy in their institution. The Centre will also introduce scope and use of digital technologies in assessment and evaluation.

2. **Important information for applicants**

- The MSFDA is a prestigious State-level training Academy for faculty of all the Higher Education Institutes in the State of Maharashtra. The manpower 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 in the table below.

- Candidates are therefore 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 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 in this prestigious Academy only should apply, so that time of the Selection Committee or his/her own time is not wasted.

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

Position: Joint Director	
Role & Responsibilities	<p>The Joint Director shall be responsible, under the overall guidance of the Executive Director, for:</p> <ul style="list-style-type: none"> • Overall guidance and steering the MSFDA work • Demystifying the vision and objectives of the academy to the team • Conceptualizing and strategizing processes related to the overall purpose of the academy • Visualizing the organization structure for smooth implementation of the programs • Providing necessary inputs for assessment, planning and execution of training programs • Being able to guide the program team to articulate vision, plan and execute courses/modules/programs • Establish connect with people and organizations trying out innovative and pedagogical practices in the field of learning

Eligibility Criteria	<ul style="list-style-type: none"> • A person passionate and knowledgeable about education and learner-centered approach in learning. Also, the person needs to have understanding of interconnectedness of learning with human values and sustainability and ability to guide team and visualize suitable training programs for the same. Experience of engagement with young people from diverse backgrounds will be preferred. • Post Graduate in any discipline • Work experience of minimum 15 years • Proven experience in program management, designing modules & facilitating trainings, • Having a good understanding of social and aspirational issues of youth, learning pedagogy • Having critical abilities to be able to understand policies, articulate vision and translate it into action points for implementation • Ability to work in a collaborative and participatory manner thereby guiding team members to be able to connect the activities and plan to the larger vision of the program
Job type	<ul style="list-style-type: none"> • Contractual, full-time • Term: 1 Year; Renewal subject to performance • Pay Scale: Rs 1,75,000 – Rs 2,50,000 per month commensurate with experience and role fit. In case of deputation or on-loan basis: existing salary

Tip: Faculty teaching in colleges/universities (Professor level) can also apply ‘on loan’ basis

4. Process of application

a. The Candidates who consider themselves eligible are required to send the following by email on recruitment.msfd@gmail.com by **8th April, 2024**.

- (i) Bio-data/CV
- (ii) Essay (1000-1500 words)
- (iii) Statement of Purpose (SOP) (750-1500 words)

(i) Bio-data/CV: A detailed bio data/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

- Position applied for (This must be at the top of Bio data/CV)
- Date of Birth
- Mobile Number
- Email

(ii) Essay: The applicants have to submit an assignment on the topic mentioned below in 1000 – 1500 words:

“Higher education has been unable to nurture intelligent and holistic youth. Do you agree? If yes, please elaborate the areas wherein higher education needs to be strengthened, and also, how NEP 2020 can address those challenges to bring about a transformative change?”

(iii) Statement of purpose (SOP): In 750-100 words:

“SOP: Please elaborate at least five areas of work which you will prioritize, if you were selected as Joint Director, MSFDA”

The essay and SOP can be both handwritten and then scanned or it can be typed. It can be written in Marathi, Hindi, or English.

5. Important Timeline

The Biodata/CV and Assignment must be sent by email on recruitment.msfd@gmail.com by

8th April 2024. Each document must be carefully captioned.

Eligible candidates will receive intimation about their selection for interview by email. Only those candidates who receive email of invitation for interview will have to remain present for interview at Maharashtra State Faculty Development Academy, 412-B, Bahirat Patil Chowk, Shivajinagar, Pune with all documents supporting their credentials. The date of interview will be conveyed by email to the shortlisted candidates.

Only such candidate will be selected who in the opinion of the Committee meets the desired criteria/possesses the requisite traits and can give justice to the role. If no such candidate is found then the Committee reserves the right to re-advertise the post. Receiving invitation for interview gives no right or claim for selection for the said post.