



BIHAR AGRICULTURAL UNIVERSITY, SABOUR (BHAGALPUR)

Advt. No. 01/2021

Dated: 14.07.2021

ADVERTISEMENT FOR RECRUITMENT TO THE POST OF ASSOCIATE DEAN-CUM-PRINCIPAL

Bihar Agricultural University, Sabour invites application form from eligible Candidates to fill up the 06 vacancies for the post of Associate Dean-cum-Principal on direct recruitment basis in the academic/research pay level 14. The candidates are required to fill-up the application along with the desired / relevant documents to claim their eligibility with prescribed fees. Application form will be available on university website www.bausabour.ac.in from 14.07.2021.

i. *The last date of submission of application form* - 06/08/2021

ii. *The last date of submission of application form through proper* - 22/08/2021

Channel

All further communications related to the recruitment will be displayed on the university website i.e. www.bausabour.ac.in from time to time. Any personal communication will not be entertained.

By the order of the Vice Chancellor

14.07.2021
Officer-In-charge (Recruitment)



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- i. The last date of submission of application form* - **06/08/2021**
- ii. The last date of submission of application form through proper- Channel* - **22/08/2021**

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Sd/-

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ADVERTISEMENT FOR RECRUITMENT TO THE POST OF ASSOCIATE DEAN- CUM-PRINCIPAL

Bihar Agricultural University, Sabour invites application form from eligible Candidates to fill up 06 vacancies for the post of Associate Dean-cum-Principal on direct recruitment basis. Eligible candidates may fill-up the application form available in the university website www.bausabour.ac.in. Candidates working in Govt./Semi Govt./Public Sector Undertaking / Autonomous Institutions etc. are required to submit applications through proper channel. However, they must submit advance copy with requisite fee within stipulated time. Only eligible candidates will be called for interview. The details of vacancies are as below:

Name of the Post- Associate Dean-cum-Principal

S.N.	Category wise vacancy					Total
	UR	UR (F)	SC	EBC	BC	
01	02	01	01	01	01	06

[Abbreviation: UR- Unreserved, UR(F)- Unreserved (Female) EWS- Economically Weaker Section, EWS(F)- Economically Weaker Section (Female), SC- Scheduled Caste, SC(F)- Scheduled Caste (Female), EBC- Extremely Backward Class, EBC(F)- Extremely Backward Class (Female), BC- Backward Class, BC(F)- Backward Class (Female), WBC- Womens of Backward Classes]

PAY LEVEL :- Academic / Research Pay Level-14 (1,44,200- 2,18,200)

APPLICATION FEE:-

- UR / BC / EBC / EWS :Rs. 1000/-
- Divyang /Female Candidate /SC / ST of Bihar State only : Rs. 250/-

ESSENTIAL QUALIFICATION :-

Essential:

- (i) Doctorate degree in any branch of Agriculture / Horticulture.
- (ii) Ten year experience of teaching/research in University/College and other institution of higher education in concerned field of which five years in the capacity of University Professor/Chief Scientist.
Desirable: Evidence of leadership and outstanding achievement in teaching and organizing teaching.

MAXIMUM AGE LIMIT :-

- i. The maximum age limit for entry into the service up to Assistant Professor rank in the University shall be as prescribed by the State Government from time to time. However, there shall be no age limit for appointment on Technical posts such as Deans/Directors/Registrar/University Professor/Associate Professor or equivalent in the University.

There will be no age restriction for employees of the University seeking higher posts under direct recruitment procedures. The upper age limit for recruitment will be as per State Govt. rules.

RESERVATION :-

- i. Reservation shall only be applicable to the original resident of Bihar State. Horizontal Reservations to Divyang / Grandchild to freedom fighter, shall be applicable as per Guidelines of Govt. of Bihar.
- ii. Candidates seeking employment against reserved vacancies must submit respective caste/category certificate issued by the competent authority as per the rules. Physically handicapped persons (Divyang) must submit the certificate of disability issued by the competent authority.
- iii. As per Circular No. 11/आ०नी०-I-11/2015 सा०प्रा० 2342 dated 15.02.2016 in case of unavailability of female candidate (UR-F, SC-F, EBC-F, BC-F, EWS-F) post shall be filled with male candidate of same category in the same transaction.
- iv. As per notification no. 11/आ०नी०-I-03/2019 सा०प्रा० 2623 dated 26.02.2019 of General Administration Department, Govt. of Bihar. [The Bihar Reservation in vacancies in posts and in Services and in Admission in the Educational Institute (For Economically Weaker Sections) Rule, 2019 Clause-7], if candidate from EWS are not available to the extent of reservation percentage prescribed under Act the vacancies of this category shall be filled up by the candidates from Open Merit Category in the same transaction.

HOW TO APPLY :-

1. Interested candidates have to download the **APPLICATION FORM** available on the University website i.e. www.bausabour.ac.in following the instruction given therein before the last date i.e.

