

## Score Card for the Posts of Deputy Director General

Item No.	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks	Maximum Marks
1	<b>Academic Achievements</b>	8
	<p><b>1.1 Academic Performance</b> Distribution of marks for each academic achievement would be as follows:</p> <ul style="list-style-type: none"> <li>Award 0.5 Mark each for 80% above marks or more than 8.0 OGPA on a scale of 10 or more than 3.2 OGPA on a scale of 4 at Graduate and Master's degree programmes (Maximum 1 Mark)</li> <li>Award 0.5 Mark for PG Fellowship (erstwhile JRF) awarded through ICAR-All India Entrance Examination for PG courses conducted by the ICAR Education Division (Maximum 0.5 Mark)</li> <li>Award 0.5 Mark for JRF/SRF (erstwhile SRF) awarded through ICAR-All India Entrance Examination for Ph.D. programme conducted by the ICAR Education Division or JRF of CSIR/UGC at the Ph.D. level or other similar Competitive National-level Fellowships/GATE qualified (Maximum 0.5 Mark)</li> </ul> <p><b>1.2 Position in the University</b></p> <ul style="list-style-type: none"> <li>Award 1 Mark for First Position/Gold Medal in the University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India) at the Master's/Ph.D. degrees (Except faculty/college/department Gold medal). (Maximum 1 Mark)</li> </ul> <p><b>1.3 Ph.D. Thesis Awards</b></p> <ul style="list-style-type: none"> <li>Award 2 Marks for the ICAR-Jawaharlal Nehru Award for Outstanding Doctoral Thesis/UP Agricultural Scientist Award for Ph.D. Thesis..</li> <li>Award 1 Mark for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list</li> </ul>	

	<p>available on the website of Ministry of Education, Govt. of India)/National/ International level Academies as listed in Annexure -B</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p><b>1.4 Post-Doctoral Fellowship</b></p> <ul style="list-style-type: none"> <li>Award 2 Marks each for Post-Doctoral Fellowship of <b>minimum one-year duration, which is awarded by National/International Institutions</b> as listed in Annexure-A.</li> </ul> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p><b>1.5 Training (National/International)</b></p> <p>Specify trainings undergone in the field of Specialization with subject of the Training and name of the Training Institute/Organization</p> <ul style="list-style-type: none"> <li>Award 1.5 Marks for International training of <math>\geq 03</math> months duration.</li> <li>Award 1.0 Mark for National training of <math>\geq 03</math> months duration.</li> <li>Award 0.5 Mark for National or International training of <math>\geq 3</math> weeks</li> <li>Award 0.25 Mark for National or International training of <math>\geq 1</math> week</li> </ul> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p>	
<b>2</b>	<b>Recognitions &amp; Awards/Special Attainments</b>	<b>10</b>
	<p><b>2.1 Recognitions and Awards. (Maximum 6 Marks)</b></p> <p>2.1.1 Award 4 Marks each for Shanti Swarup Bhatnagar Award/ Rafi Ahmed Kidwai Award/ !CAR-Norman Borlaug Award</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.2 Award 4 Marks for Fellowship and 2 Marks for Associateships of anyone of the National or International Academies as listed in Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.3 Award 2 Marks for other awards of national/international stature in the relevant fields as listed in <b>Annexure-C.</b></p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.4 Award 0.5 Mark each for Award/Fellowship granted by Registered Professional Societies having NAAS "A" grading.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p>	

	<p><b>2.2 Special Attainments (Maximum 4 Marks)</b></p> <p>2.2.1 Award 1 Mark for working as Chief Editor/Editor and 0.5 Mark for working as Associate Editor/Member, Editorial Board of NAAS rated Journals. (Maximum 1 Mark)</p> <p>2.2.2 Award Marks for the following contributions:</p> <ul style="list-style-type: none"> <li>• Award 0.5 Mark for each Functional Industry-institutional linkages established involving the candidate as evident by MoUs/MoAs signed (Maximum 1 Mark)</li> <li>• Award 0.5 Mark for each Revenue generation from commercialization of technology developed by candidate (specify) to every multiple of Rs. 1 lakh (Maximum 1 Mark)</li> <li>• Award 0.5 Mark for each Training/Awareness program organized as coordinator for farmers &amp; other stakeholders. (Maximum 1 Mark)</li> <li>• Award 1 Mark each for Convener/Organizing Secretary and award 0.5 Mark each for Co-convenor/Co-Organizing Secretary of National or International conferences/Symposia/ other similar event (Maximum 1 Mark)</li> <li>• Award 0.5 Mark for organization of each Winter/Summer School/CAFT as Course Director/ Course Co-ordinator. (Maximum 1 Mark)</li> <li>• Award 0.5 mark for each Best Paper/Poster Presentation Award in Symposium/Conference. (Maximum 1 Mark)</li> <li>• Award 0.5 mark for best KVK recognised by State/ ICAR. (Maximum 0.5 Mark)</li> </ul>	
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<b>3</b>	<b>Discoveries, Inventions, Innovations, Technologies and Products</b>	<b>10</b>
	<p><b>3.1 Development of Crop Variety</b></p> <p>Award 2 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. In either case the Marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&amp;FW /State Governments /Other Agencies of last ten years. Award 3 marks each to varieties developed in perennial fruit crops. In case of vegetatively propagated crops, proof of supply of planting material to be attached indicating the quantity sold in last 10 years.</p> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.2 Development of Animal/Fish Strain/New Breed</b></p> <p>Development of Animal/Fish Strain/New Breed &amp; Impact at the Field Level. Award 2 Marks for each animal/fish strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Government Department of Animal Husbandry /Fisheries. Proof of supply of newly developed strain/breed needs to be attached.</p> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.3 Information Technology/ Statistical Methodologies/ Value Chain/ Model Villages/ Innovative Extension Methodologies/ Policy Papers published by International/ National Organization.</b> (In-house development of major IT Software/ Statistical Methodology/Digital platform, as evident from use).</p> <ul style="list-style-type: none"> <li>• Award 2 Marks each for IT software with at least 1000 users or IT Tools/ Software/ Algorithm/ Methodology/ Concepts developed as evidenced from publication of research article(s) in peer reviewed journal(s) having NAAS rating of 8.0 and above.</li> <li>• Award 1 Mark for IT software with at least 500 users or IT Tools/Software/Algorithm/Methodology/Concepts developed as evidenced from publication of research article(s) in peer reviewed journal(s) having NAAS rating of 7.0 and above.</li> </ul> <p>Award 1.5 Marks each for policy paper published as a or/co-author by reputed national and international institutions, namely, NIAP, IFPRI, IGIDR, NITI Aayog,</p>	

