# Requirement of State Project Administrators, Consultants/ Nodal Officers & Staff in State Project Implementation Units (SPIU) for World Bank assisted project-Technical Education Quality Improvement Programme (TEQIP) -of Ministry of Human Resource Development (MHRD) on contractual/deputation basis for Focus States across India

Ministry of Human Resource Development (MHRD), Government of India invites online applications, through EdCIL (India) Limited, A "Mini Ratna" CPSE, from candidates for contractual/deputation engagement with National Project Implementation Unit (NPIU) run for TEQIP scheme of MHRD covering the following posts for running the offices of State Project Implementation Units (SPIUs) across different locations located in the following States:-

| 07 States-      |   | Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Odisha, Rajasthan & Uttar Pradesh |
|-----------------|---|---|
| 03 Hilly States | - | Himachal Pradesh, Jammu & Kashmir and Uttarakhand                                 |
| 01 UT           | - | Andaman & Nicobar Island  |
| 08 NE States    | - | Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and       |
|                 |   | Tripura (01 SPIU office is to be set up in Guwahati for these 08 States)          |

#### A. Name & number of post- Total 132 posts (SPAs + Consultants + Support Staffs)

| SI<br>No. | Designation  | Discipline                                  | No. of Post<br>(in Nos) 01 for<br>each SPIU as<br>mentioned<br>above |
|-----------|--|---|--|
| 1         | State Project Administrator  On deputation would receive pay in parent organization OR In the proposed scale Rs.43200-3%-66000 (IDA) plus DA and other allowances as admissible  On Contract: On contract appointment basis, the consolidated fee/ remuneration shall be between Rs. 18,30,467/- to Rs. 27,96,529/- p.a. | In charge of office                         | 12   |
| 2         | Nodal Officer/Consultant  Consolidated fee/ pay range- From Rs.75200- 140900/- per month   | (Institutional<br>Development/<br>Academic) | 12   |
|           |  | Procurement                                 | 12   |
|           |  | Finance                                     | 12   |
|           |  | Monitoring & Evaluation                     | 12   |
|           |  | Information<br>Technology                   | 12   |
|           |  | Administration                              | 12   |
|           | Total  |   | 84   |
| 3         | Office Assistant Consolidated fee/ pay range- Rs. 35000/- per month  | General                                     | 12   |
| 4         | Account Assistant Consolidated fee/ pay range- Rs. 35000/- per month   | Accounts                                    | 12   |
| 5         | Messenger-cum-Driver Consolidated fee/ pay range- Rs. 25000/- per month  | General                                     | 12   |
| 6         | Dispatcher Consolidated fee/ pay range- Rs. 20000/- per month  | General                                     | 12   |
|           | Total  | l   | 48   |
|           | Grand Total  |   | 132  |