06.08.2021 up to 5.00 PM. Schedule-I

Important Note :- The hard copy of the application along with:

- i. Self-attested copies of all the supporting documents like certificates for age proof, qualification, experience, caste, etc; and
- ii. Endorsement by the Employer {if, presently employed in Govt./PSU/Autonomous / Deemed}. should reach the following address on or before [i.e. **22.08.2021 up to 5:00 PM**] by registered / speed post only.

(Duly numbered each page in the manner indicated here as :- If total number of page is 100, the page should be numbered as 1/100, 2/10099/100, 100/100)

Officer-In-Charge (Recruitment)
Bihar Agricultural University, Sabour-813210,
Bhagalpur, Bihar (India)

2. **Application sent through courier services will not be accepted.**
3. **The University shall not be responsible under any circumstances for any sort of postal delay.**
4. Persons already in employment should apply **Through Proper Channel** and must produce **NOC-cum-Vigilance Clearance Certificate** from their present employer at the time of interview in prescribed performa annexed as **Schedule-II**.
5. The envelope containing the Application Form should be super-scribed as **“Application for the post of : Associate Dean-cum-Principal and Advertisement No. 01/2021 on its top.**
6. Only the information / claim entered / mentioned in the application along with supporting documents will be taken into account. Qualifications / eligibility conditions, age and other documents will be considered only up to the last date for submission of application form i.e. 06.08.2021.

SELECTION PROCESS :-

Academic Qualification, Experience, Recognition/Awards/Special Attainments, Publications and Extra-curricular activities shall carry 70 marks and Interview shall carry 30 marks. The summary of marks distribution is given below:

SI. No.	Criteria	Maximum marks	Schedule
1.	Academic Qualifications	08	The details of evaluation criteria for award of marks is annexed as Schedule-III
2.	Experience in professional field	10	
3.	Recognitions & awards/special attainments	10	
4.	Discoveries, Invention and Innovations	10	
5.	Teaching/Research/Extension/Capacity building	12	
6.	Publications	15	
7.	Institute Building/Service Functions	05	
	Interview	30	
Total		100	

In the event of total marks obtained from educational qualifications and interview being the same, candidate having higher marks in educational qualification will be placed higher in the final merit list. Subsequently, In the event of candidate having same educational qualification marks, candidates who are elder in age according to the date of birth will be

placed higher in the final merit list and in the event of candidates having same date of birth, candidates whose name appear alphabetically first in Devnagiri Script will be placed higher in the final merit list.

GENERAL TERMS & CONDITIONS :-

1. The candidates are required to submit duly filling application form along with desire documents only through registered post/ speed post. **Application received through any other mode will NOT be entertained.**
2. Before filling-up the Application Form, the candidates are advised to read General Instructions, Essential Qualification and Other Important Conditions carefully.
3. Fee once paid will not be refunded under any circumstances.
4. The University reserves the right to:
 - a. Withdraw the advertisement at any time without assigning any reason to this effect.
 - b. Fill or not to fill up the post advertised for any reasons whatsoever.
 - c. Increase/decrease the number of posts at the time of selection and make appointments accordingly.
 - d. Alter/insert any corrections/additions in the advertisement/website in the event of any error / or otherwise before the last date prescribed for the receipt of applications
 - e. The selection committee may decide its own method of evaluating the performance of the candidates in interview.
5. It shall be the responsibility of the candidate to assess his/her own eligibility for the post for which he/she is applying in accordance with the prescribed qualifications, experience and submit the application duly filled-in, along with the desired information and documents as per the advertisement. Suppression of factual information, supply of fake documents, providing false or misleading information or canvassing in any manner on the part of the candidates shall lead to his disqualification. In case, it is detected at any point of time in future, even after appointment, that the candidate was not eligible, appointment of the candidate shall be liable to be terminated forthwith as per this clause and other legal action will be taken.
6. Incomplete applications or without relevant supporting enclosures (self-attested copies of degree/certificates/marks sheets/experience certificate, etc.) will be out-rightly rejected.
7. Consequent upon adoption of self-certification provisions, the University shall process the applications entirely on the basis of information / documents submitted by the candidates. In case the information/ documents are found to be false /incorrect by way of omission or commission, the responsibility and liability shall lie solely with the candidate.
8. No interim correspondence shall be entertained.