	<p>NAARM and for NAAS as Convenor.</p> <ul style="list-style-type: none"> <li>• 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/FPO. Award 1 Mark for each such activity with certificate from concerned Organization/Institute/State Government Department / District Administration.</li> <li>• Innovative Extension Methodologies or Approaches adopted in at least 5 villages. Award 1 Mark for each such activity spanning a minimum of 5 villages.</li> <li>• Farmer Field Schools/Farmer Interest Groups established and documentation of success stories duly verified &amp; certified by institution/organization. Award 0.5 Mark for each such activity.</li> <li>• Coordination, Research Project Management &amp; Development innovative education system in ICAR &amp; SAUs/CUs/other national/international institution/ lined departments.</li> </ul> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.4 Development of Crop/Animal/Fish Production/Protection Technologies or Development of Machinery/Product</b></p> <p>Development of Technologies with Impact at the Field Level. Award 2 Marks for each Technology/ Machinery/ Product developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a peer reviewed journal having NAAS rating of 7.0 and above, excluding those claimed in item no. 3.1 above.</p> <p><i>{Note: 1. Technologies will include all production/ protection technologies, induced breeding/seed production in fishes.</i></p> <p><i>2. Products will include all products alongwith their processes, vaccine, diagnostics(feedsfor animals and.fishes}</i></p> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.5 Patents/Copy Rights</b></p> <p>Award 2 Marks for each approved Patent /Copyright with commercialization and 1 Mark for each approved Patent /Copy right without commercialization.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p>	
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	<p><b>3.6 New Traits/Genes/Species Identified</b>  New Traits/Genes/Species identified which have Economic Significance. Award 2 Marks for each new trait identified or new gene isolated or new crop germplasm/ animal breed registered/new fish species discovered except varieties that have gone into seed chain/production.</p> <p><i>{Note: Claim should be evidenced from publication in journals/ research publications with minimum 7.0 NAAS rating. New genes need to be validated for function}</i></p> <p style="text-align: right;"><b>(Maximum 8 Marks)</b></p> <p><b>3.7 Discoveries/Inventions</b>  Award 2 Marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 12) excluding those claimed in 3.1 to 3.6 above.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p>	
<b>4</b>	<b>Teaching/Research/Extension</b>	<b>14</b>
	<p>Specify contributions in Teaching/Research/Extension Education  Select only one Major area of work:</p> <p><b>4.1 Teaching as Major Function (Maximum 9 M.arks)</b></p> <p>i. Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total of 8 credit hours load during each academic year. Award 0.25 Mark for each year of teaching as specified herein</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>ii. Research Guidance: Award 1.0 Mark for each Ph.D. student guided as Major Guide or 0.5 Mark as Co-Guide/Member, SAC and 0.25 Mark for each M.Sc. student guided.</p> <p><i>(Note: Marks to be awarded only for students who have completed their degree programmes)</i></p> <p style="text-align: right;"><b>(Maximum 3 Marks)</b></p> <p>iii. Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition/award:</p> <p>Award 1 Mark each for the ICAR-Jawaharlal Nehru Award for each Outstanding Doctoral Thesis.</p>	

	<p>Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iv. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 0.50 Mark for each Training Programme of minimum 21 days or more duration organized as Course Director/Coordinator. Award 0.25 mark for each training of 5-20 days' duration organized as Course Director/Coordinator.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p style="text-align: center;"><b>OR</b></p> <p><b>4.1 Research as Major Function</b> <span style="float: right;"><b>(Maximum 9 Marks)</b></span></p> <p>i. In-house Research Projects: If associated as PI/Co-PI/Associate in In-House Research Projects for a minimum period of two years as evidenced by Research Projects completed and Reports submitted.</p> <p>Award 1.5 Mark for PI and 1.0 Mark for Co-PI/ Associate for each Project completed.</p> <p><i>Note 1: The candidates working in running AICRPs/ Network Projects/Long Duration Projects Marks will be awarded for minimum 02 years of association.</i></p> <p><i>Note 2: As Co-PI, a candidate can claim marks for only 04 projects.</i></p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>ii. Research Guidance: Award 0.5 Mark for each Ph.D. student guided as Major Guide or 0.25 Mark as Co-Guide/ Member, SAC and 0.25 mark for each M.Sc. student guided (<i>Note: Marks to be awarded only for students who have completed their degree programmes</i>).</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p>	
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	<p>iii. Research Projects of minimum 2 years duration undertaken in National Priority for example, organic farming, climate resilient agriculture, Soil Health &amp; water conservation, One Health, Antimicrobial Resistance, Indigenous breed etc. Award 0.50 Mark for each program, if Marks have not claimed elsewhere.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>iv. Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition/award: Award 1 Mark each for the ICAR-Jawaharlal Nehru Award for each Outstanding Doctoral Thesis.</p> <p>Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>v. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 0.50 Mark for each Training Programme of minimum 21 days or more duration organized as Course Director/Coordinator. Award 0.25 Mark for each training of 5-20 days' duration organized as Course Director/Coordinator.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p style="text-align: center;"><b>OR</b></p> <p><b>4.1 Extension Education as Major Function (Maximum 9 Marks)</b></p> <p>Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement.</p> <p>i. Involvement in technology application programs through technology assessment, refinement and demonstration for minimum duration of 2 years: Award 1.0 Mark for Project Leader/Nodal Officer/PI and 0.5 Mark for Co-PI/Associate per project.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p>	
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	<p>ii. Yield Gap Analysis and Impact Assessment, involvement in technology identification, Development of Technology, Inventory and feedback support: Award 0.5 Mark for Project Leader/Nodal Officer/PI and 0.25 Mark for Co-PI/ Associate for each activity if associated for minimum 1 year duration.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iii. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 0.50 Mark for each Training Programme of minimum 21 days or more duration organized as Course Director/ Coordinator. Award 0.25 Mark for each training of 5-20 days' duration organized as Course Director/ Coordinator.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>iv. National Priority programs undertaken (for example, awareness/ training programs on doubling of farmers' income, organic farming, climate resilient agriculture, soil health, (One Health) and water conservation etc.) award 0.50 Mark for each large scale demonstration and 0.25 Mark for each awareness training program.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>v. Research Guidance: Award 0.5 Mark for each Ph.D. student guided as Major Guide or 0.25 as Co-Guide/Member, SAC and 0.25 Mark for each M.Sc. student guided. <i>(Note: Marks to be awarded only for students who have completed their degree programmes).</i></p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>vi. Student's Performance: applicant served as recognition/award: Success of students (for whom the Major Guide) in terms of recognition/award. Award 1 Mark for the ICAR-Jawaharlal Nehru Award for Outstanding Doctoral Thesis. Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure B.</p> <p>vii. Worked in KVK in remote areas for at least three years.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p>	
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	<p><b>4.2 National/International External Competitive Grants</b> (Maximum 5 Marks)</p> <p>Award Marks for each externally funded project (Competitive grants only) as indicated below:</p> <ul style="list-style-type: none"> <li>i. Award 0.5 mark for projects of Rs. 10-25 lakhs</li> <li>ii. Award 1 mark for projects of Rs. 25-50 lakhs</li> <li>iii. Award 2 marks for projects of &gt;Rs. 50 lakhs</li> </ul> <p><i>Note: Award Full marks for PI and 50% mark for Co-PI.</i></p>	
<b>5.</b>	<b>Publications</b>	<b>20</b>
	<p><b>5.1 Applicable to Scientists other than Social Scientists</b> (Maximum 20 Marks)</p> <p>5.1.1 Publications of full length papers in Refereed Journals. (Maximum 15 Marks)</p> <ul style="list-style-type: none"> <li>• An applicant must identify 25 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 25 publications will be multiplied by 0.086 to obtain Marks.</li> </ul> <p><i>{Note 1: 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).}</i></p> <p><i>Note 2: For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.01 Mark for each publication.</i></p> <p><i>Note 3: First author and corresponding author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.}</i></p>	

	<p><b>5.1.2. Other Publications. (Maximum 5 Marks)</b></p> <p>i. Books/Monographs of 100 pages published - Authored/ Edited: Award 1 Mark for each publication, if first author/editor; award 0.5 Mark for others. <b>(Maximum 2 Marks)</b></p> <p>ii. Book chapter and Training Manual: award 0.5 Mark each. <b>(Maximum 1 Mark)</b></p> <p>iii. Award one Mark for each policy/development report published under the aegis of National Organizations (Namely NITI Aayog/ICAR/DST/DBT) or International Organizations (Namely FAO, World Bank, CG Centres)/ National Academies/ Universities/Deemed to be Universities/Institution related to policy planning &amp; research <i>(Note: Research Papers on policy issues would not be considered under this category).</i> <b>(Maximum 1 Mark)</b></p> <p>iv. Popular articles published in Newspapers and Magazines: Award 0.25 Mark for each published article. <b>(Maximum 1 Mark)</b></p> <p style="text-align: center;"><b>OR</b></p> <p><b>5.1 Applicable to Social Scientists (Maximum 10 Marks)</b></p> <p>5.1.1 Publications of full-length papers (Refereed Journals).</p> <ul style="list-style-type: none"> <li>An applicant must identify 20 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 20 publications will be multiplied by 0.084 to obtain Marks. <i>{Note 1: 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).</i> <i>Note 2: For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.01 Mark for each publication.</i></li> </ul>	
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***Note 3:** First author and corresponding author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.}*

#### **5.1.2 Other Publications**

**(Maximum 10 marks)**

- i. Books/Monographs minimum 100 pages published- Authored/ Edited: Award 1.0 Mark for each publication, if first author/editor; award 0.5 Mark for others

**(Maximum 2 Marks)**

- ii. Book Chapter and Training Manual: Award 0.50 Mark each

**(Maximum 2 Marks)**

- iii. Award 1.0 Mark for each policy/development report published under the aegis of National Organizations (e.g. NITI Aayog/ ICAR/ DST/ DBT) or International Organizations (e.g. FAO, World Bank, CG Centres)/ National Academies/ Universities/ Deemed to be Universities/ Institution related to policy planning & research.

