



## JOB DESCRIPTION

### **CAPITAL GOODS SKILL COUNCIL (CGSC)**

Regd Office: C/o Federation of Indian Chambers of Commerce and Industry (FICCI),  
1, Tansen Marg, New Delhi – 110001

#### **Capital Goods Skill Council (CGSC) Invites applications for the post of Chief Executive Officer (CEO)**

Capital Goods Skill Council (CGSC) is an Industry lead and governed Sector Skill Council (SSC), registered as a society in June 2013 under the Societies Registration Act XXI of 1860. CGSC is promoted by Federation of Indian Chambers of Commerce and Industry (FICCI) and Department of Heavy Industry (DHI), Government of India. The SSC is supported by Ministry of Skills Development and Entrepreneurship and National Skill Development Corporation (NSDC), and was set up as an outcome of the National Skills Policy of 2009 and the revised policy of 2014.

CGSC, in addition the Capital Goods Sector, is now also responsible for skills development in the Defence Manufacturing, Ship building and breaking, Homeland Security Equipment and Fire Safety Equipment.

CGSC is now looking for a CEO, who will be responsible to steer the council to deliver the objectives set for the council to meet the industry demand of skilled workforce at all levels while aligning to the national goals of skill development.

CGSC has been set up to meet the following objectives, which are delivered through the annual business plan:

- Develop National Occupational Standards based Qualifications
- Accreditation of Training Providers
- Develop Quality Assurance parameters for assessment and certification
- Training of Trainers and Assessors
- Promote academies of excellence for the sector
- Establish a structured Labour Market Information System (LMIS) and conduct periodic skill gaps studies
- Promote and manage Apprenticeship
- Conduct Skill Competitions in alignment with IndiaSkills and WorldSkills.

#### **Profile**

Professional experience in the areas of Capital Goods / Engineering Manufacturing for not less than 15 years in senior and responsible position with a good track record of performance in Administration and Management. Experience in training and skill development will be desirable. CEO is leadership position, requiring interaction at top level executives in the Industry, Training Institutions, Academic and Research Institutions and both Central and State Government at all levels.



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The incumbent should be in sound health, energetic, dynamic, proactive and result oriented. Adequate domain knowledge including that of skills development with National / International exposure.

**Age:** Preferably not more than 55 years.

**Qualification:** Degree in Engineering with MBA will be preferred. Ex – Army officers from the Corps of EME with relevant experience are also eligible.

**Compensation:** Negotiable

This position is based out of Delhi NCR. Extensive travel is expected.

Interested candidates may apply before 17<sup>th</sup> March 2020 to [recruitment@ficci.com](mailto:recruitment@ficci.com)

The detailed Job Description is tabulated below:

<b>Organisation</b>	Capital Goods Skill Council	Unit	New Delhi
<b>Position</b>	Chief Executive Officer (CEO)	Closing Date	17 March 2020
<b>Reporting</b>	Governing Council		
<b>Apply at</b>	Mail your CV to <a href="mailto:recruitment@ficci.com">recruitment@ficci.com</a>		

### Job Purpose

CGSC has been setup by the industry to promote skills development in the Capital Goods Sector, Defense Manufacturing, Ship Building and Breaking, Homeland Security Equipment and Fire Safety Equipment. The prime responsibility is to develop the occupational standards, accreditation of training providers, build quality assurance system for assessment and certification, carry out skill gap studies, develop labour market information system, promote COEs, promote and manage Apprenticeship and organize skill competitions to meet industry and national requirement.

The movement forward to fulfil the CGSC mandate will require partnerships, both national and international to serve the industry better.

The CEO is a key position to ensure cost effective and quality assured operation, design and implement business strategies, develop and evaluate procedures to ensure transparency, oversee daily operations, seek new opportunities to expand the work, develop partners capacities to ensure seamless delivery of work / assignments for CGSC. Lead and encourage CGSC team to strive for excellence in every activity, keeping the organizations interest foremost and maintain financial sustainability.

### OPERATING NETWORK / INTERFACE

<u>External Interface</u>	<u>Internal Interface</u>
<ol style="list-style-type: none"> <li>MSDE</li> <li>NCVET</li> <li>Industry Associations</li> <li>Industry in the capital goods sector, defense manufacturing, ship building &amp; breaking, homeland security equipment and fire security equipment</li> </ol>	<ol style="list-style-type: none"> <li>Governing Council Members</li> <li>Advisory Board of the Council</li> <li>Action Groups / Task Forces / Committees formed by the Governing Council</li> <li>Teams members of CGSC</li> <li>Supporting partners, Assessment Agencies, Vendor / Service Providers</li> </ol>



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<p>5. Central and State Government Ministries / State Skill Missions</p> <p>6. Skill companies/experts – national and international</p> <p>7. NSDC</p>	<p>6. Auditors</p>
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<b>MINIMUM REQUIREMENTS</b>	
<p align="center"><b>Education &amp; Relevant Experience</b></p>	<ol style="list-style-type: none"> <li>1. BE (Mechanical) with MBA / Ex-Army Officer from Corps of EME with relevant experience. Qualification or Experience in SSCs / Skills eco-system will be an advantage.</li> <li>2. Minimum 15-17 years of progressive experience in management</li> <li>3. Experience of working with Government at both Centre and State and understanding of various skill development schemes will be desirable.</li> <li>4. Good understanding of NSQF, Occupational Standards, Qualifications, Curriculum and Content development process.</li> <li>5. Good understanding of assessment processes and evidence collection to manage quality in trainee assessment process.</li> <li>6. Experience in dealing with both national and international agencies</li> <li>7. Ability for strategic planning and business development</li> <li>8. Good understanding of the skills eco-system including quality requirements and gaps</li> <li>9. Good understanding of the working of key agencies like NSDC and NCVET.</li> <li>10. Understanding of the Registered Society and related compliances.</li> </ol>

<b>Competencies</b>	
<b>Technical (Knowledge, Skill, Attitude)</b>	<b>Generic</b>
<p><b>Technical Knowledge &amp; Skills</b></p> <p>Leadership.</p> <p>Strategic Planning and Execution.</p> <p>Business Acumen.</p> <p>Knowledge and understanding of the national skills eco-system including role of key ministries and agencies.</p> <p>Knowledge and understanding of Skills ecosystem in manufacturing sector with focus on quality and future skill requirements.</p> <p>Knowledge and understanding of Quality parameters essential to the skills eco-system and ability to draw quality assurance processes to address them.</p> <p>Excellent in Business Communication.</p> <p>Well versed with use of Social Media.</p> <p>Application of ICT tools to streamline and simplify the work for efficiency and enhanced productivity of team.</p> <p>Eye for detail.</p> <p><b>Attitude</b></p>	<p>Ability to front face with stakeholders as required.</p> <p>Excellent presentation skills, both verbal and written.</p> <p>Ability to effectively deal with large and small groups.</p> <p>Ability to deal with different internal as well as external stake holders.</p> <p>Ability to deal with different Government officials and departments at both centre and state level.</p> <p>Multi-tasking abilities and be able to work both independently and with a group.</p> <p>Ability to drive and motivate the co-workers and teams to successfully meet all project deadlines.</p> <p>Team Player.</p> <p>Decision making and problem solving.</p>



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<p>People's person, Active listener and Good communication skills.</p> <p>Creative, go-getter with the ability to meet deadlines and 'get things done'.</p> <p>Passionate about working with people, handling the team and impacting the lives of the people at the bottom of pyramid.</p>	
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