9. The list of eligible candidates for interview or any other information related to date, time and venue of interview shall be uploaded on the University website i.e. www.bausabour.ac.in.
10. The person appointed against any post shall be governed by the act/statutes/rules and regulation of the University as framed and amended from time to time.
11. The service conditions including pay level and age of superannuation shall be as per University rules.
12. Information uploaded on the University website shall not be provided to the candidate under RTI Act, 2005. The uploaded information on the University website shall remain for a specific period only. Therefore, the candidates are advised to download the information and preserve them for future reference. In midway of recruitment process neither any application under Right to Information Act, 2005 shall be entertained nor information shall be provided. Factual information under RTI Act shall be provided only after declaration of final results. Reply to inferential (speculative) questions shall not be provided.
13. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issue of the appointment letter, the University reserves the right to modify/withdraw/cancel any communication made to the candidates.
14. The University shall not be responsible for any misplacement, omission etc. if two or more applications are put in one cover by the candidate.
15. **Fake Institutions:** Candidates, who have obtained degrees or diplomas or certificates for various courses from any institution declared as fake by the University Grants Commission, New Delhi shall not be eligible for the posts advertised.
16. Regarding any ambiguity or lack of clarity in any clause or rules, the decision of the University shall remain final.
17. In case of any disputes, any suites or legal proceedings against the University, the territorial jurisdiction shall be restricted to the Courts in Bihar at District Court Bhagalpur and High Court, Patna.
18. Advance copy of application form may be considered subject to production of NOC/ Vigilance Clearance Certificate from Employer at the time of interview.
19. New pension scheme will be applicable with subsequent amendments to fresh regular recruited persons.
20. Candidates shall have to produce original certificates/ documents at the time of interview. In the absence of the same, candidates will not be considered for interview.
21. Persons appointed on these posts may be transferred to any equivalent post within jurisdiction of the University.

22. Selected candidates will have to submit a bond on non-judicial stamp paper at the time of joining the service to serve the university for at least three years. No application for outside employment shall ordinarily be forwarded during the bond period of three years.
23. Candidates should keep their email id & mobile no. active. BAU, Sabour will not be responsible for non-receipt/delay in receipt of any communication due to non-functioning of email id and/or mobile number given or due to change in address etc.
24. Candidates are advised to check/visit website of the university regularly for updates on recruitment process.
25. If there is any corrigendum/addendum, it shall only be published on the website of the University.
26. No TA and DA will be paid for appearing to the interview even if the interview is not held on the scheduled date due to one or the other reasons.

Officer-In-charge (Recruitment)

**BIHAR AGRICULTURAL UNIVERSITY
SABOUR, BHAGALPUR – 813210 (BIHAR)**

Details of DD Payable to Comptroller, BAU, Sabour

Name of the issuing Bank : _____

Draft No. & Date of issue: _____

Amount of Fee (Rs.) : _____

**Latest passport size
self-attested
photograph**

PART-I OF THE APPLICATION FORM

Name of the post applied for _____ Discipline, if any _____

Scale of pay Rs. _____ Advertisement No. _____ Item No. _____

1. Name in full (in capital letters) _____
 2. Address:
(a) Present (for correspondence) _____
_____ Mobile / Tel. No. _____
Email _____
(b) Permanent Home address _____
 3. Father's name _____
 4. Mother's name _____
 5. Date of birth _____ Place of birth _____
 6. Age as on closing date for Receipt of Application (Year/Month/Day) _____
 7. Nationality _____ Sex _____
 8. Category : UR/SC/ST/EBC/BC/RC(F)* _____ (Attach certificate)
 9. (a) Mother tongue _____ (b) Other language (s) which the applicant can speak, read or write fluently _____
 10. Designation of the Candidate, if employed _____
 11. Name of the Organisation/ Institution, if employed _____
 12. Actual place of posting _____
 13. Name of the State of domicile _____
-

*UR-Unreserved, SC-Schedule Cast, ST-Schedule Tribes, EBC-Extremely Backward Class, BC Backward Class, RC (F)-Reserve Category Female.

14. Academic Qualification:

Sl. No.	Examination passed	Year of passing	Name of University/Board	Division	Marks (%)	Subject/Specialization
1.						
2.						
3.						
4.						
5.						
6.						

15. List of certificates, testimonials, publications, etc, (Please enclose all attested copies of certificates including caste certificates, if you belong to reserve category.)

16. Name and address of two persons (not related to you) to whom reference may be made.

(i)

(ii)

DECLARATION

I declare that the entries made in the form are true and correct to the best of my knowledge and belief. If any entry is found to be false or incorrect or that if anything is found to have been concealed, I will be disqualified for selection or if appointed will be liable to termination without any notice or compensation.

Date: _____

Signature of the candidate

Place: _____

REMARKS OF THE PRESENT EMPLOYER

(For in-service candidate)

The application Sri/Smt./Km./Dr. _____
is holding a permanent/temporary post of _____
in the pay scale of Rs. _____ from the period _____ to
_____ and his/her basic pay is Rs. _____ per month. His/her
application is forwarded and he/she will be relieved in case he/she is selected for the post applied for.

Date: _____

Place: _____

Signature
Designation of the Officer
(With official seal)

PART-II OF THE APPLICATION FORM

(Please enclose additional six Photostat copies of part-II of the application form)

**Latest passport size
self-attested
photograph**

1. Name of the post : _____
2. Scale of pay (Rs.) : _____
3. Advertisement No. : _____
4. Name of the applicant : _____
5. Date of birth : _____
6. Category (UR/SC/ST/BC/EBC/RC(F)) _____
7. Academic Qualification :

Sl. No.	Examination passed	Year of passing	Name of University/Board	Division	Marks (%)	Subject/ Specialization	Medals/ Distinction
1.							
2.							
3.							
4.							
5.							
6.							