(Note: Research Papers on policy issues would not be considered under this category).

**(Maximum 2 Marks)**

- iv. Popular articles published in Newspapers and Magazines: Award 0.5 Mark for each published article.

**(Maximum 1 Mark)**

- v. Electronic Media coverage, articles published in Newspapers and Magazines qualify for marking. For each relayed or published article award 0.25 Mark.

**(Maximum 1 Mark)**

- vi. Technical/ Extension Bulletins/ Pamphlet: Award 0.50 Mark for each Bulletin/ Pamphlet.

**(Maximum 1 Mark)**

- vii. IT material for Technology Transfer or Human Resource Development will qualify for marking. Award 1 mark for each material developed.

**(Maximum 1 Mark)**

<b>6.</b>	<b>Service Functions</b>	<b>3</b>
	<p>Only clearly defined contributions shall be considered for marking as per the following criteria:</p> <p><b>6.1 Institute Building Activities.</b></p> <ul style="list-style-type: none"> <li>Development/ upgrading of laboratory facility or equipment/ farm facility/ farm machinery/ sports facility/ hostel facility/ museum/ communication/ examination/ technology window/ guesthouse/ any other facility having measurable impact as evident from its use. Award 0.5 Mark for each activity.</li> </ul> <p><i>Note: Each facility/ equipment developed/ upgraded should cost more than Rs. 15 lakhs.</i></p> <p><b>(Maximum 3 Mark)</b></p>	
	<p><b>6.2 Other Service Functions:</b></p> <p>Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.25 Mark for each contribution.</p> <ul style="list-style-type: none"> <li>Compilation of Institute Annual Reports (Editor/ Member, Editorial Board/Committee).</li> </ul> <p><b>(Maximum 1 Mark)</b></p> <ul style="list-style-type: none"> <li>Duties performed for at least one year or more as Warden, Student Welfare Officer, CPIO/ PIO/AA, In-charge Library, Animal House, Farm, Common Instruments Lab, Central Computer Lab/ ARIS/ AKMU/ ATIC/BPD, In-charge/ Member PME Cell, Member-Secretary QRT/RAC/IRC.</li> </ul> <p><b>(Maximum 1 Mark)</b></p> <ul style="list-style-type: none"> <li>Duties performed as In-charge production and distribution of seeds/culture/planting materials /diagnostic services each at least for one year.</li> </ul> <p><b>(Maximum 1 Mark)</b></p> <ul style="list-style-type: none"> <li>Coordination of Institute level activities like Flagship. Programmes of Government of India, MGMG, Kisan Mela SAGY, TSP, SCSP Skill Development, NEH Programmes, representing the Institute level committees, Annual event, Alumni activities.</li> </ul> <p><b>(Maximum 1 Mark)</b></p> <ul style="list-style-type: none"> <li>Planning, co-ordination &amp; monitoring of agricultural development projects related to overall upliftment of farmers with special reference to Uttar Pradesh.</li> </ul> <p><b>(Maximum 1 Mark)</b></p>	

<b>7.</b>	<b>Service in Remote/difficult areas</b>	<b>2</b>
	<ul style="list-style-type: none"> <li>Award 1 Mark for minimum 03 years service rendered as scientist (including Sr. Scientist) in remote/difficult area (Tough Locations) as defined by the GOI from time to time. {Latest MoF, Gol's OM No. 31/1/2017-E-II (B) dated 19.7.2017, as amended from time to time}.</li> <li>Award 0.50 Mark for each completed year of service as Scientist (including Sr. Scientist and Principal Scientist) rendered beyond minimum 03 years in remote/difficult area (Tough Locations)</li> </ul> <p><b>Note:</b> This benefit can be claimed by a candidate only once during whole service period.</p>	
<b>8.</b>	<b>APAR</b>	<b>3</b>
	<p>Award 0.6 Mark for each year outstanding APAR and 0.3 Mark for Very Good grading during last five years. (<i>A statement of APARs signed by the competent authority of Institute/Organization should be enclosed for awarding of marks.</i>)</p> <p><b>Note:</b> <i>In case, during the last 05 years, the candidate has served in an organization(s) where APAR/AAR/CR is not written, the marks for the period of last 05 years where APARs are available will be awarded as indicated above and for marking for remaining part of the last 05 years' period, performance certificate with indicating grade (grading should be only in standard benchmarks like Outstanding/Very Good/Good) from the Competent Authority for each year of service rendered in the concerned organization should be submitted. Marks will be awarded for outstanding or Very Good grading only as indicated above. The Outstanding Grading given in performance certificate has to be justified with specific comments on performance of the candidate.</i></p>	
	<b>GRAND TOTAL</b>	<b>70</b>

**Note:**

1. The applicant must attach documentary evidence for every claim made in the application.
2. The applications shall be verified/ certified by the concerned Directors of the Institutes on the basis of certificates/documents submitted by the candidates in support of achievements claimed in the application and also on the basis of records maintained at the level of Divisions/Department. The Institute Technology Management Unit (ITMU) will create and maintain database of all validated technologies released/commercialized with the details of developers. The PME Cell of the Institute has to verify the claim made by applicants working in the respective Institute and then the Director of the applicant's Institute will certify the same.
3. Similarly, in case of applicants posted at ICAR Hqrs, their respective claims made in the application shall be verified by concerned DDG or ADG of independent unit as the case may be.
4. In respect of candidates/applicants from outside ICAR system, the details furnished by them in their applications shall be verified/authenticated by Head of the Department /or the officer whom the power has been delegated by the HoD or by his/her Reviewing Authority (in the matter of APAR), as the case may be.
5. The applicants who have served at a number of institutions/organizations should maintain all required information/records along with supporting documents as proof. Based on the supporting documents, the Director of the present Institute shall certify the application. If required the Directors of the previous institutes shall have to provide certified information to the Directors of the present institute of the applicant for this purpose.
6. Any wrong claim/certification will invite suitable action against the applicant and the certifying officer besides cancellation of candidature.
7. In case any issue comes up at any stage of screening process, the same shall be brought to the notice of the Chairman, ASRB by the Secretary, ASRB. The same would be resolved by the ASRB and decision of Chairman, ASRB shall be final in the matter.

