

APPOINTMENTS

Grow with us



It is the supreme art of the teacher to awaken joy in creative expression and knowledge
— Albert Einstein

Redefining school success beyond scores

A conversation on holistic student development

Skill Lab
Kathmandu

As discussions on education move beyond exam results, questions on relevance of the curriculum and student readiness are becoming increasingly important. Academic scores alone do not show whether students are prepared for real life or future work, and many complete schools without a clear understanding of their strengths, interests, or career options. This creates a need for holistic frameworks and early, structured career guidance to make informed decisions.

In this conversation, Skill Lab's Swornima Shakya speaks with Niladri Shekhar Parial, Team Lead for Skill Lab's implementation of the Career Guidance ENNSURE Project and an academic leader with over two decades of experience. With professional experiences in classroom teaching, senior leadership roles, and serving as Principal of institutions like Premier International School and Triyog High School, Parial brings a strong and practical perspective into the evolving role of education in Nepal.

HAVING WORKED AS A TEACHER AND NOW LEADING A NATIONAL-LEVEL PROJECT, HOW DO YOU SEE THE PURPOSE OF EDUCATION TODAY?

Traditionally, children have been placed in classrooms with a structured curriculum, where the main goal was to pass examinations and then move into a job. In the 19th Century, society needed many educated workers to run factories and workshops. This required memorisation, standardised testing and preparation for lifelong roles.

It is not the same today. Over the last 50 to 60 years, the role of education has shifted. We need specialists, such as doctors, engineers and scientists as well as generalists who can think creatively, make policies and contribute to arts and society. The world is not only about jobs, it also requires thoughtful dialogue, problem-solving and a broad worldview.

However, our curriculum often limits this. Subjects are studied in silos with few connections between what is learned in class and real-life applications. For example, students may learn mathematical formulas but rarely have the understanding of how to apply them outside exams. This system works for some, but not everyone.

Humans are unique so education should adapt accordingly. The same structure has been in place for centuries. Today, with increasing diversity, inclusion and multiple interests, a singularly-focused curriculum can no longer serve students. A broader view of education that encourages cross-sector understanding and creativity is necessary. This is where much of the transformation must occur.

IN THE CONTEXT OF NEPAL, HOW PREPARED ARE HIGH SCHOOL GRADUATES TO MAKE CAREER DECISIONS? WHAT ARE THE DIFFI-



portfolio would allow students to be evaluated more holistically.

In the bright side, private sector initiatives are beginning to respond to this need. Skill Lab, for example, has been working for several years to develop a comprehensive student portfolio system that tracks both academic and non-academic progress through their Digi-

CULTURES THEY FACE?

When it comes to applying classroom learnings to the real world, every student, parent, and school in Nepal face a shared dilemma. If school success is measured mainly by scores in exams like BLE or SEE, the focus becomes very narrow. The key question is whether these exam results help students become confident and globally aware, or only measure their ability to earn scores and move from grade to grade with little reflection on real impact.

Many schools try to address career questions by organising career talks and inviting professionals from different fields. While these sessions are helpful, they often provide fragmented information based mainly on personal experiences. There is no clear framework that helps students understand their own strengths, interests, and reflection on their long-term goals. University guidance programmes offer limited direction that still do not bridge the need of structured, continued career planning.

Children with early awareness or professional family backgrounds often have a clearer sense of career direction. For instance, a child whose parents are lawyers and is regularly exposed to discussions related to law and policy may naturally develop interest and familiarity in that field. In such cases, exposure to and observing successful role models often guide the child more than school. However, most children do not have this advantage and struggle to understand their strengths and abilities because schools focus primarily on academic curriculum.

HOW CAN THIS LACK OF STRUCTURED CAREER GUIDANCE BE ADDRESSED? ARE THERE ANY INITIATIVES CURRENTLY IN PLACE?

Improving career guidance requires mindset and commitment more than money. Schools and colleges must treat career guidance as a significant part of education. There should be structured discussions in place beginning as early as in grades six or seven, before students choose optional subjects in grade nine. Currently, subject choices are often based on assumptions on which subjects keep

more options open in the future rather than student interests or abilities, and what seems useful today may not be relevant when students enter the workforce.

Students need opportunities to understand themselves through scientific assessment of their interests and abilities. Based on these results, they should explore possible career paths, subject choices, higher education options and skill-based courses. Although students participate in STEM programmes, debates, Model United Nations, sports, and leadership camps, these experiences are often

reduced to certificates and rarely tracked meaningfully. Combining academic and non-academic experiences from Classes I to XII into a comprehensive

JOB ANNOUNCEMENT

United Nations Development Programme (UNDP) Nepal works with the people and Government of Nepal, and other development partners to pursue equitable and sustainable human development goals through eradication of poverty, increase in livelihood opportunities, improvement in community resilience against conflict, disasters, and impact of climate change, while laying down strong foundations for a society based on rule of law with an inclusive and participatory democracy.

UNDP Nepal is seeking applications from qualified and result oriented Nepalese citizens for the following assignment:

S.N.	Position Title	Level	No. of Positions	Duty Station	First Date of Publication	Application Deadline
1	Project Coordination Specialist	NPSA 10	1 (One)	Kathmandu, Nepal	27 January 2026	10 February 2026

Weblink for application: <https://www.undp.org/nepal/jobs>

Only short-listed candidates will be contacted, and UNDP retains the right to contact referees directly during the election process.