| 1. Eligibility criteria/ Details for the posts : |  |  |
|--|--|--|
| Post name  | Qualifications & Experience criteria   |  |
| State Project                                    | Essentials Qualification - Member of All India Services/State Civil Services with          |  |
| Administrator                                    | not less than 10 years of service of which at least 02 years as Head of the                |  |
|  | Department preferably in Education Department  |  |
|  | OR   |  |
| Age criteria                                     | Registrar of National/State level University/ Institutions with minimum of 10 year         |  |
| Should not exceed 60                             | of service of which at least 02 years in the prescribed cadre                              |  |
| years as on last date of                         | Desirable- Good academic background and high quality experience in one or                  |  |
| the advertisement                                | more aspects of Technical Education such as teaching, training, planning,                  |  |
|  | implementation, co-ordination and management etc including any administrative experience.  |  |
|  | Mode of engagement –   |  |
|  | A. <u>On deputation</u> , would receive pay in parent organization <u>OR</u>               |  |
|  | In the proposed scale Rs.43200-3%-66000  |  |
|  | (IDA) plus DA and other allowances as admissible   |  |
|  | Criteria under Deputation:   |  |
|  | (a) Officers should be under the Central/State Govt./Union                                 |  |
|  | Territories/Universities/Recognised Research Institutes/PSU's/Autonomous                   |  |
|  | Body/Semi Govt. or Statutory Organisations.  |  |
|  | (b) Holding analogous posts on regular basis in the parent cadre/Department                |  |
|  | OR at least served 02 years in Rs. 36600-62000 (IDA Scale) or equivalent                   |  |
|  | B. On Contract: On contract appointment basis, the consolidated fee/                       |  |
|  | remuneration shall be between Rs. 18,30,467/- to Rs. 27,96,529/- p.a.                      |  |
| Duties &   | i) Will assist, co-ordinate & work with SSC & State Technical Department                   |  |
| Responsibility                                   | seeking guidance as necessary and providing regular updates to the                         |  |
|  | concerned Authorities for effective Implementation of the Project.                         |  |
|  | ii) He/She is the head of the team comprising Nodal Officers/Consultants                   |  |
|  | engaged for implementation of Projects. His/Her duties and responsibilities                |  |
|  | to ensure the implementation of Project as per its design given in PIP.                    |  |
|  | iii) To organize State Level Meetings State Selection Committee or else.                   |  |
|  | iv) Review funding requirements from Institutions & ATUs & monitor fund utilisation        |  |
|  | v) Review eligibility proposals from Institutes & prepare reports on the same              |  |
|  | for consideration of the SSC.  |  |
|  | vi) Provide guidance and arrange technical assistance to institutions for                  |  |
|  | carrying out realistic and meaningful training needs analysis to achieve                   |  |
|  | their desired goals.   |  |
|  | vii) To facilitate Mentoring through Mentors in the State and Centrally Funded             |  |
|  | Institutions in TEQIP.   |  |
|  | viii) Performance Audit of Centrally Funded Institutions and State Institutions.           |  |
|  | To ensure mentoring of Institutions through mentors and subject experts.                   |  |
|  | ix) To provide guidance to the States/UT Institutions and Centrally Funded                 |  |
|  | Institutions on procurement issues   |  |
|  | x) To organize exhibitions/workshops/training conferences                                  |  |
|  | xi) To help in scrutinizing Bid Documents/Evaluation reports prepared by the Institutions. |  |
|  | xii) To advise and guide Consultants on procurement issues                                 |  |
|  | xiii) To prepare Review Reports for JRMs and Monthly Review of World Bank                  |  |
|  | xiv) To arrange research student's/review reports, performance audit                       |  |
|  | xv) All supervisory work of SPIU including budget, finance, administration post            |  |
|  | work   |  |
|  | xvi) Any other tasks assigned by NPIU/MHRD   |  |
| ·  | , ,  |  |

### Nodal Officers/Consultant-

(Academic/ Institutional Development Units)

#### Age criteria

Should not exceed 50 years as on last date of the advertisement

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- <u>Essentials</u>- Ph.D. in Engineering /Science /Technology / Management with minimum experience of 05 years' in teaching/research/training/planning in Central Govt./State Government, University/Institutions of Higher Education, Autonomous Bodies and Public Sector Undertaking . **OR** 
  - Master's Degree in Engineering/Science/Technology with minimum of 08 years' experience in teaching/research/training/planning in Central Govt./State Government, University/Institutions of Higher Education, Autonomous Bodies and Public Sector Undertaking

**Desirable**- A minimum of five years of experience in handling the projects of national/state level preferably in education sector as a academic expert

<u>Mode of engagement</u> – On contractual basis for a project period (subject to review of performance on annual basis).

Consolidated fee/ pay range- From Rs.75200-140900/- per month.

#### Duties Responsibilities

- i) Consultant would work in close association with SPA. Consultant will coordinate the work of State institutions & institutions/agencies of the Project.
- ii) To organise training workshops, review funding requirements & monitor fund utilisation of institutions as well as of ATUs etc
- iii) Review eligibility proposal received from the institutes & submit a report on the same
- iv) Identifying key areas & conducting training workshops on the same.
- v) To do a keen analysis on effective implementation of the project & to keep a visionary look on the same.
- vi) Organise pedagogical trainings
- vii) Monitor progress in faculty & staff development for each institutions.
- viii) All Supervisory work of Consultants particularly of academic division.
- ix) Accompanying World Bank/NPIU officials in various appraisal missions of the project
- x) Supervising the work of drafting of various appraisal reports
- xi) Planning and consolidation of staff development programme as designed in PIP.
- xii) Liaison with relevant industries for developing academic linkages
- xiii) Analyzing performance audit reports and providing proper feedback to the institutions for improvement/innovations etc. Prepare national level performance audit report and present the outcome during state review meetings.
- xiv) Ensuring implementation of reforms as given in PIP.
- xv) Monitoring compliance of MOU conditions.
- xvi) Assessing periodical progress on implementation of Project components.
- xvii) Any other tasks assigned by /NPIU.