## Score Card for the Posts of Asstt. Director General

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1	<b>Academic Achievements</b>	8
	<p><b>1.1 Academic Performance</b> Distribution of marks for each academic achievement would be as follows:</p> <ul style="list-style-type: none"> <li>• Award 0.5 Mark each for 80% above marks or more than 8.0 OGPA on a scale of 10 or more than 3.2 OGPA on a scale of 4 at Graduate and Master's degree programme. <b>(Maximum 1 Mark)</b></li> <li>• Award 0.5 Mark for PG Fellowship (erstwhile IRF) awarded through ICAR-All India Entrance Examination for PG courses conducted by the ICAR Education Division. <b>(Maximum 0.5 Mark)</b></li> <li>• Award 0.5 Mark for JRF/SRF (erstwhile SRF) awarded through ICAR-All India Entrance Examination for Ph.D. programme conducted by the ICAR Education Division or IRF of CSIR/UGC at the Ph.D. level or other similar Competitive National-level Fellowships/GATE qualified <b>(Maximum 0.5 Mark)</b></li> </ul> <p><b>1.2 Position in the University</b></p> <ul style="list-style-type: none"> <li>• Grant 1 Mark for First Position/Gold Medal in the University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India) at the Master's and Ph.D. degrees (Except faculty/ College/ Department Gold medal). <b>(Maximum 1 Mark)</b></li> </ul> <p><b>1.3 Ph.D. Thesis Awards</b></p> <ul style="list-style-type: none"> <li>• Grant 2 Marks for the ICAR-Jawaharlal Nehru Award for Outstanding Doctoral Thesis/UP Agricultural Scientist Award for Ph.D. Thesis.</li> <li>• Grant 1 Mark for the Best Doctoral Thesis card given by University/ICAR Deemed Universities/CAUs/SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India)/National/ International level Academies listed in Annexure-B. <b>(Maximum 2 Marks)</b></li> </ul> <p><b>1.4 Post-Doctoral Fellowship</b></p>	



	<p>Award 2 Marks each for Post-Doctoral Fellowship of minimum one-year duration, which is awarded by National/International Institutions as listed in Annexure-A.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p><b>1.5 Training (National/International)</b> Specify trainings undergone in the field of Specialization with subject of the Training and Name of the Training Institute/Organization</p> <ul style="list-style-type: none"> <li>• Award 1.5 Marks for International training of <math>\geq</math> 03 months duration.</li> <li>• Award 1.0 Mark for National training of <math>\geq</math> 03 months duration.</li> <li>• Award 0.5 Mark for National or International training of <math>\geq</math> 3 weeks</li> <li>• Award 0.25 Mark for National or International training of <math>\geq</math> 1 week</li> </ul> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p>	
<b>2</b>	<b>Recognitions &amp; Awards/Special Attainments</b>	<b>6</b>
	<p><b>2.1 Recognitions and Awards</b></p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.1 Award 4 Marks for Fellowship and 2 Marks each for Associateships of any of the National or International Academies as listed in Annexure-A.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.2 Award 4 Marks for awards listed in Part-I of Annexure B and Award 2 Marks for other awards of national/international stature in the relevant fields as listed in Part-II of Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>2.1.3 Award 1 Mark each for Award/Fellowship granted by Registered Professional Societies having NAAS "A" grading</p> <p style="text-align: right;"><b>(Maximum 3 Marks)</b></p> <p><b>2.2 Special Attainments</b></p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>2.2.1 Award 1 Mark for working as Editor of NAAS rated Journals. Award 0.5 Mark for working as Asst. Editor/Member, Editorial Board of NAAS rated Journals.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>2.2.2 Award 1 Mark for each Training/Awareness programs organized as coordinator for farmers &amp; other stakeholders</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p>	

	<p>2.2.3 Award 1 Mark each for Convener/Organizing Secretary and award 0.5 Mark each for Co-convenor/Co-Organizing Secretary of National or International conferences/symposia/ other similar event.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p>2.2.4 Award 0.5 Mark for each Best Paper/Poster Presentation Award in Symposium/Conference.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p>	
<b>3</b>	<b>Discoveries, Inventions, Innovations, Technologies and Products</b>	<b>10</b>
	<p><b>3.1 Development of Crop Variety</b></p> <p>Award 2 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. In either case the Marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&amp;FW/ State Governments/ Other Agencies of last ten years. Award 3 marks each to varieties developed in perennial fruit crops. In case of vegetatively propagated crops, proof of supply of planting material to be attached indicating the quantity sold in last 10 years.</p> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.2 Development of Animal/Fish Strain/New Breed</b></p> <p>Development of Animal/Fish Strain/New Breed &amp; Impact at the Field Level. Award 2 Marks for each animal/fish strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Government Department of Animal Husbandry /Fisheries. Proof of supply of newly developed strain/breed needs to be attached.</p> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.3 Information Technology/Statistical Methodologies/ Value Chain/Model Villages/ Innovative Extension Methodologies/ Policy Papers published by International National Organization.</b> (In-house development of major IT Software/ Statistical Methodology/Digital platform, as evident from use).</p> <ul style="list-style-type: none"> <li>• Award 2 Marks each for IT software with at least 800 users or IT Tools / Software /Algorithm / Methodology/Concepts developed as evidenced from publication of research article(s) in peer reviewed journal(s) having NAAS rating of 8.0 and above.</li> <li>• Award 1 Mark for IT software with at least 400 users or IT Tools/Software/Algorithm/Methodology/Concepts developed as evidenced from publication of research article(s) in peer reviewed journal(s) having NAAS rating of 7.0 and above.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Award 1.5 Marks each for policy paper published as author/co-author by reputed national and international institutions, namely, NIAP, IFPRI, IGIDR, NITI Aayog, NAARM and for NAAS as Convenor.</li> <li>• 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/FPO. Award 1 Mark for each such activity with certificate from concerned Organization/Institute/State Government Department / District Administration.</li> <li>• Innovative Extension Methodologies or Approaches adopted in at least 5 villages. Award 1 Mark for each such activity spanning a minimum of 5 villages.</li> <li>• Farmer Field Schools/Farmer Interest Groups established and documentation of success stories duly verified &amp; certified by institution/organization. Award 0.5 Mark for each such activity.</li> <li>• Working experience in co-ordination, research management &amp; development of innovative programmes of natural resource management, crops and horticulture in ICAR/ SAUs/CUs/other institutions.</li> </ul> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.4 Development of Crop/Animal/Fish Production/Protection Technologies or Development of Machinery/Product</b>  Development of Technologies with Impact at the Field Level. Award 2 Marks for each Technology/Machinery/Product developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a peer reviewed journal having NAAS rating of 7.0 and above, excluding those claimed in item no. 3.1 above.</p> <p><i>Note:</i></p> <ol style="list-style-type: none"> <li>1. Technologies <b>will</b> include all production/protection technologies, induced <b>breeding/seed</b> production in fishes.</li> <li>2. Products will include all products along with their processes, vaccine, diagnostics/feeds for animals and fishes)</li> </ol> <p style="text-align: right;"><b>(Maximum 10 Marks)</b></p> <p><b>3.5 Patents/Copy Rights</b>  Award 2 Marks for each approved Patent /Copyright with commercialization and 1 Mark for each approved Patent /Copy right without commercialization.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p>	
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	<p><b>3.6 New Traits/Genes/Species Identified</b> New Traits/Genes/Species identified which have Economic Significance. Award 2 Marks for each new trait identified or new gene isolated or new crop germplasm /animal breed registered/new fish species discovered; except varieties that have gone into seed chain/production.</p> <p><i>(Note: Claim should be evidenced from publication in journals/ research publications with minimum 7.0 NAAS rating. New genes need to be validated for function.)</i></p> <p style="text-align: right;"><b>(Maximum 8 Marks)</b></p> <p><b>3.7 Discoveries/Inventions</b> Award 2 Marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 12) excluding those claimed in 3.1 to 3.6 above.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p>	
<b>4</b>	<b>Teaching/Research/Extension</b>	<b>17</b>
	<p>Specify contributions in Teaching/Research/Extension Education. Select one Major area of work:</p> <p><b>4.1 Teaching as Major Function (Maximum 14 Marks)</b></p> <p>i. Teaching: For teaching as the Major Function, the candidate must have taught 2 courses with a total of 4 credit hours load during each academic year. Award 2.0 Marks for each year of teaching as specified herein</p> <p style="text-align: right;"><b>(Maximum 7 Marks)</b></p> <p>ii. Research Guidance: Award 1.0 Mark for each Ph.D. student guided as Major Guide or 0.5 mark as Co-Guide/Member. SAC and 0.5 mark for each M.Sc. student guided</p> <p><i>(Note. Marks to be awarded only for students who have completed their degree programmes)</i></p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iii. Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition/award:</p> <p>Award 1 Mark each for the ICAR-Jawaharlal Nehru Award for each Outstanding Doctoral Thesis.</p> <p>Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of</p>	

