



INDIAN POLICE FOUNDATION

Duties and Role of State Supervisors

(4-one each in Chhattisgarh, Tamil Nadu, Punjab and Telangana states)

4 State supervisors will be recruited from 1st year and continue till the completion of the project (32 months) They will be involved in following activities:

- i. Establishment of PMU and selection of staff;
- ii. Conduct of meetings in States with civil society, NGOs, lawyers, media to understand public grievances and expectations
- iii. Conduct of baseline evaluation and public perception survey in selected Police Stations in 2 districts
- iv. Participation in meetings/workshops with experts for finalising the project recommendations
- v. Preparation of Change Manual and its translation
- vi. Identification of trainers, their briefing and preparation of training material -bilingual
- vii. Supervision of Training of Police staff of 15 PSs (on Change manual and Citizen centric policing and soft skills) – during the Pilot and main phase
- viii. Hand holding, briefing and monitoring visits to all 15 PSs every month during pilot (one day/PS)
- ix. Accompanying central teams, IPF senior officers during their visits to States
- x. Attending/holding meetings with State Nodal officer, CPs/SPs regularly.
- xi. Supervision over data collection from PS and citizen feedback,
- xii. Compilation and sending of monthly reports to State Nodal officer and Project Directorate
- xiii. Assisting IPF central team in evaluation of Pilot project in 15 PSs
- xiv. Assisting in preparation of Pilot project report
- xv. Preparation of revised change manual and revised bilingual training material
- xvi. Base line evaluation and citizen perception survey in additional 15 PSs/state during main phase
- xvii. Visit to all 30 police stations, every 7/8 weeks for hand holding, monitoring, briefing during main project implementation (one day per PS),
- xviii. Briefing/assisting for 3rd party independent evaluation for the main project
- xix. Data compilation and Preparation of Main Project report
- xx. Any other duties as assigned from time to time

Qualifications & Requirements:

- i. Retired police officer (retired as IGP/DIG/SP/Addl SP with minimum 10 years of experience of supervision of police stations in civil police) or a consultant/ academician working on Police Reforms for 8 years in University/NGOs/civil society. Minimum experience can be relaxed by selection committee in exceptional cases

- ii. Acquaintance with state police manual and criminal laws, circulars from MHA/State Govt., relevant SC judgements, NHRC directives etc.
- iii. Knowledge about recommendations of various police commissions (NPC, ARC, state police commissions, others)
- iv. Good health-Officer will be required to visit police stations every month and submit reports.
- v. To attend office regularly
- vi. Good coordination capacity (meetings with SPs/CPs, State Nodal officer, Trainers, Project Directorate)
- vii. Working knowledge of computer
- viii. Good command over English and the local state language

Honorarium/Perks:

- i. Rs 75,000/- per month with 5% annual increment
- ii. Vehicle/taxi for visiting police stations, meeting officials
- iii. Office in Police Hqrs. /Police Academy (as decided by DGP)
- iv. Secretarial assistance
- v. Economy Air fare for visiting Delhi and local transport
- vi. Boarding/Lodging in police mess/guest house, whenever on tour