8. Previous employment record in chronological order :

Name of the post with scale of pay	Employer	Place of posting	Present Pay & D.A.	Period & Duration	Nature of work

9. Training undergone in the area of expertise / related areas / research management

Name of the training programme	Duration of training (Days)	Date of training		Training organized by	Place of training
		From	To		

10. Team work: Details of the team work :- inter-disciplinary / inter-institutional programme/projects introduced as evidenced by Joint Publications/ Patents/ Designs/ Copyrights/ Technologies commercialized/ protected/ Entrepreneurial Models developed involving scientists across disciplines or institutes:

Specify team work of inter-disciplinary /inter-institutional programme/projects introduced		
Type of Work	Supporting Evidence	Name of Disciplines/ Institute

11. Leadership Attributes:

Attributes	Details with Supporting Evidence
Major state / national level initiatives launched relating to R & D / IPR / WTO / any other agricultural developmental activity	
Inter-institutional collaboration developed	
Industry-institutional linkages established / MOU signed bringing recognition to the Institute either as individual or team	
Flagship research / Education / Extension programs initiated	
Incubates /Start-ups of technology with partnership/sponsorship	

Adjunct /Visiting faculty positions created	
Village-based Institutions (FPO, FPC, Commodity Based Organization, SHGs) created	

12. Recognitions and Awards / Special Attainments:-

i. Recognitions and Awards:

Categories	Details with Supporting Evidence
a. Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences and Indian Academy of Sciences, Indian National Academy of Engineering , Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies.	
b. Young Scientist Award / Medal of National Science Academies as above / ISCA / ICAR / CSIR / UGC / DST / DBT	
c. National / International Award / Recognitions conferred by the National Organizations viz. ICAR, CSIR, DBT, DST Government of India and International Bodies of repute viz. FAO, UN, IRRI, CGIAR, Research Centres and Recognized National Science / Engineering Academies	
d. Associate-ship of Recognized National / International Science Academies	
e. National / International Institutes / Universities / State Governments / Registered Professional Societies' Awards excluding those mentioned above	
f. Membership of executive council / editorial board of the professional societies	
g. Reviewing each research paper for the Journals having NAAS rating of 6 and above	

ii. Special Attainments:

Categories	Details with Supporting Evidence
a. Chairman / Member Secretary of Scientific Committees of state and national level	
b. Member of Task Force and other Policy Making Bodies / Committees of International / National / State / QRT / IMC / RAC / BOM Member / Chief Editor of NAAS rated Journals	
c. Secretary of NAAS/other Academies	
d. Visiting / Adjunct Faculty to International (FAO, UN, IRRI, CGIAR Research Centres) /	

National Institute – IIM / IIT / ISC / CSIR / National Institute of ICAR / Institutions of National repute / SAUs	
e. Experience of working in an International Organization /Laboratory. Period spent for Consultancy / Assignments with CGIAR Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies / Panels and Universities abroad are also considered for marking (Period spent abroad towards Master / Ph.D. / Post-Doctoral experience / training will not be counted for award for marks)	
f. Invited Lecture / Keynote Speaker / Chairman of a Technical Session during National / International Conferences, Seminar, workshops, Symposia etc.	
g. Participation as Member of an International Delegation	
h. Organizing Secretary / Convener of National / International conferences / seminars / workshops / symposium	

13. Discoveries, Inventions and Innovations:-

Attributes	Details with Supporting Evidence
Development of Variety / Animal Strain / Technologies / Package of Practices / Patents / Copy Rights and Commercialization / Discoveries and Inventions / Identification of new traits and genes / development of policy papers and policy brief / development of information technology tools and statistical methodologies / development of model villages, value chains and innovative extension methodologies	

14. Teaching/Research/Extension/Capacity Building:-

A. Teaching:-

(i) Teaching of UG /M.Sc. /Ph.D courses

Sl. No.	Academic Year	Name of courses taught	No. of credits taught

(ii) Research Guidance:-

SI. No.	Year	No. of students guided		
		M.Sc.	Ph.D.	PDF (Post-Doctoral Fellowship)

Note: Only include those students whose thesis submitted successfully in the given academic year

(iii) Other teaching related activities performed

SI. No.	Year	Credit load of the courses taught
1.	Development of novel course and its curriculum	
2.	Development of well documented novel / unique instructional methodologies	
3.	Development of MOOCs	
4.	Acting as external examiner / thesis evaluator outside the university of employment	
5.	Course practical manuals developed and published	

B. Research Projects:-

SI. No.	Title of the project	Funding agency	Value of project	Project duration	Role performed as (PI / Co-PI, CCPI)

Note: Only those projects granted by external sources and evident from documents shall be considered.