	<p>National Importance (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iv. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 1.5 Marks for each Training Programme of minimum 21 days or more duration organized as Course Director/Coordinator. Award 1 Mark for each training of 5-20 days' duration organized as Course Director/Coordinator.</p> <p style="text-align: right;"><b>(Maximum 3 Marks)</b></p> <p style="text-align: center;">OR</p> <p><b>4.1 Research as Major Function</b> <span style="float: right;"><b>(Maximum 14 Marks)</b></span></p> <p>i. In-house Research Projects: If associated as PI/Co-PI/Associate in In-House Research Projects for a minimum period of two years as evidenced by Research Projects completed and Reports submitted.</p> <p>Award 3.0 Marks for PI and 2.0 Marks for Co-PI/Associate for each Project completed.</p> <p><i>Note 1: The <b>candidates working in running AICRPs Network Projects/Long Duration Projects</b> Marks will be awarded for minimum 02 years of association.</i></p> <p style="text-align: right;"><b>(Maximum 7 Marks)</b></p> <p>ii. Research Guidance: Award 1.0 Mark for each Ph.D. student guided as major guide or 0.5 mark as Co-guide/Member, SAC and 0.5 Mark for each M.Sc. student guided {Note.- Marks to be awarded only for students who have completed their degree programmes}.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iii. Research Projects of minimum 2 years duration undertaken in National Priority for example, organic farming, climate resilient agriculture, Soil Health &amp; water conservation, One Health, Antimicrobial Resistance, Indigenous breed etc. Award 0.50 Mark for each program, if Marks have not claimed elsewhere.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iv. Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition/award:</p> <p>Award 1 Mark each for the ICAR-Jawaharlal Nehru Award for each Outstanding Doctoral Thesis.</p>	
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	<p>Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure-B.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>v. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 1.5 Mark for each Training Programme of minimum 21 days or more duration duration organized as Course Director/Coordinator. Award 1 mark for each training of 5-20 days' duration organized as Course Director/Coordinator.</p> <p style="text-align: right;"><b>(Maximum 1 Mark)</b></p> <p style="text-align: center;">OR</p> <p><b>4.1 Extension Education as Major Function (Maximum 14 Marks)</b></p> <p>Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement.</p> <p>i. Involvement in technology application programs through technology assessment, refinement and demonstration for minimum duration of 2 years: Award 1.0 Mark for Project Leader/Nodal Officer/PI and 0.5 Mark for Co-PI/Associate per project.</p> <p style="text-align: right;"><b>(Maximum 4 Marks)</b></p> <p>ii. Yield Gap Analysis and Impact Assessment, involvement in technology identification, Development of Technology, Inventory and feedback support: Award 0.5 Mark for Project Leader/Nodal Officer/PI and 0.25 Mark for Co-PI/Associate for each activity if associated for minimum 1 year duration.</p> <p style="text-align: right;"><b>(Maximum 3 Marks)</b></p> <p>iii. Capacity Building Training Programmes: Organized Summer School/Winter School/CAFT/Other Trainings. Award 0.50 Mark for each Twining Programme of minimum 21 days or more duration organized as Course Director/Coordinator. Award 0.25 Mark for each training of 5-20 days' duration organized as Course Director/Coordinator.</p> <p style="text-align: right;"><b>(Maximum 2 Marks)</b></p> <p>iv. National Priority programs undertaken (for example, awareness/ training programs on doubling of farmers' income, organic farming, climate resilient agriculture, soil health and water</p>	
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	<p>conservation etc.) award 0.50 mark for each large-scale demonstration and 0.25 Mark for each awareness training (Maximum 2 Marks)</p> <p>v. Research Guidance: Award 0.5 Mark for each Ph.D. student guided as Major Guide or 0.25 as Co-Guide/Member, SAC and 0.25 Mark for each M.Sc. student guided. <i>(Note: Marks to be awarded only for students who have completed their degree programmes).</i> (Maximum 2 Marks)</p> <p>vi. Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition/award:</p> <p>Award 1 Mark for the ICAR-Jawaharlal Nehru Award for Outstanding Doctoral Thesis.</p> <p>Award 0.5 Mark each for the Best Doctoral Thesis Award given by University/ICAR Deemed Universities/CAUs/ SAUs/ Institutes of National Importance, (as per list available on the website of Ministry of Education, Govt. of India)/ National/International level Academies as listed in Annexure-B. (Maximum 1 Mark)</p> <p>vii. Worked in KVK in remote areas for at least three years. (Maximum 1 Mark)</p> <p><b>4.2 National/International External Competitive Grants</b> (Maximum 3 Marks)</p> <p>Award Marks for each externally funded project (Competitive grants only) as indicated below:</p> <ol style="list-style-type: none"> <li>Award 1.0 mark for projects of Rs. 10-20 lakhs</li> <li>Award 2.0 marks for projects of above Rs. 20 lakhs</li> </ol> <p><i>Note: Award Full marks for PI and 50% mark for Co-PI.</i></p>	
<b>5</b>	<b>Publications</b>	<b>20</b>
	<p><b>5.1 Applicable to Scientists other than Social Scientists</b> (Maximum 20 Marks)</p> <p>5.1.1 Publications of full-length papers in Refereed Journals. (Maximum 15 Markt)</p> <ul style="list-style-type: none"> <li>An applicant must identify 20 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 20 publications will be multiplied by 0.11 to obtain Marks.</li> </ul>	

	<p><i>(Note 1: 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).</i></p> <p><i>Note 2: For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.01 Mark for each publication.</i></p> <p><i>Note 3: First author and corresponding author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.)</i></p> <p><b>5.1.2 Other Publications (Maximum 5 Marks)</b></p> <p>i. Books/Monographs of 100 pages published - Authored/ Edited: Award 1 Mark for each publication, if first author/editor; Award 0.5 Mark for others. <b>(Maximum 2 Marks)</b></p> <p>ii. Book chapter and Training Manual: Award 0.5 Mark each <b>(Maximum 2 Marks)</b></p> <p>iii. Award 1.0 Mark for each policy/development report published under the aegis of National Organizations (Namely NITI Aayog/ICAR/DST/DBT) or International Organizations (Namely FAO, World Bank, CG Centres)/ National Academies/ Universities/Deemed to be Universities/institution related to policy planning &amp; research</p> <p><i>(Note: Research Papers on policy issues would not be considered under this category).</i> <b>(Maximum 1 Mark)</b></p> <p>iv Popular articles published in Newspapers and Magazines: Award 0.5 Mark for each published article. <b>(Maximum 1 Mark)</b></p> <p style="text-align: center;">OR</p> <p><b>5.1 Applicable to Social Scientists (Maximum 10 Marks)</b></p> <p><b>5.1.1 Publications of full-length papers (Refereed Journals)</b></p> <p>An applicant must identify 20 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 20 publications will be multiplied by 0.084 to obtain Marks.</p>	
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	<p>(Note 1: 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).</p> <p>Note 2: For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.01 Mark for each publication.</p> <p>Note 3: First author and corresponding author will be <b>awarded full Marks</b> for <b>each</b> paper, <b>whereas</b> co-authors will get 75% for each paper.)</p>	
	<p><b>5.1.2 Other Publications (Maximum 10 marks)</b></p> <p>i. Books/Monographs minimum 100 pages published Authored/ Edited: Award 1.0 Mark for each publication, if first author/editor; Award 0.5 Mark for others <b>(Maximum 2 Marks)</b></p> <p>ii. Book chapter and Training Manual: Award 0.50 Mark each <b>(Maximum 2 Marks)</b></p> <p>iii. Award 1.0 Mark for each policy/development report published under the aegis of National Organizations (e.g. NITI Aayog/ICAR/DST/DBT) or International Organizations (e.g. FAO, World Bank, CG Centres)/ National Academies/ Universities/Deemed to be Universities/Institution related to policy planning &amp; research (Note: Research Papers on policy issues would not be considered under this category). <b>(Maximum 2 Marks)</b></p> <p>iv. Popular articles published in Newspapers and Magazines: Award 0.5 Mark for each published article. <b>(Maximum 1 Mark)</b></p> <p>v. Electronic Media coverage, articles published in' Newspapers and Magazines qualify for marking. For each relayed or published article award 0.25 Mark. <b>(Maximum 1 Mark)</b></p> <p>vi. Extension Bulletins/Pamphlet: Award 0.50 Mark for each Bulletin/Pamphlet <b>(Maximum 1 Mark)</b></p> <p>vii. IT material for Technology Transfer or Human Resource Development will qualify for marking. Award 1 Mark for each material developed. <b>(Maximum 1 Mark)</b></p>	