UNDP is committed to achieve work force diversity and has a policy to have gender balance among staffs at all levels. Work experience and/or academic knowledge in relation to gender and social inclusion will be an added advantage. Qualified Women, Dalits, Janajatis, Madhesis, Persons with Disabilities, gender and sexual minorities and other minorities are specially encouraged to apply.

United Nations has a zero-tolerance against Sexual exploitation and Abuse (SEA) and Sexual Harassment (SH). Everyone is responsible for Preventing Sexual Exploitation and Abuse and Sexual Harassment (PSEA and SH), and all UN personnel must adhere to the standards of conduct that preserves PSEA principles (both during work hours and outside work hours). All selected candidates will, therefore, go through a safe hiring process.

All applications will be treated with highest confidentiality.

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Radisson Hotel & Residences Kathmandu is a leading 5-Star Hotel in Nepal, owned by Oriental Hotels Ltd. and a franchise of Radisson Hotel & Resorts, which is owned by its parent company Radisson Hotel Group.

General Manager

- This position is primarily responsible for directing and coordinating the activities of the organization to achieve optimum efficiency, cost-effective operations, and maximum profitability. As the primary strategic leader of the hotel, the incumbent will be responsible for all aspects of the operation, including guest satisfaction, employee satisfaction, human resources, financial performance, sales and revenue generation and overall business growth.
- The role involves analyzing business results and working closely with the leadership team to develop effective strategies to address operational needs. The General Manager will make key decisions and oversee execution, removing obstacles to success and ensuring that appropriate resources are available to achieve business objectives.
- Candidates must have a minimum of five to ten years of previous experience as a General Manager in a reputed five-star hotel, with experience in a full-service environment. A Bachelor's degree is required.

Salaries and benefits will be provided as per hotel policy.

- Applications are invited from eligible Nepalese citizens or foreign nationals with updated bio-data, photocopies of all relevant certificates, a citizenship certificate, and a recent passport-size photograph. Applications must be submitted by 03rd February 2026, to the address given below, or candidates may email their CV to opportunity@radkat.com.np.
- Telephone inquiries will not be entertained.
- Only shortlisted candidates will be called for an interview.

THE HUMAN RESOURCES DEPARTMENT
RADISSON HOTEL & RESIDENCES KATHMANDU
01-4511818, Lazimpat, Kathmandu

CAREER OPPORTUNITY

One of Nepal's most trusted pharmaceutical companies Hukam Pharmaceuticals Pvt. Ltd., formally established as Hoechst Nepal Pvt. Ltd., is entering a significant phase of expansion and modernization. This growth is being driven under the leadership of Dugar Healthcare, a diversified healthcare group associated with globally respected institutions such as Apollo Hospitals and the Serum Institute of India.

Open Positions	Department	Minium Qualification
Assistant Manager	Production / QC	M. Pharm. with 3 years or M.Sc. (Chemistry/ Microbiology) or B. Pharm. with 5 years' experience in relevant field.
Senior Officer	Production / QC / QA	M. Pharm. with 1 years or M.Sc. (Chemistry/ Microbiology) or B. Pharm. with 3 years' experience in relevant field.
Officer	Production / QC / QA / Regulatory Affairs	B. Pharm./B.Sc. (Chemistry/ Microbiology)
Medical Sales Officer for Kathmandu, Pokhara, Narayangarh, Butwal	Sales & Marketing	Preferred B.Sc./ B. Pharma or Bachelor Degrees in any discipline.
Officer	Warehouse / Logistic / Administration	Bachelor Degree in any discipline with 3 years' experience in warehouse/Logistic management. (Fresher may apply).
Assistant Account Officer	Accounts & Finance	BBA or equivalent Bachelor's Degree (Fresher may apply.)

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VACANCY ANNOUNCEMENT

Nepal Clearing House Ltd. (NCHL) is a Payment System Operator licensed by Nepal Rastra Bank and promoted by NRB and almost all the banks & financial institutions to establish and operate national payment systems in Nepal. It is currently operating Electronic Cheque Clearing (NCHL-ECC), Interbank Payment System (NCHL-IPS), Retail Payment Switch (RPS) and National Payment Switch (NPS) with processing of over 80% of retail transactions in terms of value within Nepal. Additional channel platforms that NCHL is providing includes connectIPS, National Payments Interface (NPI), CORPORATEPAY, connectRTGS, NEPALPAYQR and EFT Card Service. NCHL is expanding its team to drive its existing systems, businesses and operations including National Payment Switch (NPS), cross border payments and new innovative products & services. Hence, it invites application from qualified and competent Nepali nationals for the following positions.

- Software Engineer - 2
- Network Engineer - 1
- Junior System Engineer - 1
- Security Analyst - 1
- Finance Manager - 1
- Fellowship (Engineering) - 3
- Fellowship (Human Resource, Business Development) - 2

Apply Instruction:
Eligible candidates are required to apply for the position by filling the application form through 'Career' section in NCHL's official website www.nchl.com.np no later than **11th February 2026**.

Only short-listed candidates will be called for further selection process(es). NCHL reserves the right to reject any and/or all applications without assigning any reasons whatsoever. Canvassing at any stage of processes will lead to automatic disqualification.