C. Extension Educations:-**(i) Technology Application, Demonstration and Adoption:**

SI. No.	Activity	Role performed as (PI / Leader / Co-PI / Associated scientist)
	Technology assessment and refinement / On-farm testing programmes conducted	
	Front Line Demonstrations conducted	
	Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of Technology Inventory	

(ii) Extension Approaches for Technology Dissemination:

SI. No.	Activity	Role performed as (PI / Leader / Co-PI / Associated scientist)
	Interface meetings, Farmers Fair, Technology Week and Exhibition organized	
	Method /result demonstrations, National days / Week and Field Day, Exposure Visits organized	
	Delivering of TV & Radio talks, Participation in videoconferencing, Interface Meetings / Exhibitions as a speaker	
	Formation of Formal Village Organizations / Farmer's Field Schools / Farmers' Producer / Commodity / Interest Groups / Self Help Groups	

D. Capacity Building:-

(i) National / international level Seminar / Symposium / Workshop / Conferences & Summer School / Winter School / CAFT / Other Training programmes organized:

SI. No.	Topic/Title/Name	Duration & Location	Organizing agencies	Role performed as

(ii) Lectures delivered in training programmes:

SI. No.	Title of lecture	Details of training programme	Whether published in training manual / compendium (Yes/No)

(iii) Lead papers/Lecture presented and published in National and international level Seminar / Symposium / Workshops / Conferences & Summer School / Winter School / CAFT / Other Training Programmes:

SI. No.	Title of lecture	Title of the Seminar / Symposium / Workshops / Conferences / training programme	Whether full length paper/lecture published in publications of the concerned gathering (Yes/No)

15. Publications:-

(i) Research Publications:

SI. No.	Categories	Number
1.	Books / Book Chapters published authored with ISBN number / translated by individual	
2.	Research Bulletins / Extension Bulletins / Folders / Extension leaflets / Chapters in Books published by Universities / National Institutes / Govt. Departments / Standard Commercial Publishers / Training Manuals / Laboratory Manuals	
3.	Popular article published in leading Dailies / Institutional / Govt. Dept. / Periodicals / Radio talks / TV programmes / Phone-in programmes	

16. Institution Building/Service Functions:-

Attributes	Details with Supporting Evidence
Development / upgrading of laboratory facility or equipment / farm facility / farm machinery / sports facility / hostel facility / museum / communication / examination technology window / guest house	
Preparation of DPR for establishment of colleges, research centres, KVKs,	
Development of CAFT / development of Centre for advanced studies / performance of duties of nodal officer at national level initiatives / development of inter-institutional linkages in the form of collaborative research projects, students exchange programmes or MOUs / Officer in charge of the technical / commercial units of the university or any other facility having measurable impact as evident from its use / activity.	
Financial Year wise details of revenue/ resource generated	
Service function performed such as preparation of university level review reports, annual reports (excluding the research project reports).	

<p>Member /In charge at least for one year of QRT, BOM, PME Cell, Recruitment Cell, Technical Cell, Purchase committee (CPC/RPC), Academic Council and similar Advisory Committees of the Institute / University.</p> <p>In-charge production and distribution of seeds / culture / planting materials / diagnostics services / store purchase / maintenance of farms each at least for one year.</p>	
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17. Any other information (do not attach supporting documents) _____

18. Salary demanded with reasons _____

Place: _____

Date: _____

Full Signature of Candidate

NO OBJECTION-CUM-VIGILANCE CLEARANCE CERTIFICATE

This office has no objection to Shri/Smt./Ms./Dr., working in the post of, applying for the post of Associate Dean-cum-Principal under Advertisement No. Bihar Agricultural University, Sabour (Bhagalpur). In case of his selection to the post, he will be relieved without any delay.

Further, certified that no vigilance case or disciplinary proceeding or criminal proceeding is either pending or contemplated against Shri/Smt./Ms./Dr.

[Authorised signatory]

Name & Office Seal: _____

Date: _____



**BIHAR AGRICULTURAL UNIVERSITY, SABOUR - 813 210
BHAGALPUR (BIHAR)**

**Scorecard for Direct Recruitment of Associate Dean cum Principal/Associate Director,
Research/Regional Director, ARI, Patna at Bihar Agricultural University, Sabour**

Sl. No.	Evaluation Criteria	Criteria
1.	Academic qualifications	08
2.	Experience in professional field	10
3.	Recognitions & awards/special attainments	10
4.	Discoveries, inventions and innovations	10
5.	Teaching/research/capacity building	12
6.	Publications	15
7.	Institute building/service functions	05
8.	Interview	30
Total		100

