

INFORMATION BROCHURE

Phase III Mid Career Training Programme For IFS officers 2011-12

**Indira Gandhi National Forest Academy
New Forest
Dehradun**

Mid Career Training (MCT) Programmes for IFS Officers Phase III Training (2011-12)

Indira Gandhi National Forest Academy is conducting the mandatory Phase III, IV and V Mid Career Training (MCT) Programme for IFS officers from 2009 onwards.

2. Objectives:-The main objective of the Phase III MCT programme is to build “next level competency”. As the officers of this level would be dealing with management of forest resources at executive level in the States, considerable input on latest technological advances and skills would be provided. The endeavor would also be to equip the officers to handle conflicting interests and demands, to carry along multiple stakeholders, to work in partnership with private sector and civil society and to interface effectively with political classes. Further, they would be facilitated to update their self development plans and to acquire suitable skills like leadership, change management etc. so as to make them confident enough to address the new environment of greater complicity and ambiguity in which they would be working. Finally, a 2-week exposure visit abroad will provide the officers global perspective as well as exposure to international best practices.

3. Mandatory nature: The India forest services (Pay) Rules have been revised vide notification no. 20011/1/2006-AIS-II dated 21.02.2008 and its amendment through IFS (Pay) Second Amendment Rule, 2008 vide notification no 14021/3/2008-AIS-II dated 27.09.2008, to make the Phase III, IV & V MCT programmes compulsory for award of Junior Administrative grade, IInd Super time scale and further increments respectively to the concerned officers. Therefore, it would be the responsibility of the concerned Stated Government and the officer himself/herself to be in a position to attend the programme as per the schedule.

4. Out line of the course: - The programme has been designed with great care based on scientifically assessed training needs of the officers of 7-9 years seniority. During the programme, detailed input on modules e.g. forestry, environment and wildlife would be delivered. Besides, some input on general management themes, viz. leadership, change management, motivation and self-development will be delivered in one-week module to be conducted at IIM Ahmedabad. During the course, a two-week exposure visit would be conducted by Colorado State University USA (CSU) for a group of 30 participants and by Swedish Forest Agency (SFA) Sweden for the remaining 30 participants of the group. During foreign study visit, the officers will visit key institutions and project sites, identify the innovative forest management and practices and explore the pros and cons of adapting them in India context.

5. Coverage of officers: - The current Phase III programme will cover the officers of 2001 to 2005, as indicated below:-

- (i) The total number of participants in a programme would be limited to 60 officers.
- (ii) The nomination of the officers' would be done by following roaster of all state cadres in an alphabetical order.

No exemption from the mandatory training would be given.

6. Institutes involved and timelines:- The 8 week phase III training programme is scheduled to be conducted during 13th March - 13th April 2012 at IIM Ahmedabad and IGNFA Dehradun & 16th April - 04th May 2012 abroad & at IGNFA. The programme is to be conducted by ICFRE Dehradun in close association with IIMA, WII, FSI Colorado State University, USA & Swedish Forest Agency, Sweden. The in-country modules would be conducted in coordination with WII and FSI.

The officers will be trained at IIM Ahmedabad during the Ist week followed by IInd to Vth and final VIIIth week at IGNFA, Dehradun, with a 2 week exposure visit to USA/Sweden during VIth & VIIth weeks of the Programme. The detailed schedule of the programme is as follows:

Phase	Complete duration	Duration at IIMA	Duration at IGNFA	Duration abroad
III	13 th March 2012 - 04 th May 2012	13 th March 2012 - 17 th March 2012	19 th March 2012 to 13 th April 2012; 31 st April 2012 to 04 th May 2012	16 th April 2012 - 28 th April 2012

7. Contacts: - Any clarification on the programme may be sought by contacting Dr Subhash Ashutosh, Course Coordinator (Tel. 0135-2751470/e-mail ID sashutosh30@yahoo.com and Shri K.C.A. Arun Prasad, Course Coordinator (Tel. 0135-2754394/e-mail ID kcaarunifs@gmail.com. The ICFRE-CSU will contact the enrolled officers directly through e-mail, in order to provide them “pre-reading material” as well as to seek certain information pertaining to the programme.

8. Requirements of Official Passport :- It is necessary for all the participants to acquire an ‘Official Passport’ to go abroad for the exposure visit, in order to facilitate the same, IGNFA will obtain and forward in due course, a copy of the MEA order, issuing ‘Political Clearance’ for all the participants officers.

9. Evaluation of participants: - During the course, the performance of training provider as well as the participants would be closely monitored. Criteria for successful completion of the training by the participant are as below.

- Each participant would be required to submit assignments based on their state experiences.
- Attendance should be more than 90 %.
- Conduct should be satisfactory.
- Presentation on foreign visit should be of satisfactory level.

10. Logistics and Other Requirements for the course: - The programme would be completely residential and boarding facilities would be arranged by IGNFA at all places. All travel arrangements during the course would be made by IGNFA, except for the journeys to be made by the participants for reporting/going back home.

As the weather would be cold at Dehradun during the the month of March and the officers would also be traveling to USA/Sweden during the course, it is advised that they carry sufficient winter clothing for themselves.

Participants will be paid daily allowance at DoPT approved rates during their foreign visit. No allowances of any kind will be paid by IGNFA during their stay in India.

The participant's rooms would be equipped with desktop computers; still they are advised to carry their laptops for outdoor use.

During the programme, the participants will be provided single accommodation. **Under no circumstances, the family members would be allowed to accompany during the training programme including the foreign visit. Any overstay at foreign destinations or change in official journey schedule by the participants on their own beyond the programme period would be viewed seriously by the MoEF/IGNFA and the officers would be responsible for the same.**

11. Reporting for the course: - All the nominated officers are directed to report at IIM Ahmedabad, latest by the evening of 12th March 2012 for participation in Phase III training. No late joining would be allowed.