6	Service Function	3
	<p>Only clearly defined contributions as a leader shall be considered for marking as per the following criteria:</p> <p><b>6.1.1. Institute Building Activities (Maximum 2 Marks)</b></p> <p>Development/ upgrading of laboratory facility or equipment/farm facility/Award 0.5 Mark for each activity.</p> <p>Note: Each facility/equipment developed/upgraded should cost not less than Rs.15 lakhs.</p> <p><b>6.1.2 Other Service Functions (Maximum 1 Mark)</b></p> <p>Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.25 Mark for each contribution.</p> <ul style="list-style-type: none"> <li>• Compilation of Institute Annual Reports (Editor/ Member, Editorial Board/Committee). <b>(Maximum 1 Mark)</b></li> <li>• Duties performed for at least one year or more as Warden, Student Welfare Officer, CPIO/ PIO/AA, In-charge Animal House, Farm, Common Instruments Lab, Central Computer Lab/ARIS/AKMU/ATIC/BPD, In-charge/Member PME Cell, Member-Secretary QRT/RAC/IRC, In-charge of any activity assigned by the Controlling Officer. <b>(Maximum 1 Mark)</b></li> <li>• Duties performed as In-charge production and distribution of seeds/culture/planting materials /diagnostic services at least for one year. <b>(Maximum 1 Mark)</b></li> <li>• Coordination of Institute level activities like Flagship Programmes of Government of India, MGMG, Kisan Mela SAGY, TSP, SCSP Skill Development, NEH Programmes, representing the Institute level committees, Annual event, Alumni activities. <b>(Maximum 1 Mark)</b></li> <li>• Worked in planning, coordination &amp; monitoring of agricultural development projects related to upliftment of farmers with special reference to Uttar Pradesh.</li> </ul> <p><b>Note:</b> Aggregate Score under Item No 6 is limited to 3 marks.</p>	

<b>7</b>	<b>Service in Remote/difficult areas</b>	<b>3</b>
	<ul style="list-style-type: none"> <li>• Award 2 Marks for minimum 03 years' service rendered as scientist in remote/difficult area (Tough Locations) as defined by the GOI thorn time to time. {Latest MoF, Gol's OM No. 31/1/2017-E-II (B) dated 19.7.2017, as amended from time to time}</li> <li>• Award 0.50 Mark for each completed year of service as scientist rendered beyond minimum 03 years in remote/difficult area (Tough Locations)</li> </ul> <p><b>Note:</b> This benefit can be claimed by a candidate only once during whole service period. A self declaration to be attached by the candidates for claiming marks under this Head.</p>	
<b>8</b>	<b>APAR</b>	<b>3</b>
	<p>Award 0.6 Mark for each year outstanding APAR and 0.3 Mark for Very Good grading during last five years. <i>(A statement of APARS signed by the competent authority of Institute/organization should be enclosed for awarding of marks.)</i></p> <p><b>Note:</b> In case, during the last 05 years, the candidate has served in an organization(s) where APAR/AAI 'CR is not written, the marks for the period of last 05 years where APARs are available will be awarded as indicated above and for marking for remaining part of the last 05 years' period, performance certificate with indicating grade (grading should be only in standard benchmarks like Outstanding/Very Good/Good) from the Competent Authority for each year of service rendered in the concerned organization should be submitted. Marks will be awarded for outstanding or Very Good grading only as indicated above. The Outstanding Grading given in performance certificate has to be justified with specific comments on performance of the candidate.</p>	
	<b>GRAND TOTAL</b>	<b>70</b>

**Note:**

1. The applicant must attach documentary evidence for every claim made in the application.
2. The applications shall be verified/certified by the concerned Directors of the Institutes on the basis of certificates/documents submitted by the candidates in support of achievements claimed in the application and also on the basis of records maintained at the level of Divisions/Department. The Institute Technology Management Unit (ITMU) will create and maintain database of all validated technologies released/commercialized with the details of developers. The PME Cell of the Institute has to verify the claim made by applicants working in the respective Institute and then the Director of the applicant's Institute will certify the same.
3. Similarly, in case of applicants posted at ICAR Hqrs, their respective claims made in the application shall be verified by concerned DD or ADG of independent unit as the case may be.

4. In respect of candidates/applicants from outside ICAR system, the details furnished by them in their applications shall be verified/authenticated by Head of the Department /or the officer whom the power has been delegated by the HoD or by his/her Reviewing Authority (in the matter of APAR), as the case may be.
5. The applicants who have served at a number of institutions/organizations should maintain all required information/records along with supporting documents as proof. Based on the supporting documents, the Director of the present Institute shall certify the application. If required the Directors of the previous institutes shall have to provide certified information to the Directors of the present institute of the applicant for this purpose
6. Any wrong claim/certification will invite suitable action against the applicant and the certifying officer besides cancellation of candidature.
7. In case any issue comes up at any stage of screening process. The same shall be brought to the notice of the Chairman, ASRB by the Secretary, ASRB. The same would be resolved by the ASRB and decision of Chairman, ASRB shall be final in the matter.

## Score Card for the Posts of Scientific Officer & Technical Secretary to DG

1.	Academic Qualifications	Maximum of 60 marks	Max. Score	Candidate's Score	Scrutiny Committee Score	Page No. of Proof
A)	Secondary	Percentage of marks $\times$ 0.04	4			
B)	Higher secondary/ 10+2 board	Percentage of marks $\times$ 0.06	6			
C)	Graduation*	Percentage of marks $\times$ 0.08	8			
D)	Post Graduation in the concerned subject*	Percentage of marks $\times$ 0.10	10			
E)	Ph.D.	Ph.D. in relevant subject from recognized University by course work	12			
		<b>Total</b>	<b>40</b>			
<b>Note:</b> The candidate having OGPA should attach a certificate of conversion formula for percentage of his/ her OGPA from the University/ Institute, he/ she has passed the degree.						
F)	Award and recognitions	<ul style="list-style-type: none"> <li>Two marks each for award of gold medal in University at graduate and Master's level in academics (Maximum one medal for each degree)</li> <li>Jawaharlal Nehru Award for Ph.D. thesis or UP Agricultural Scientist Award for Ph.D. Thesis.</li> <li>Post-Doctoral Fellow (1 mark for each 6 months): Maximum up to 2 marks</li> <li>Two marks for Junior Research Fellowship (JRF)/ Senior Research Fellowship (SRF)/ NET.</li> </ul>	<div>4</div> <div>2</div> <div>2</div> <div>2</div>			
		<b>Total of S. No. 1 (A to F)</b>	<b>50</b>			
2.	Service Experience	Maximum of 4 marks				
	<ul style="list-style-type: none"> <li>One mark for each completed year of service experience (including Assistant Professor/ Scientist/ SMS/ Senior Technical Assistant/ Senior Research Fellow/Young Professional-I &amp; II/Research Associate/ ARO/ AO/ AARO) spent in Agricultural</li> </ul>		5			

