



**भारतीय कृषि अनुसंधान परिषद**  
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**

कृषि भवन, डा0 राजेंद्र प्रसाद मार्ग, नई दिल्ली 110001

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F.No. 8(1)/2007-Per.IV

26<sup>th</sup> April, 2012

To

- (i) Chairman and Members, Agricultural Scientists' Recruitment Board (ASRB), New Delhi
- (ii) All the Directors of ICAR Institutes / Project Directorates / National Research Centres / Bureaux / Zonal Project Directors / Project Coordinators

**Sub : Revised model qualifications for Scientists and Research Managers in the ICAR system**

Sirs,

Consequent upon the introduction of the UGC pay package for the Scientists in ICAR w.e.f. 1.1.1986 the Council had prescribed the model qualifications and experience for various scientific positions vide Council's letter no. 8(3)/95-Per.IV dated 6<sup>th</sup> February, 1995 and as subsequently amended vide letters of even number dated 7.11.2007 read with 9.5.2008 and 20.11.2008.

With the adoption of the revised UGC pay package and its Career Advancement Scheme, consequent on revision of pay scales of Central Government Employees on the recommendations of the VI Central Pay Commission, a need was felt to revise and realign the existing model qualifications and experience for scientific positions comparable with teaching positions in the Universities.

The Union Agriculture Minister & President of the ICAR Society had constituted a 'Review Committee on ARS' with Dr. R.S. Paroda, former Director General, ICAR and Secretary (DARE) as Chairman, which inter-alia considered this issue also. These revised qualifications have been recommended for adoption, with some fine-tunings by the Committee on ARS.



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The same has been considered and approved by the Governing Body at its meeting held on 4<sup>th</sup> February, 2012 and the revised model qualifications and experience for various scientific positions are at Annexure-I of this circular.

This shall come into force with immediate effect.

Yours faithfully,

  
**(J. Ravi)**  
**Director (Pers.)**

Encl : As above

Copy for information to :-

1. Sr. PPS to DG, ICAR
2. PPS to Secretary, ICAR
3. All DDGs and ND (NAIP) / ADGs, ICAR headquarters
4. DS(P), US(P), ICAR
5. Per. I / Per. II / Per. III and Assessment Unit, ICAR
6. President, ARSS Forum, Old NBPGR building, Pusa, New Delhi - 110 012.
7. Shri Hans Raj, Infm. System Officer for ICAR website
8. CDN section for giving index number
9. Guard file

**REVISED ELIGIBILITY QUALIFICATIONS FOR VARIOUS SCIENTIFIC AND MANAGEMENT POSTIONS OF INDIAN COUNCIL OF AGRICULTURAL RESEARCH.**

<b>Designation &amp; Pay Band of the Post</b>	<b>Qualifications &amp; Experience prescribed for the post.</b>
<p><b>1. SCIENTIST</b> <b>(Pay Band-3 of ₹15600-39100 with RGP of ₹6000)</b></p> <p><b>2. SENIOR SCIENTIST</b> <b>(Pay Band-4 of ₹37400-67000 with RGP of ₹9000)</b></p>	<p>Master's Degree in the Relevant Subject.</p> <p><b><u>Essential</u></b></p> <p><b><i>a) For Disciplines other than Engineering subject</i></b></p> <p>Doctoral degree in relevant subject including relevant basic sciences with 8 years experience in the relevant subject as Scientist/ Lecturer/Extension Specialist or in an equivalent position in the pay band-3 of ₹15600-39100 with Grade Pay of ₹ 5400 /₹ 6000 /₹ 7000/ ₹8000 having made contribution to research / teaching / extension education as evidenced by published work / innovations and impact.</p> <p><b><i>b) For Engineering disciplines</i></b></p> <p>Doctoral degree in relevant engineering subject with 6 years experience as Scientist / Lecturer / Extension Specialist or in an equivalent position in the pay band-3 of Rs. 15600-39100 with Grade Pay of ₹ 5400 /₹ 6000 /₹ 7000/ ₹8000 having made contribution to research /teaching / extension education as evidenced by published work /innovations and impact.</p>