| Nodal                    | Facantial | Mantara in Engineering (Science/Technology/ Arts/ Management   |
|--------------------------|-----------|--|
| Officers/Consultant      | Essential | <u>s</u> - Masters in Engineering /Science/Technology/ Arts/ Management with 06 years' experience in |
|                          |           | <b>7</b>   |
| (Procurement)            |           | teaching/research/planning/training/monitoring/administration in                                     |
|                          |           | Central Govt./State Government, University/Institutions of Higher                                    |
|                          |           | Education, Autonomous Bodies and Public Sector Undertaking.  |
|                          |           | Preference will be given to the candidates processing PG Diploma                                     |
| Age criteria             |           | in Management/MBA as an additional qualification   |
| Should not exceed 50     | Desirable | - A minimum of two years of experience in handling the projects of                                   |
| years as on last date of |           | World Bank/National/State level preferably in education sector as a                                  |
| the advertisement        |           | procurement expert. Also Working experience on any of the software                                   |
|                          |           | system related to Direct Fund Transfer Software System   |
|                          |           | engagement - On contractual basis for a project period (subject to                                   |
|                          |           | performance on annual basis).  |
|                          | Consolida | ated fee/ pay range- From Rs.75200-140900/- per month.   |
| Duties &                 | i)        | Would be responsible for all Procurement of Goods and Civil works                                    |
| Responsibility           |           | activity as per World Bank Norms and Guidelines for TEQIP Project                                    |
|                          | ii)       | Guide Institutions in preparation of their Procurement Plans,  |
|                          | iii)      | Manage the procurement of works, goods and consultancies   |
|                          |           | required for State level activities under the Project and manage the                                 |
|                          |           | procurement of International Consultancies,  |
|                          | iv)       | Verify the justification of procurement of items and its link with                                   |
|                          |           | objectives and the listed activities of the project,   |
|                          | v)        | Recommend the procurement plan of each institution for final   |
|                          |           | approval to the State Project Advisor () after thorough scrutiny of the                              |
|                          |           | plan for ascertaining full compliance with the World Bank laid                                       |
|                          |           | procedures of procurement and complete requirement of  |
|                          |           | procurement process integrated under DFT system.   |
|                          | vi)       | Conduct post-procurement audits of Institutions for ensuring full                                    |
|                          | ,         | compliance with the World Bank procedures,   |
|                          | ∨ii)      | Ensure compliance with EMF requirements and quality guidelines for                                   |
|                          | ,         | all civil works in Institutions,   |
|                          | ∨iii)     | Act as a support and reference unit to Institutions for all Project-                                 |
|                          | ,         | related procurement tasks, and   |
|                          | ix)       | Submit quarterly procurement progress reports to the SSC through.                                    |
|                          | x)        | To organize Procurement Workshops to explain the World Bank  |
|                          | ,         | Procedures and obtain Action Plans/targets   |
|                          | xi)       | Scrutinize the Bid document/Evaluation Report prepared by the  |
|                          | ,         | Institutions and facilitate approval by World Bank   |
|                          | xii)      | Advise the Institutions on various Shopping methods as contained in                                  |
|                          | ,         | PM   |
|                          | xiii)     | Participate in Review by GOI, World Bank   |
|                          | xiv)      | Visit to Institutions to monitor progress and provide on the sport                                   |
|                          | <b>'</b>  | guidance   |
|                          | xv)       | Identify issues of institutions and take up with the NPIU for solutions.                             |
|                          | xvi)      | Prepare Progress Report as required  |
|                          | xvii)     | Identify poorly performing Institutions and suggest steps for  |
|                          | ļ,        | improvement  |
|                          | xviii)    | Monitoring of institutional procurement plan & implementation  |
|                          | xix)      | Monitor utilization of equipment's   |
|                          | xx)       | Any other duties assigned by /NPIU.  |
|                          | 7.77      | , care dated adolgred by / in to   |