	<p>Research/ Extension/ Teaching after post-graduation in Govt./State and Central Universities/ ICAR organizations only.</p> <ul style="list-style-type: none"> <li>0.5 mark for each completed year of service experience as Technical Assistant/ Programme Assistant/ Farm Manager in SAUs/ ICAR institutes/Young Professional.</li> </ul>				
<b>3.</b>	<b>Participation in training/ seminar/ symposium/ conference etc.</b>	<b>Max. of 5.0 marks</b>			
	<ul style="list-style-type: none"> <li>0.5 mark for Oral / Poster presentation in each National and International Symposium/ Seminars/ Conferences/ workshop attended in India.</li> <li>1.0 mark for participation in each International Symposium/ Seminars/ Conferences/ workshop attended in Abroad.</li> <li>1.0 marks for participation in each training programme for 7 days or above outside parental Institution/ University.</li> </ul>	<b>5</b>			
<b>4.</b>	<b>Publications</b>	<b>Maximum of 15 marks</b>			
	<p><b>a) Research papers (Max. Marks: 10):</b></p> <ol style="list-style-type: none"> <li>Research papers published in journals of NAAS rating of 6.0 and above (2.0 marks for lead author and second author and 1 mark for others)</li> <li>Research papers published in journals of NAAS rating from 4.0 to 5.99 (1.5 marks for lead author and second author and 0.50 mark for others)</li> <li>Research papers published in journals of NAAS rating below 4.0 (1.0 marks for lead author and second author and 0.25 for others)</li> <li>Research papers published in UGC-CARE list Group-II listed journals (2.0 marks for lead author and second author and 1.0 mark for others)</li> </ol> <p><b>(B) Research papers published in UGC-CARE list Group- I listed journals (1.0 marks for lead author and second author and 0.25 mark for others)</b></p> <p><b>b) Popular articles in reputed magazines; book chapters; full length proceeding papers of National/ International Symposium/ Conferences, Research papers in journals not included in (i) to (iv) categories (0.5 marks for lead author and second</b></p>	<b>15</b>			

	author and 0.25 for others)- <b>Max. Marks: 5</b>				
	<i><b>Note: a)</b> All the publications mentioned above should have been published as on the last date prescribed for submission of application. <b>b)</b> Latest rating declared by NAAS / UGC listed journal (It will be considered for year of last date of submission of application)</i>				
<b>5.</b>	<b>Co-Curricular and Extra-Curricular Activities</b>	<b>Maximum of 5 marks</b>			
	a) Sound knowledge of advance computer application including different relevant softwares related to agriculture research and management/ documentations (Max. marks 1.25). b) Working experience related to Farmers Training/ Kissan Mela/ FPO/ Value Chain Processing of Agriculture Produce etc. (Max. marks 1.15). c) One mark each for certificate of winner/runner at All India Inter-University Games & Sports Meet/Youth festivals/ participation in State/ National Level Games and Sports organized by Govt. recognized bodies/ NCC "C" certificate. d) One mark each for participating at All India Inter-University Games & Sports Meet/Participation in R.D. Parade/ National Scout Jamboree certificate. e) 0.50 mark each for NSS Certificate/NCC 'B' certificate.	<b>5</b>			
	<b>Total marks from 1 to 5</b>	<b>80</b>			
	<b>Interview</b>	<b>20</b>			
	<b>Grand Total</b>	<b>100</b>			

**Note:**

1. The candidates securing minimum 50% marks of API shall be eligible for interview.
2. The final selection shall be made based on the total marks obtained in score card and interview.
3. Where the number of applications received is large in number and it is not convenient or possible for the UPCAR to interview to all those candidates, the UPCAR may restrict the number of candidates by screening of applications based on Score card. The number of candidates to be called for interview shall be in the ratio of 1:6.
4. If there is tie of score for last candidate, all candidates securing equal marks will be called for interview.

**Annexure-A: List of Post-Doctoral Fellowship of minimum one-year duration**

1. ICAR Post-Doctoral Fellowship
2. BOYSCAST Fellowship
3. SERB Overseas Postdoctoral Fellowship
4. Commonwealth Fellowships
5. DAAD Fellowship
6. Alexander Humboldt Fellowship
7. CSIR Nehru Science Postdoctoral Research Fellowship
8. Japan International Award for Young Agricultural Researchers (Japan Award)
9. JASP Postdoctoral Fellowship for overseas Researchers (Govt. of Japan)
10. ASEAN-INDIA RESEARCH TRAINING FELLOWSHIP (AI-RTF)  
(ASEAN-India Science, technology & innovation Cooperation)
11. SBI Post-Doctoral Research Fellowship



**Annexure-B: of Revised RMP Score Cards: List of Reputed National/ International Academies**

1. Indian National Science Academy, New Delhi
2. National Academy of Sciences (India), Allahabad
3. National Academy of Agricultural Sciences, New Delhi
4. Indian Academy of Sciences, Bengaluru
5. Indian National Academy of Engineering, New Delhi
6. The Academy of Sciences for the Developing World
7. Japan Academy of Sciences
8. Russian Academy of Agricultural Sciences
9. US National Academy of Sciences
10. The Royal Society (London)
11. Uttar Pradesh Academy of Agricultural Sciences (UPAAS) Fellowship

## **Annexure- C: List of other awards of national/ international stature in the relevant fields**

### **I) National Awards**

#### **A. ICAR awards:**

1. ICAR-Lal Bahadur Shastri Outstanding Young Scientist Award
2. ICAR-Panjabrao Deshmukh Outstanding Woman Scientist Award
3. ICAR-Vasantrao Naik Award for Outstanding Research Application in Dry Land Farming Systems
4. CAR-Swami Sahajanand Saraswati Outstanding Extension Scientist Award
5. ICAR-Fakhruddin Ali Ahmed Award for Outstanding Research in Tribal Farming Systems
6. ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis Research in Agricultural and Allied Sciences
7. ICAR-Nanaji Deshmukh ICAR Award for Outstanding Interdisciplinary Team Research in Agricultural and Allied Sciences
8. CAR-Bharat Ratna Dr C. Subramaniam Award for Outstanding Teachers
9. NASI-ICAR Award for Innovation and Research on Farm Implements
10. ICAR- Hariom Ashram Trust Award
11. ICAR-Dr Rajendra Prasad Puraskar for technical books in Hindi in Agricultural and Allied Sciences

#### **B. CSIR Awards:**

1. G N Ramachandran Gold Medal for Excellence in Biological Sciences & Technology
2. CSIR Young Scientist Awards for Excellence in Science & Technology
3. CSIR Technology Awards

#### **C. Ministry of Earth Science: National Earth System Science Award**

#### **D. Department of Science and Technology (DST)**

1. National Awards for Technology Business Incubator & Emerging Technology Business Incubator
2. SERB Women Excellence Award
3. J.C. Bose National Fellowship

#### **E. Department of Biotechnology (DBT)**

1. Innovative Young Biotechnologist Award (IYBA)
2. National Woman Bio Scientist Awards
3. National Bioscience Award for Career Development

#### **F. Ministry of Environment, Forest and Climate Change**

1. India Biodiversity Award
2. E. K. Janaki Ammal National Award on Taxonomy
3. Pitamber Pant National Environment Fellowship Award

4. Dr. B.P. Pal National Environment Fellowship Award for Biodiversity
5. ICFRE Agroforestry Award
6. ICFRE Lifetime Achievement Award in Forestry.