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
1.	ACADEMIC QUALIFICATION	08
	<p>1.1 Academic Performance (Maximum 06 marks) 1.1.1 B.Sc. – 2.0 Mark maximum 1.1.2 M.Sc. – 3.0 Marks maximum 1.1.3 Ph.D. – 4.0 Marks Maximum</p> <p>1.2 Position in the University (Maximum 01 mark) Grant 0.5 mark each for the award of Gold Medal in the University /IITs /NITs/ Institutes of National Importance at the Graduate, Master’s and Ph.D. degrees. (The faculty/ college/ department level Gold medal shall not be considered for scoring purpose).</p> <p>1.3 Ph.D. Thesis Award (Maximum 01 mark) Grant 1 mark for the Outstanding Doctoral Thesis/ Best Doctoral Thesis Award given by ICAR or any other National/International level reputed Academic Bodies/Institutions/University level best thesis award.</p> <p>1.4 Post-Doctoral Fellowship and other qualifications (Maximum 1.0 Mark) For the award of marks the Post-Doctoral Fellowship shall be competitive in nature as evident from the submitted documents Except PDF, for all the educational qualifications, the passing in first class with distinction shall be granted 100% of assigned marks, passing in first class shall be given 50% of the assigned marks.</p>	
2.	EXPERIENCE IN PROFESSIONAL FIELD	10
	2.1 Essential Qualification (0 marks)	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
	<p>2.2 Experience above the prescribed qualification (Maximum 03 marks)</p> <p>2.2.1 Award 0.5 mark for each 6 months of experience as Director /ADG /Project Director/Joint Director of National Institutes/ Dean/ Principal/Registrar of the agricultural Institutes/Universities (Maximum 03 marks)</p> <p>2.2.2 Award 0.3 marks for each six months of experience as Chairman of the Division/Head of Regional Station/ Project Coordinator/Joint Director of Institutes other than National Institutes. (Maximum 02 marks)</p> <p>2.3 Training programmes (Maximum 03 marks)</p> <p>Award 1.0 mark for each of the 10 to 20 days duration training programme</p> <p>Award 1.5 mark for each of the > 20 days to four weeks duration training programme</p> <p>Award 2.0 mark for similar training programmes of duration more than 4 weeks</p> <p>Note: <i>The training programme shall be considered for scoring only if it is organized by the agency/institute other than the university/institute in which the employee was working at the time of training.</i> FOCARS conducted by NAARM shall not be considered for scoring purpose</p> <p>2.4 Team work (Maximum 03 marks)</p> <ul style="list-style-type: none"> • Award 0.5 marks for each inter-disciplinary/inter-institutional programme/projects mentioned below. • Team work supporting inter-disciplinary/inter-institutional approach, introduced and as evidenced by Joint Publications /Patents /Designs/Copyrights /Technologies commercialized /protected /Entrepreneurial Models developed involving scientists across disciplines or institutes. <p>2.5 Leadership Attributes (Maximum 03 marks)</p> <p>Award of 1 mark shall be granted for each of the following contributions as leader:</p> <ul style="list-style-type: none"> • Major state/national level initiatives launched relating to R&D/IPR/WTO/any other agricultural developmental activity. • Inter-institutional collaboration (National and International) developed • Industry-institutional linkages established/ MOU signed bringing recognition to the Institute either as individual or team. • Grant 0.5 marks for leading each of the following initiatives for enhancing quality of research, education and extension at the organization level • Flagship research/Education/Extension programs initiated • Incubates /Start-ups of technology with partnership/sponsorship • Adjunct /Visiting faculty positions created • Village-based Institutions (FPO, FPC, Commodity Based Organizations, SHGs) created 	
3.	RECOGNITIONS & AWARDS/SPECIAL ATTAINMENTS	10
	3.1 Recognitions (Maximum 05 marks)	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
	<ul style="list-style-type: none"> • Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, and Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National / International Academies. • Award 2 marks for Young Scientist Award / Medal of National Science Academies as above / ISCA / ICAR / CSIR / UGC / DST/ DBT • Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies. • Grant 0.5 marks each for National/International Institutes/ Universities/State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. • Award 1 mark each for Associate-ship of recognized National/International Science Academies • Award 0.5 mark for each award from the professional societies (Maximum 02 marks) • Award 0.5 marks for reviewing each research paper for the Journals having NAAS rating of 6 and above (Maximum 02 marks) 	
	<p>3.2 Special Attainments (Maximum 05 marks)</p>	
	<ul style="list-style-type: none"> • Award 0.5 marks for each recognition such as Chairman/Member Secretary of Scientific Committees of state and national level. • Award 0.5 marks for each recognition such as member of Task force and other Policy Making Bodies/Committees of International/National/State /QRT/IMC/RAC/BOM Member/Chief Editor of NAAS rated Journals. • Award 1 mark each for working as Secretary of NAAS/other Academies or President/Vice-President/Secretary of National/International Professional Societies (registered) for bringing recognition to the profession as evident from organizing an international event • Award 0.5 marks each for Visiting/Adjunct Faculty to International (e.g., CG Centres)/ National Institute - IIM/IIT/ISC/CSIR/National Institutes of ICAR/Institutions of National repute/SAUs. • Award 0.5 marks each for minimum of four weeks' experience of working in an International Organization/Laboratory. Period spent for Consultancy/Assignments with CGIAR Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad are also considered for marking. (Period spent abroad towards Master/Ph.D./Post-Doctoral experience/training will not be counted for award for marks) • Award 0.5 marks each for Invited Lecture/Keynote Speaker / Chairman of a Technical Session during International Conferences, Seminar etc. • Award 0.25 marks for each participation as Member of an International Delegation • Award 0.5 marks each for Organizing Secretary/Convener of National/International conferences/ workshops/ symposium 	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