| Administration or equivalent Professional Qualification in Accountancy / Auditing / Financial Management with experience to computerized accounting system alongwith a minimum of 06 years as on last date of the advertisement  Desirable - A minimum of two years of experience in handling the projects of World Bank/National/State level preferably in education sector as a finance expert. Working experience in any of the software system related to Direct Fund Transfer Software System.  Mode of engagement - On contractual basis for a project period (subject to review of performance on annual basis).  Duties & Responsibility  Desirable - A Responsibility  Desirable                | Nodal                   | Essentials- Master's Degree in Commerce/Accounting/Business            |
|--|-------------------------|--|
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| Should not exceed 50 years as on last date of the advertisement    Constraint  |                         |  |
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| reconciliation of TEQIP accounts and reporting information, follow up of   |                         |  |
|  |                         |  |
| T AUGIL ODSCIVAÇIONS AND TEQUITED COMBINANCE. CIERLE SEED RING STRIE   |                         | Audit observations and required compliance, Create SPFU and State      |
| Institution-wise data base on various aspects of Financial Management  |                         |  |
|  | _1                      |  |

| Nodal  | Officer |
|--------|---------|
| Consul | tant-   |

# (Monitoring & Evaluation) & IT

#### Age criteria

Should not exceed 50 years as on last date of the advertisement

Essentials-Masters Degree in Engineering/Technology/Computers/IT along with diploma in management with 05 years' experience in design, planning, training, monitoring & evaluation of Project preferably in externally aided Projects. Implementation and handling of Management Information System (MIS) desirable. Familiarity with the use of MS Office is essential.

**Desirable-** A minimum of two years of experience in handling the projects of World Bank/National/State level preferably in monitoring & evaluation field as a M&E expert. Also, Excellent Working knowledge & experience in any of the software system related to Direct Fund Transfer Software System.

Minimum 05 years post qualification experience in database management and analysis. Knowledge of computers, with ability to collect and analyse databases. Exposure to handling of national level database in any social sector.

First-hand experience in SRS (Software Requirement Specs) and FRS (Functional Requirements Specs) Documents Creation along with Webform Screen design so that Development Team can understand and deliver on the user requirements fast.

<u>Mode of engagement</u> – On contractual basis for a project period (subject to review of performance on annual basis).

Consolidated fee/ pay range- From Rs.75200-140900/- per month

## **Duties & Responsibility**

- Assist the & Monitoring and Evaluation Specialist in the NPIU,
- To provide training & conduct workshops on Direct Fund Transfer Software System & its component to the personnel of all state project institutions.
- Ensure periodical updating of the MIS data at the Institutional and State levels, data capture, analysis, management reporting and performance monitoring, Management of MIS under NPIU for concerned States/Union Territories, Monitoring of the MIS activities and suggest measures for continual improvement.
- Co-ordinate with the verifying agencies regarding DLIs.
- Provide technical assistance in respect of Direct Fund Transfer Software system & its integral components such as Academic/Finance & Procurement with concerned agency for implementation of National Project Implementation goals at States.
- Development of Web based monitoring tool, management of data base and implementation of data base application, if any
- Monitor progress in implementation of various Project elements on a dayto-day basis,
- Implement and oversee procedures for the regular monitoring of performance of project institutions,
- Undertake regular field visits to Institutions and develop a simple monitoring checklist, and consolidate quarterly monitoring reports based on the monitoring checklists, and
- Propose corrective actions (if any) that need to be taken. These will be acted upon by the / State Government. The NPIU Monitoring and Evaluation Unit will be responsible for collating these monitoring reports, and preparing semi-annual monitoring reports
- Monitor and evaluate the internal operations of the Project at the state level.
- Guide the operations of M&E specialists in the institutions/ATUs through providing advice and operating as a clearing house for issues (problems and solutions) raised by Institutions,
- Monitor status of monitoring indicators
- Incorporate data on the performance of Institutions into the MIS,
- Develop procedures for regular monitoring of performance of project institutions,
- Conduct/commission surveys, audits and studies envisaged under Subcomponent 1.1, 1.2 and 1.3,
- Publish on its website results of all state level selections and such other information as required under Disclosure Management Framework.
- Implement and maintain the DFT system & its integrated components viz. Academic, Finance, Procurement etc under Project Management,
- Coordinate web based surveys, if any
- Publish results of all State level selections and such other information as required under Disclosure Management Framework on SPIU website.
- Coordinate trainings for web based application software and Surveys etc., if any
- Responsible for managing backups, Diagnose and resolve technical issues, Provide desktop and server support, Support and maintain MS Server/Desktops, Setting up and configuring new laptops and desktops, Install authorised software to laptops and desktops, Ensuring security and upgrades are applied and kept up to date on desktops and laptops.
  - Knowledge of Networking, Window Installation and Other IT Equipments, Ensure all logs for equipment and users are maintained & patches and upgrades are applied to core servers & etc.