**G. Ministry of Earth Science:**

1. National Earth System Science Award
2. Life Time Excellence Award
3. National Award in Atmospheric Science and Technology
4. National Award for Geosciences and Technology
5. Dr Annamani National Award for Woman Scientist

**H. Ministry of Skill Development:**

1. National Entrepreneurship award

**I. Ministry of AYUSH:**

1. Life Time Achievement Award

**j. Indian Space Research Organisation (ISRO)**

1. lifetime Achievement Award
2. Outstanding Achievement Award
3. Performance excellence award
4. Merit Awards
5. Young Scientist Award
6. Team Excellence Awards

**K. Ministry of E & IT, Gol:**

1. Digital India Award

**L. Awards Reputed Academies:**

**1. Indian National Science Academy, New Delhi**

**I. International Awards:**

- INSA-Vainu Bappu Memorial Award
- Jawaharlal Nehru Birth Centenary Medal

**II. General Medals and Awards**

- Chandrasekhara Venkata Raman Medal
- Shanti Swarup Bhatnagar Medal
- Meghnad Saha Medal
- Aryabhata Medal
- Indira Gandhi Prize for Popularization of Science
- INSA Medal for Promotion and Service to Science
- INSA Prize for Material Materials Sciences

### **III. Subject wise Medals/Awards**

#### **a) Medals Instituted by the Academy**

- Srinivasa Ramanujan Medal for Mathematical Sciences
- Satyendranath Bose Medal for Physics
- Homi Jehangir Bhabha Medal for Physics
- Jagadis Chandra Bose Medal for Biochemistry, Biophysics, Molecular Biology & related areas
- Sunder Lal Hora Medal for Animal Sciences
- Darashaw Noshervanji Wadia Medal for Earth Sciences including Geography Prasanta Chandra Mahalanobis Medal for Mathematical Sciences
- Syed Husain Zaheer Medal for Engineering & Technology
- Silver Jubilee Commemoration Medal for Agriculture Sciences
- Golden Jubilee Commemoration Medal for Chemical Sciences
- Golden Jubilee Commemoration Medal for Animal Sciences
- Kalpathi Ramakrishna Ramanathan Medal for Atmospheric Sciences and Meteorology

### **IV. Awards for Young Scientists**

- INSA Medal for Young Scientists
- INSA Young Historian of Science Award
- Professor LSS Kumar Memorial Award
- Anil Kumar Bose Memorial Award
- Professor Har Swarup Memorial Award

### **V. INSA Teacher Award**

#### **2. National Academy of Sciences (India), Allahabad**

- Prof. Meghnad Saha Distinguished Fellowship
- NASI President's Platinum Jubilee Gold Medal for outstanding contributions to the growth of the Academy
- NASI-Senior Scientist Platinum Jubilee Fellows & NASI Honorary Scientist
- NASI-Young Scientist Platinum Jubilee Awards in the field of biological/ physical/ chemical sciences
- NASI Swarna Jayanti Puraskar
- Millennium Awards
- NASI Science Teacher Award

### **3. National Academy of Agricultural Sciences, New Delhi**

- Dr B P Pal memorial award for Excellence in Agricultural Sciences.
- Dr K Ramaiah Award for outstanding contribution in Research plant production
- Dr K. C. Mehta Award for Outstanding Contribution in Plant Protection
- Dr M. S. Randhawa Award for Outstanding Contribution in Agriculture Administration
- Dr N. S. Randhawa Award for outstanding contribution in Natural Resources Conservation & Management
- Dr P. Bhattacharya Award for outstanding Contributions in Animal Science.
- Dr A B Joshi Award for distinguished scientist/ educationist in Agricultural Sciences
- NAAS Young Scientist Award
- NAAS Endowment Award
  - L.C. Sikka Endowment Award
  - Dr. (Mrs.) Prem Duteja Endowment Award
  - Dr. N. G. P. Rao Endowment Award
- NAAS Recognition Award

### **4. The Academy of Sciences for the Developing World**

- TWAS-Abdus Salam Medal
- TWAS Medal Lectures
- TWAS-CAS Young Scientists Award for Frontier Science
- TWAS-Atta-ur-Rahman Award in Chemistry
- TWAS-Samira Omar Innovation for Sustainability Award
- TWAS-Fayzah M. Al-Kharafi Award
- TWAS-Abdool Karim Award in Biological Sciences
- TWAS-Lenovo Science Award
- TWAS Siwei Cheng Award in Economic Sciences

### **5. Japan Academy of Sciences**

- The Imperial Prize.
- Japan Academy Prize.
- Duke of Edinburgh Prize.

### **6. Russian Academy of Agricultural Sciences**

- Lomonosov Gold Medal.
- Landau Gold Medal.
- Kurchatov Medal.

- Demidov Prize.
- Lobachevsky Prize.
- Kovalevskaya Prize.
- Pushkin Prize.
- Lebedev Prize.

## **7. US National Academy of Sciences**

### **a) Behavioral and Social Sciences**

- Atkinson Prize in Psychological and Cognitive Sciences
- William and Katherine Estes Award
- Troland Research Awards

### **b) Biology and Medicine**

- Alexander Hollaender Award in Biophysics
- Gilbert Morgan Smith Medal
- Jessie Stevenson Kovalenko Medal
- NAS Award in Molecular Biology
- NAS Award in the Neurosciences
- Pradel Research Award
- Richard Lounsbery Award
- Selman A. Waksman Award in Microbiology
- Troland Research Awards

### **c) Earth and Environmental Sciences**

- Alexander Agassiz Medal
- Arthur L. Day Prize and Lectureship
- G. K. Warren Prize
- NAS Award in Early Earth and Life Sciences
- NAS Award in the Evolution of Earth and Life

### **d) Engineering and Applied Sciences**

- Gibbs Brothers Medal
- J. C. Hunsaker Award in Aeronautical Engineering
- NAS Award for the Industrial Application of Science
- NAS Prize in Food and Agriculture Sciences

### **e) Physical Sciences and Mathematics**

- Alexander Hollaender Award in Biophysics
- Arctowski Medal
- Comstock Prize in Physics
- Henry Draper Medal
- J. Lawrence Smith Medal

- James Craig Watson Medal
- Maryam Mirzakhani Prize in Mathematics (formerly the NAS Award in Mathematics)
- Michael and Sheila Held Prize
- NAS Award for Scientific Discovery
- NAS Award in Chemical Sciences
- NAS Award for Chemistry in Service *to* Society

## 8. The Royal Society (London)

### a) Royal Society medal, award and prize winners Medallists and Award

- Athena Prize
- Buchanan Medal
- Darwin Medal
- Davy Medal
- Gabor Medal
- Hughes Medal
- Royal Society Mullard Award
- Rumford Medal
- Sylvester Medal

## 9. Uttar Pradesh Agricultural Scientist Award

- Lifetime Achievement Award
- Best Scientist Award
- Best Woman Scientist Award
- Young Scientist Award
- Best Ph.D. Thesis Award

## 11. U.P. Academy of Agriculture Sciences (UPAAS) Award

- Lifetime Achievement Award
- Best Agriculture Scientist Award
- Best Woman Scientist Award
- Best Teacher Award
- Young Scientist Award
- Best Extension Scientist Award
- Outstanding KVK Award

## M. Other

1. University/ Deemed Universities of ICAR/ IIT/ IIM Gold Medal for excellence in Academics
2. Best Teacher Awards of University/Deemed Universities of ICAR
3. Award given by UPCAR, UPAAS, UPCST/other professional societies

## **II) International Awards**

1. World Agriculture Prize of Global Confederation of Higher Education Associations for the Agricultural and Life Sciences (GCHERA)
2. Norman Borlaug Award for Field Research and Application (Borlaug Dialogue/ World Food Prize)
3. Victoria Medal of Honour (UK), Royal Horticultural Society
4. Bledisloe Gold Medal for Landowners (UK), Royal Agricultural Society of England
5. Canadian Agricultural Hall of Fame (Canada)
6. Japan PriZe in "Biological Production, Ecology," Tokyo, Japan
7. Glinka World Soil Prize, FAO, Rome, Italy