

TERMS OF REFERENCE

Empanelment of Instructors of Practice [IOP]

1. BACKGROUND :

CIDC is the apex body for construction industry development in India. To strengthen skill development and on-site training, CIDC seeks to empanel experienced professionals as "Instructors of Practice". The goal is to leverage post-retirement industry expertise to train and mentor construction workforce across Delhi/NCR and other locations.

2. OBJECTIVE :

To engage retired/retiring Field Engineers from CPWD, PWD, MES, BRO, PSUs, Industry & Training Institutes as IOPs to:

- Deliver practical, site-based and classroom training
- Bridge the gap between industry practices and training curriculum
- Mentor trainees and assess skill competency

3. ELIGIBILITY CRITERIA :

Qualification : Diploma / Degree in Civil, Mechanical, Electrical Engineering or allied construction trade fields as Grade Technicians (From Armed services and allied departments)

Experience : Minimum 15-20 years field experience.

Retired from Govt Dept/PSU/Industry preferred

Age : Preferably below 65 years. Medically fit

Domain : Civil, Mechanical and Electrical, Trade specific knowledge, Site Execution, Quality Control, Safety, Productivity, Maintenance, Equipment, Estimation, Contracts

4. SCOPE OF WORK / RESPONSIBILITIES :

The selected IOPs will be required to:

Training Delivery : Conduct classroom + on-site training for masons, bar-benders, supervisors, operators

Curriculum Support: Provide inputs to update training modules with current industry practices

Assessment & Certification: Act as assessor for skill testing in association with CIDC

Mentoring: Guide trainees on safety, quality, productivity, and work ethics

Demonstrations: Show use of modern tools, equipment and green construction practices

Reporting : Submit training reports, assessment, attendance and feedback to CIDC

5. MODE OF ENGAGEMENT :

Nature : On contractual/assignment basis. Not a full-time employment

Location : CIDC Training Centres, Project Sites in Delhi/NCR, and other states as required

Duration : Initially for 1 year. Renewable based on performance upto 3 years

Remuneration: As per CIDC norms.

6. KEY COMPETENCIES EXPECTED :

- Strong technical knowledge and field experience
- Good communication skills in Hindi/English/Local language
- Ability to train low-literate workers using simple methods
- Knowledge of safety standards, CPWD specifications and modern construction technologies

7. APPLICATION PROCESS :

- Submit EOI with CV, qualification, experience certificates
- Shortlisting based on profile
- Interaction/Demo session at CIDC
- Final empanelment

8. CERTIFICATE :

Certificate of Empanelment as "Instructor of Practice - CIDC"

9. IMPORTANT NOTE :

Empanelment does not guarantee regular assignments. Deployment will be based on project requirements and trainee batches.