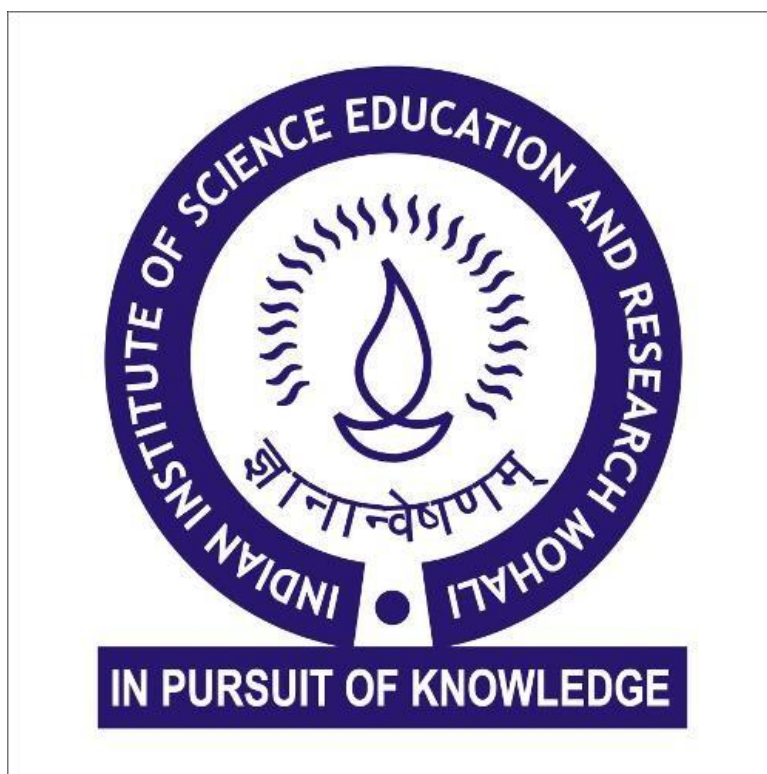


# INDIAN INSTITUTE OF SCIENCE EDUCATION & RESEARCH MOHALI



## RECRUITMENT & CAREER PROGRESSION POLICY (RCPP) 2023

Uniform Recruitment Rules approved by MoE vide F. No. 51-10I2017-TS.VII dated 07.09.2022 & ratified by BoG in its 50th Meeting held on 10.11.2022;

RCPP 2023 approved by MoE vide F. No. 51-10/2017-TSVII dated 03.11.2023, & adopted by BoG in its 54th Meeting held on 29/12/2023; further clarified vide F. No. 51-10/2017-TS.VII dated 20 June 2024

# **INDIAN INSTITUTES OF SCIENCE EDUCATION AND RESEARCH MOHALI**

## **RECRUITMENT AND CAREER PROGRESSION POLICY 2023 FOR NON-TEACHING EMPLOYEES**

### **Preamble-**

The non-teaching employees support the teaching and research activities at the Institute, and ensure that they are carried out with the utmost efficiency and efficacy. The Administrative staff plays a very crucial role in the smooth and efficient conduct of various academic and administrative activities on a day-to-day basis. The Scientific and Technical staff manage the research and teaching laboratories, and their expertise enables the Institute to do cutting-edge research at both the undergraduate and the graduate levels. The Engineering and IT staff have to keep the campus, with all its infrastructure, running efficiently.

### **Recruitment and Career Progression Policy (RCPP 2023) 2023 for Non-teaching staff at IISER Mohali –**

#### **1. DEFINITIONS -**

- a) In the present Policy, unless the context otherwise requires:
- (i) “Act” means NITSER Act 2012;
  - (ii) “Statutes” means the Statutes of the IISERs;
  - (iii) “Board” means the Board of Governors of Indian Institute of Science Education and Research Mohali;
  - (iv) “Chairman” means the Chairman of the Board of Governors;
  - (v) “Director” means the Director of the Institute;
  - (vi) “Institute” means the Indian Institute of Science Education and Research Mohali
  - (vii) “Policy” means the “Indian Institute of Science Education and Research Mohali Recruitment and Career Progression Policy 2023 hereinafter referred as “RCPP 2023”.
  - (viii) “Selection Committee” means the Selection Committee constituted as per the IISERs statutes;
  - (ix) “DPC” means Departmental Promotion Committee.
  - (x) “Internal candidate” means the employees of IISER Mohali who apply for the posts.
  - (xi) “LDE” means Limited Departmental Examination.
  - (xii) “NS” means Non-Selection procedure applicable for promotion / career progression through DPC.
  - (xiii) The words and expressions used but not defined herein shall be ascribed the same meanings as are respectively assigned to them in the Act and Statutes of IISERs.