4.	DISCOVERIES, INVENTIONS AND INNOVATIONS	10
	<p>4.1 Development of Variety Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee.</p> <p>4.2 Development of Animal Strain/Variety (Maximum 06 marks) Development of Animal Strain/Variety. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries.</p> <p>4.3 Development of Technologies/Package of Practices (Maximum 06 marks) Development of Technologies/Package of Practices. Award 2 marks for each Product, Process, and Package of Practices, developed and transferred to the farmers and machinery developed, licensed and commercialized.</p> <p>4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with commercialization and 1 mark for each approved Patent/Copyright without commercialization.</p> <p>4.5 Discoveries/Inventions (Maximum 06 marks) Discovery/Invention made. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16).</p> <p>4.6 New Traits/Genes Identified (Maximum 06 marks) New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered.</p> <p>4.7 Policy Papers/Policy Briefs (Maximum 03 marks) Award 1.0 mark for each Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement.</p> <p>4.7 Information Technology/ Statistical Methodologies (Maximum 06 marks) Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/software/methodology and award 1 mark for each institute/university level database/software/methodology.</p> <p>4.9 Value Chain/ Model Villages (Maximum 04 marks) Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity.</p> <p>4.10 Innovative Extension Methodologies (Maximum 06 marks) Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity.</p>	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
	<i>Note: Only well documented activities shall be considered for awarding marks under each of these categories</i>	
5.0	TEACHING/RESEARCH/EXTENSION/CAPACITY BUILDING	12
	<p>5.1 TEACHING (Maximum 06 marks)</p> <p>5.1.1 UG/ M. Sc./ Ph.D. Teaching: For teaching as the Major Function, the candidate must have taught UG/M.Sc./Ph.D. courses with at least 8 credit hour loads during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic years. Award 0.5 marks for each year of teaching UG/PG/PhD as major function and award 0.25 marks for teaching UG/PG/PhD as minor function. (Maximum 03 marks)</p> <p>5.1.2 Research Guidance: Only the guidance provided for M.Sc. / Ph.D. and post-doctoral programmes shall be considered for scoring. Major Advisor/Chairman of advisory committee shall be awarded 1.0 mark for guiding each Ph.D. student /0.50 marks for guiding each M.Sc. student (marks to be awarded only in case the concerned students have completed their degree programme successfully). 50% of the assigned marks shall be awarded to the co-advisor/co-chairman of the advisory committee; 25% of the assigned marks shall be awarded to other members of the advisory committee of the respective degree programme. In case of guidance to the Post-doctoral Research Work, the concerned guide shall be awarded 0.5 marks provided the duration of guidance is not less than 90 days as evident from the submitted documents. (Maximum 02 marks)</p> <p>5.1.3 Other teaching related activities: Award 0.5 marks each for development of novel course and its curriculum, development of well documented novel/unique instructional methodologies, development of MOOCs. Award 0.25 marks each for acting as external examiner/thesis evaluator outside the university of employment for each two examinations/two thesis. Award 0.25 mark for each course practical manual developed and published (with the approval of the competent authority of the university). (Maximum 03 marks)</p> <p><i>Note: In no case candidate can be awarded marks twice for guiding same student for the same degree programme</i></p>	
	<p>5.2 RESEARCH (Maximum 06 marks)</p> <p>5.2.1. Externally Funded Research Projects</p> <ul style="list-style-type: none"> • Only those projects granted by external sources on the competitive basis as evident from the submitted document shall be considered for scoring. In all the instances the duration of work done in the project in various capacities and the monetary value of the project shall be supported by the appropriate documentary proof. • Rs. 1 lakh to 10 lakh: Award 1.0 mark for PI and 0.5 marks for Co-PI/ Associated Scientist for each completed year of each project • > Rs.10 lakh and up to Rs.25 lakh: Award 1.5 marks for PI and 0.75 mark for Co-PI/ Associated Scientist for each completed year of each project • > Rs. 25 lakh and up to Rs. 50 lakh : Award 2.0 marks for PI and 1.0 marks for Co-PI/ Associated Scientist for each completed year of each project • > Rs. 50 lakh: Award 3.0 marks for PI and 1.5 marks for Co-PI/ Project Associate for each project for each completed year of each project 	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