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|--|---|--|--|
| Nodal Officer/Consultant (Admin)/Administrativ e Officer  Age criteria Should not exceed 50 years as on last date of the advertisement | <ul> <li>Essentials- Masters in Arts/ Management along with Diploma in Marketing or Management. with minimum 10 years' experience in administration in Central Govt./State Government, University/Institutions of Higher Education, Autonomous Bodies and Public Sector Undertaking</li> <li>Desirable- A minimum of two years of experience in handling the projects of World Bank/National/State level preferably in education sector as a administrative expert.</li> <li>Mode of engagement - On contractual basis for a project period (subject to review of performance on annual basis).</li> <li>Consolidated fee/ pay range- From Rs.75200-140900/- per month</li> </ul> |  |  |
| Duties & Responsibility  | i) Looking after general administration of SPIU.  |  |  |
|  | ii) Coordinating National/State level meeting chaired by the NPD/CPA/.  |  |  |
|  | iii) Monitoring of expenditure, audit and internal checks and accounting controls etc.  |  |  |
|  | iv) Follow up with NPIU for release of Additional Central Assistance.   |  |  |
|  | v) Monitoring monthly Financial Progress.   |  |  |
|  | vi) Preparation of Quarterly Financial Management Reports.  |  |  |
|  | vii) To prepare replies to parliament questions attending to the project.   |  |  |
|  | viii) Procurement of office stationery, equipment's, consumable articles.   |  |  |
|  | ix) Organizing Training / Workshops.  |  |  |
|  | x) Organizing meetings with State authorities/NPIUs/, World Bank officials etc.   |  |  |
|  | xi) Travel and Transport arrangement.   |  |  |
|  | xii) Any other specific job/assignment/instructions as given by /OSD.   |  |  |
| Office Assistant  Age criteria Should not exceed 50 years as on last date of the advertisement   |   |  |  |

| Accounts Assistant       | <b>Essentials</b> - B.Com from any government recognized institutes/universities with  |   |
|--------------------------|--|---|
|                          | minimum 50% of marks or equivalent.  |   |
|                          | Minimum 08 years working accountancy experience in any                                 |   |
| Age criteria             | government organization/PSU/ Educational Institutes. Knowledge of                      |   |
| Should not exceed 50     | accounting procedures.   |   |
| years as on last date of | <b>Desirable-</b> Experience in preparation of final accounts, book auditing, internal |   |
| the advertisement        | controls & internal check system, internal & statutory auditing, setting               |   |
|                          | the audit observations, budgeting. Knowledge of Tally & other latest                   |   |
|                          | accounting software, government accounting rules, computer                             |   |
|                          | applications.  |   |
|                          | Mode of engagement - On contractual basis for a project period (subject to             |   |
|                          | review of performance on annual basis).  |   |
|                          | Consolidated fee/ pay range- Rs. 35000/- per month                                     |   |
| Messenger cum            | <b>Essentials Qualification</b> - Intermediate from any government recognized          |   |
| Driver                   | institutes or equivalent .   |   |
|                          | Should be in possession of valid driving license (commercial)                          |   |
| Age criteria             | issued by government authorities.  |   |
| Should not exceed 50     | Minimum 05 years of working experience in the relevant field                           |   |
| years as on last date of | Latest character certificate by government authority.                                  |   |
| the advertisement        | Mode of engagement - On contractual basis for a project period (subject to             |   |
|                          | review of performance on annual basis).  |   |
|                          | Consolidated fee/ pay range- Rs. 25000/- per month                                     |   |
| Dispatcher               | Essentials Intermediate from any government recognized institutes or                   |   |
|                          | equivalent.  |   |
| Age criteria             | Minimum 05 years of working experience in the relevant field in                        |   |
| Should not exceed 50     | any organization.  |   |
| years as on last date of | Latest character certificate by government authority.                                  |   |
| the advertisement        | Mode of engagement - On contractual basis for a project period (subject to             |   |
|                          | review of performance on annual basis).  |   |
|                          | Consolidated fee/ pay range- Rs. 20000/- per month                                     | Щ |
|                          |  |   |