<p><b>3. <u>Principal Scientist</u></b> <b>(Minimum pay of Rs. 43000 in the Pay Band of ₹37400- 67000 with RGP of ₹10000)</b></p>	<p style="text-align: center;"><b>OR</b></p> <p>Master's degree in the relevant engineering subject with 10 years experience as Scientist / Lecturer /Extension Specialist or in an equivalent position in the pay band-3 of ₹15600-39100 with Grade Pay of ₹ 5400 / ₹ 6000 / ₹ 7000/ ₹8000 having made contribution to research / teaching / extension education as evidenced by published work / innovations and impact.</p> <p><b><u>Desirable</u></b></p> <p>Specialization (to be defined)</p> <p>Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary.</p> <p><b><u>Essential</u></b></p> <p>(i) Doctoral degree in the relevant subject including relevant basic sciences.</p> <p>(ii) 10 years experience in the relevant subject out of which at least 8 years should be as Scientist / Lecturer / Extension Specialist or in an equivalent position in the pay band-3 of ₹15600-39100 with Grade Pay of ₹5400 / ₹6000/ ₹7000 / ₹8000 and 2 years as a Senior Scientist or in an equivalent position in the Pay Band - 4 of ₹ 37400-67000 with Grade Pay of ₹8700 / ₹ 9000.</p> <p>(iii) The candidate should have made contribution to research / teaching / extension education as evidenced by published work/innovations and impact.</p> <p><b><u>Desirable :</u></b></p> <p>Specialization (to be defined)</p>
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<p><b>4. Head of the Division / Head of Regional Station</b> <b>(Minimum pay of ₹43000 in the Pay Band-4 of ₹37400-67000 with RGP of ₹10000)</b></p>	<p>Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary.</p> <p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>(i) Doctoral degree in the relevant subject including relevant basic sciences.</li> <li>(ii) At least 2 years experience as Principal Scientist/ Professor or in an equivalent position in the pay band-4 of ₹37400-67000 with Grade Pay of ₹10000.</li> <li>(iii) Evidence of publications / activities / contributions to suggest that the candidate has a broad vision /perspective on agricultural research.</li> </ul> <p><b><u>Desirable :</u></b></p> <p>Specialization (to be defined)</p> <p>Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary.</p>
<p><b>5. Project Coordinator / Joint Directors of Institutes other than National Institutes / Deemed Universities.</b> <b>(Minimum pay of ₹43000 in the Pay Band - 4 of ₹37400-67000 with RGP of ₹ 10000)</b></p>	<p><b><u>Essential</u></b></p> <ul style="list-style-type: none"> <li>(i) Doctoral degree in the relevant subject including relevant basic sciences.</li> <li>(ii) At least 3 years experience as Principal Scientist/Professor or in an equivalent position in the pay band-4 of ₹37400-67000 with Grade Pay of ₹10000.</li> <li>(iii) Evidence of publications /activities / contributions to suggest that the candidate has a broad vision / perspective on agricultural research</li> </ul>

<p><b>6. ADG/Directors of ICAR Institutes other than National Institutes/Deemed Universities/ZPD and JD of National Institutes</b></p> <p><b>(Minimum pay of Rs. 43000 in the Pay Band - 4 of ₹37400-67000 with RGP of Rs. 10000)</b></p>	<p><b><u>Desirable :</u></b></p> <p>Specialization (to be defined)</p> <p>Note : Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary</p> <p><b><u>Essential</u></b></p> <p>i) Doctoral degree in the relevant subject including relevant basic sciences.</p> <p>ii) At least 5 years experience as Principal Scientist / Professor or in an equivalent position in the pay band-4 of ₹37400-67000 with grade pay of ₹10000.</p> <p style="text-align: center;">OR</p> <p>An eminent scientist having proven record of Scientific contribution working in a reputed organisation/ institute having at least 15 years experience in the relevant subject.</p> <p>iii) Evidence of publication / activities contribution to suggest that the candidate has a broad vision/perspective on agricultural research.</p> <p>iv) Should possess MDP / EDP course completion certificate of NAARM.</p> <p><b><u>Desirable :</u></b></p> <p>Specialization (to be defined)</p> <p>Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary.</p>
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7. DDG/Director, NAARM /  
ND, NAIP

(Rs. 75000/- fixed)

**Essential**

- (i) A Doctoral degree in the relevant subject including relevant basic sciences.
- (ii) An eminent Scientist /Teacher having at least 8 years experience in the grade of Principal Scientist/ Professor or in an equivalent position in pay band -4 of ₹37400-67000 with grade pay of ₹10000 out of which 3 years experience should be in a Research Management Position or 5 years experience in positions specified below

OR

An eminent Scientist having proven record of scientific contribution working in a reputed Organization/ Institutes having at least 21 years experience in the relevant subject, out of which 3 years experience should be in a Research Management Position or 5 years experience in any of the following positions:-

- (a) Heads of Divisions at ICAR Institutes.
- (b) Heads of Regional Stations of ICAR Institutes.
- (c) Project Coordinator.
- (d) Zonal Coordinator(service rendered prior to 27.01.2009)
- (e) Joint Directors of Institutes other than National Institutes /DUs
- (iii) Evidence of contribution to research / teaching / extension education as supported by published work/innovations and impact.

**Desirable :**

The candidate should have demonstrated scientific leadership and skill in research

<p><b>8. Directors of National Institutes with Deemed to be University status</b> (₹75000/- fixed + ₹5000 p.m. as Special Allowance)</p>	<p>management with a broad vision and perspective of agricultural research.</p> <p><b><i>Essential</i></b></p> <p>i.) A Doctoral degree in the relevant subject including relevant basic sciences.</p> <p>ii.) An eminent Scientist /Teacher having at least 8 years experience in the grade of Principal Scientist/Professor or in an equivalent position in pay band -4 of ₹ 37400-67000 with grade pay of ₹10000 out of which 3 years experience should be in a Research Management Position or 5 years experience in positions specified below</p> <p style="text-align: center;"><b>OR</b></p> <p>An eminent Scientist having proven record of scientific contribution working in a reputed organization / Institutes having at least 21 years experience in the relevant subject, out of which 3 years experience should be in a Research Management Position or 5 years experience in any of the following positions:</p> <p>(a) Heads of Divisions at ICAR Institutes.</p> <p>(b) Heads of Regional Stations of ICAR Institutes.</p> <p>(c) Project Coordinator.</p> <p>(d) Zonal Coordinator (service rendered prior to 27.01.2009)</p> <p>(e) Joint Directors of Institutes other than National Institutes /DUs</p> <p>(iii) Evidence of contribution to research/ teaching/ extension education as supported</p>
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	<p>by published work/innovations and impact</p> <p><b><i>Desirable :</i></b></p> <p>The candidate should have demonstrated scientific leadership and skill in research management with a broad vision and perspective of agricultural research.</p>
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