#### **2. CREATION OF POSTS –**

- a) Non-teaching positions shall be created in the ratio of 1:1.1 of Faculty to Non-Teaching staff as per the norms prescribed by the Ministry of Education.
- b) Isolated posts shall be filled only through Direct Recruitment. There shall be no reservation in case of isolated posts.

#### **3. RECRUITMENT POLICY –**

- a) The Recruitment shall be done after following the prescribed due procedure.
- b) Method of Recruitment:
  - o Direct Recruitment
  - o Promotion
  - o Deputation / Absorption
  - o Compassionate Appointment
- c) The employees working on regular basis on the date of commencement of this policy shall be governed by this policy.

#### **4. BASIC PRINCIPLES AND APPLICABILITY**

- a) IISER Recruitment and Career Progression Policy 2023 shall be applicable for recruitment and upward movement for all non-teaching posts sanctioned in various grades to be filled by regular process as set out herein. RCPP 2023 shall provide merit-based career advancement in a given cadre.
- b) The educational qualifications and eligibility criteria for promotion shall be the same as per recruitment to the substantive post.
- c) All posts shall be filled as per the procedure and methods prescribed in Institute RCPP 2023, in force at the time of occurrence of vacancy. In addition to such career progression, operation of Modified Assured Career Progression (MACP) scheme shall also run concurrently to assure a time bound financial upgradation to the employees as per the applicability. The condition for MACP/DACP shall be applicable to all levels as per DoPT guidelines for addressing the issue of career progression.
- d) The Board of Governors of the Institute shall decide the number of posts at each level as per the prescribed faculty to student ratio of 10:1 and faculty to non-teaching ratio of 1:1.1.
- e) Provisions regarding reservations, relaxation of age-limit and other concessions for Scheduled Castes, Scheduled Tribes, Other Backward Classes and other directives in accordance with the order issued by the Government of India from time to time shall be applicable in such case. The Reservation roster shall be maintained as per the reservation policy prescribed by the Central Government from time to time.
- f) The compassionate appointments shall be made as per the Government of India guidelines against direct recruit, sanctioned posts not exceeding 5% in a recruitment year at the entry level post of Group B & C category. Such appointments shall be made only based on the educational qualification of the dependent of the deceased employee and the need as assessed by the Institute.
- g) The eligibility list for career progression shall be prepared with reference to the date of completion of the prescribed qualifying services in the respective grade / post and the upward movement will be considered from the date of approval by the appointing authority, if all other conditions are fulfilled.
- h) The policy of upward movement of pay level shall be applicable prospectively. All cases of movement at higher level shall be dealt as per RCPP 2023. The fixation of pay of existing employees of the institute will be as per enclosed illustration at Annexure I subject to fulfilling the requisite RCPP 2023 norms.
- i) In case any matter is not covered under this policy or is uncovered area or ambiguous in the approved RCPP 2023, the rules/guidelines of DoPT / Govt on the subject matter will prevail.
- j) The RCPP 2023 shall be applicable prospectively from the date of approval by the Board of Governors of the Institute. This scheme shall be applicable only to those employees who opt in writing to be covered by the RCPP 2023. Employees who do not exercise the option on or before the date prescribed shall be deemed to have NOT OPTED to join RCPP 2023. Employees who do not opt to join shall continue with their current designation and pay scale and shall be covered under NIT RR 2019 or NIT RR 2014 as applicable and approved by the Board of Governors. The employees have to exercise their option in the prescribed form which is enclosed as Annexure II. Option once exercised will be final.

- k) In respect of existing employees of the Institute who are appointed prior to adoption of this policy and eligible for promotion/upgradation as per the norms stipulated in this policy, such employees on completion of their residency period in the respective Pay Level from their date of joining the institute (IISER Mohali), their pay shall be fixed in next higher pay level as per the career progression specified in the scale of pay of respective positions **as a one-time provision**. No payment of arrears shall be admissible on such fixation of pay. However, this pay fixation shall be subject to the employee opting for RCPP 2023.

## **5. FINANCIAL UPGRADATION**

- a) Financial upgradation shall be purely personal to the non-teaching employee and shall have no relevance to his seniority position.
- b) On grant of financial upgradation, there shall be no change in the designation, or status of the non-teaching employees unless otherwise prescribed in this RCPP 2023.
- c) Non-teaching employees who have been placed in the higher level by Financial Upgradation / MACPS, shall not be mapped to the corresponding level of the substantive posts sanctioned by the Ministry of Education, merely on the basis of pay scale. Post at Level 10 being sanctioned position, only persons appointed to such sanctioned posts or promoted to such posts through a due process as prescribed in the IISERs Statutes/recruitment rules shall be eligible for further movement to Level 11 or higher i.e upto Level 13A as per the recruitment process prescribed in the IISERs Statutes/recruitment rules. Similarly, employees at Level 6 shall be eligible for further movement upto Level 8 and higher Level 9 & 10, only if they are appointed or promoted to such level 6 sanctioned posts, as per the recruitment process prescribed in the IISERs Statutes/recruitment rules.
- d) As such there shall be no additional financial upgradation for senior employees on the ground that the junior employee in the grade has got higher pay/grade.
- e) Financial upgradations shall be done strictly in accordance with hierarchy of levels specified in Annexure I.
- f) The effective date of movement from one pay level to higher pay level after completion of the required residency period as per the career progression specified in the scale of pay of respective positions, shall be date of completion of residency period. However, this will be subject to the employee being recommended to higher level of pay by the DPC and approved by the appointing authority.