	<p>5.3 EXTENSION EDUCATION (Maximum 06 marks)</p> <p>5.3.1 Technology Application, Demonstration and Adoption (Maximum 04 marks)</p> <ul style="list-style-type: none"> • For Involvement in each of the technology assessment and refinement/On-farm testing programme award 0.5 marks for programme leader and 0.25 mark for Associated Scientist (max 02 marks). • For conducting frontline demonstrations 0.5 marks shall be awarded to the demonstration leader and 0.25 marks for associated scientists (max 02 marks). • For each of the Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of Technology Inventory 0.5 marks shall be awarded for leading the activity and 0.25 mark shall be awarded for the associated scientists (max 02 marks). <p>5.3.2 Extension Approaches for Technology Dissemination (Maximum 04 marks)</p> <ul style="list-style-type: none"> • Leading the Organization of Interface meetings, Farmers Fair/ Technology Week and Exhibition: Award 0.50 marks for each activity. • Leading the Organization of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 marks for each activity. • Delivering TV & Radio talks, videoconferencing, participation in Interface Meetings / Exhibition: Award 0.1 marks for each activity. • Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups. 0.5 marks shall be awarded for each group developed as evident from the submitted document. 	
	<p>5.4 CAPACITY BUILDING (Maximum 04 marks)</p> <ul style="list-style-type: none"> • Award 0.5 marks each for organizing the National/International level Seminar/Symposium/Workshops/Conferences as the Chairman/Organizing Secretary/Convener/ Joint Organizing Secretary. Award 0.25 marks for heading/leading various committees in the aforesaid scientific gatherings. A candidate shall be awarded only once for each of the scientific gathering irrespective of the various roles performed in the seminar. • For training programmes organized award 02 marks to the course director and 01 mark to the course coordinator for Organizing Summer School/ Winter School/CAFT/Other Training of minimum 10 days duration each. • Award 0.5 mark and 0.25 marks each to the course director (leader) and course coordinator (course co-leader) for organizing training programmes of duration 10 days to three week. • Award 0.25 marks for each lead paper presented and published in the national and international seminars/conferences as evident from the publications of the seminars and conferences • Award 0.1 mark for delivery of each lecture in training programmes without published compendium. Award 0.2 marks for each lecture if these lectures were published in a Compendium or Training Manual. 	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
6.	PUBLICATIONS	15
	<p>6.1 Research publications (Maximum-15)</p> <ul style="list-style-type: none"> • An applicant must identify 05 best research papers published in refereed journals for allocation of score according to the NAAS journal rating (latest). The sum of score for identified best 05 publications will be multiplied by the factor of 0.5 to arrive at marks to be allotted. • For research publications in journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.1 marks for each publication (Maximum 02 marks) irrespective of authorship position. Note: First and corresponding author shall be awarded full marks obtained as stated above, whereas co-authors shall be awarded 50 % of the marks obtained as stated above. <p>6.2 Other Publications (Maximum 4.0 marks)</p> <ul style="list-style-type: none"> • Books/Monographs of minimum 100 pages published with ISBN number- Authored/ Edited. Award 1 mark for each publication, if first author/editor or award 0.5 marks for other authors. • Book Chapters and Training Manuals. Award 0.5 marks for each publication. • Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.25 marks for each publication. • Note: First and corresponding author shall be awarded full marks obtained as stated above, whereas co-authors shall be awarded 50 % of the marks obtained as stated above. 	
7.	INSTITUTIONAL BUILDING/SERVICE FUNCTIONS	05
	<p>7.1 Institutional Building Activities (Maximum 03 marks)</p> <p>Award 0.50 marks each for Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/ sports facility/hostel facility/ museum /communication /examination/ technology window/ guest house (each developmental activity to be considered for award of marks shall be of value more than 25 lakh)/establishment colleges/ development of CAFT/ development of Center for advanced studies/performance of duties of nodal officer of national level initiatives/ development of inter-institutional linkages in the form of collaborative research projects, students exchange programmes or MOUS / Officer in charge of the technical/commercial units of the university or any other facility having measurable impact as evident from its use.</p> <p><i>Note: To qualify for marking each facility/equipment developed/upgraded should cost not less than Rs.25 lakhs (except in case of establishment of educational units like training centers, colleges, center for advanced studies etc.)</i></p>	

Sl. No.	EVALUATION CRITERIA FOR AWARD OF MARKS	Maximum Marks
	<p>7.2 Revenue generation (Maximum 02 marks) Revenue/Resources generated (in any of the 05 consecutive years) including technologies commercialized with documentary proof:</p> <ul style="list-style-type: none"> • Rs. 05 lakhs to Rs. 10.00 lakhs: Award 1 mark • >Rs. 10.00 lakhs and up to 15.00 lakhs: Award 2 marks • > Rs.50 lakhs: Award 3 marks <p style="padding-left: 40px;">Award 100 % of the prescribed marks for leading the revenue generation unit and 50% of the prescribed marks for the associated scientists.</p> <p>7.3 Service Functions (Maximum 03 marks) Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.50 marks for each contribution.</p> <ul style="list-style-type: none"> • Preparation of university level review reports, annual reports (excluding the research project reports) • Member/In-charge at least for one year of QRT, BOM, PME Cell, Recruitment Cell, Technical Cell, Purchase committee (CPC/RPC), Academic Council and similar committee of the University. • In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/maintenance of farms each at least for one year. 	
8.	Interview	30
Total		100