#### **GENERAL TERMS & CONDITIONS**

- 1. Only online applications will be accepted.
- 2. If candidate wishes to apply for more than one post, separate application should be submitted.
- 3. The candidates are advised to have a valid e-mail ID and Mobile no. on which all the communication shall be forwarded to them.
- 4. Only Indian Nationals are eligible to apply for the above positions.
- 5. The candidates have to submit the scanned copies of their educational / experience/ eligibility criteria alongwith the Online Application in order to support their claims for the post he/she has applied for.
- 6. Documents in support of (i) Qualifications (ii) Experience & (iii) Age, etc have to be produced in "originals" as and when called for group discussion and / or interview
- 7. The relaxation in the experience criteria and fixation/re-fixation of Pay/Ranges for the post/(s) shall be as per the applicable govt. rules & regulations and any other instructions issued in this regard from time to time.
- 8. The place of Interview will be Delhi/ NCR offices of the Corporation OR as advised by the Client.
- 9. Candidates working in Government organization / PSE must route their application through proper channel, if their department rules require.
- 10. Engagement of Consultants will be on full working day basis and their place of work shall be the respective Office of Directorate of Technical Education of the State or as circulated. For 8 North Eastern States, the SPIU will be constituted in Guwahati.
- 11. The prescribed eligibility qualification and experience should have been acquired as on **28**<sup>th</sup> **February 2017**. Qualifications should be from approved recognized institutions.
- 12. The selection process will be based on academic qualifications and experience and will also include group discussion/written aptitude test (WAT) and/or interview as may be decided depending on the total number of eligible applicants.
- 13. In case of false or insufficient information/lack of proof to ascertain the eligibility of the applicant, their candidature will be summarily rejected at any stage of the selection process and action as may be deemed, as per the criminal laws of the country, may be taken anytime.
- 14. Candidates are informed that mere submission of applications OR fulfilling of the eligibility criteria does

not entitle them to be called for interview / selection. Call letters and other information pertaining to this recruitment will be sent to shortlisted candidates by email and letter. Applicants should ensure that the "e-mail id" given in the online application is maintained active.

- 15. The Advertisement Number and Online Application Number may be noted for future reference.
- 16. EdCIL, based on client advice reserves the right to upgrade the eligibility criteria, in case a large number of applications are received and also increase or decrease the number of posts, as per its discretion without assigning any reason thereof.
- 17. The above ranges of the consultancy fees mentioned on the table are on consolidated basis and are inclusive of all allowances, etc.
- 18. It is to be clearly noted that all the above appointments are is purely on contractual basis. The engagement does not confer any claim on the candidate to see any other temporary/permanent employment with EdCIL/MHRD.
- 19. The engagement shall be for project period subject to review of performance on annual basis which is also mentioned in the post advertisement column.
- 20. The following is the travel entitlement for attending interviews if shortlisted:

| Category of applicant       | Entitlement for reimbursement                                    |
|-----------------------------|--|
| State Project Administrator | Flight charges or 1st AC or IInd Tier AC or III Tier AC train or |
|                             | Chair Car fare   |
| Consultant/Nodal Officer    | II Tier AC train fare or III Tier AC train or Chair Car in any   |
|                             | train  |
| Support staffs              | II Tier AC train fare or III Tier AC train or Chair Car in any   |
|                             | train  |

- 21. Ed CIL based on client MHRD'S feedback reserves the right to discontinue the contractual engagement with one month's prior notice.
- 22. The last date of receipt of application is 19.03.2017 (12.00 Clock- Mid Night).
- 23. For further details please visit <a href="www.edcilindia.co.in">www.edcilindia.co.in</a>, <a href="www.mhrd.gov.in">www.npiu.nic.in</a> and for Online filling up the application please visit <a href="www.edcilindia.co.in">www.edcilindia.co.in</a> (careers)

Note:- EdCIL, based on the client advice reserves the right to cancel / modify / withdraw / postpone this recruitment notice.