## **6. APPOINTING AUTHORITY**

In accordance with Clause 16 of IISERs Statutes, all appointments in the Institute, except that of the Director, shall be made by:

- a) The Board, if the appointment is made of the non-teaching staff for Level-10(Group-A) and above, as per rules.
- b) The Director, in all other cases.

## **7. CAREER ADVANCEMENT**

Career Advancement Structure in each cadre shall be as prescribed in this Policy.

## **8. RECRUITMENT POLICY**

The Individual recruitment policy of each Post, Job Descriptions, Qualification and Experience for appointment to various posts, shall be as prescribed under this Policy.

## **9. PROBATION AND CONFIRMATION**

- a) Non-teaching employees in Group A, B and C on appointment to the Institute Services on direct recruitment shall be on probation for a period of one year:
- i. Provided that the Competent Authority may extend the probation for such period as deemed fit, if the performance of the non-teaching employee is not up to the mark.
  - ii. Provided further that the period of probation may be extended by such period or periods as may be necessary, subject to the condition that the total period does not exceed double the prescribed period of probation or the post.
- b) On completion of the period of probation or any extension thereof, employee shall be confirmed through the standing committee. The establishment will obtain a standard probation period report well before the expiry of the probation period from the officers under whom a probationer has performed and this report may further be evaluated by a Standing Committee.

The constitution of the standing committee will be as detailed below:

For group B & C

1. Registrar or his nominee
2. Deputy Registrar
3. Concerned Section Head/Department Head

For Group A below Level 12

1. Registrar or his nominee
2. Section Head/department Head
3. Deputy Registrar
4. External member

For Group A above level 12

1. Registrar or his nominee
2. Dean (Faculty)
3. External member

- c) If during the period of probation or any extension thereof, as the case may be, the Institute is of the opinion that an employee is not fit for permanent appointment, at that instant, the Institute may extend probation /terminate his /her appointment in the service. In case of internal candidates, he / she may revert to the post held by him / her prior to his / her appointment in the said group.
- d) As regards other matters relating to probation, the members of the Institute Services will be governed by the instructions issued by the Government of India in this regard from time to time.
- e) An employee shall only be considered for upward movement at any group only after, he is confirmed in their original cadre.

## **10. PROCEDURE OF RECRUITMENT**

The appointments and procedures for appointment shall be as per Clause No. 16 of IISERs Statutes.

## **11. DIRECT RECRUITMENT**

The following procedure shall be followed for Direct Recruitment.

- a) The Institute shall invite applications for posts through an open advertisement on all India basis.

- b) Applications received pursuant to the advertisement as mentioned in (1) above, shall be scrutinized by a Scrutiny Committee constituted by the Competent Authority. The Scrutiny Committee may formulate additional criteria for short-listing, based on academic performance and / or years of year of experience of the applicants, where the applicants received are very large in number.
- c) The short-listed applications shall be placed before the Competent Authority for approval. After due approval, the shortlisted candidates shall be called to appear for the written test, trade / skill test and presentation or interview as the case may be, and as approved by the Board of Governors.
- d) The Selection Committee shall be constituted as per IISERs Statutes.
- e) Recommendations of the Selection Committee shall be placed before the Appointing Authority (Chairperson or Director as the case may be) for approval. Thereafter, appointment letters will be issued to the selected candidates.
- f) The panel of recommendations by the Selection Committee will remain valid for one year from the date of approval of the Competent Authority.
- g) In the event of a suitable candidates not being found as per the requirement for regular position, the selection committee may recommend a candidate for appointment on contract basis against the regular position at the same level with commensurate consolidated remuneration for a period of 1 year, which may be extended up to 3 years based on satisfactory performance and the requirements of the Institute.

## **12. PROMOTION**

- a) There shall be no probation in case of promotion from one Level to another Level in the same group.
- b) The Institute shall identify the position for promotion across all the cadre.
- c) The DPC shall adopt both modes i.e., Limited Departmental Examination (LDE) and Non-Selection (NS) mode with DPC for the financial upgradation of Group C employees as per RCPP 2023, LDE with DPC for financial upgradation of Group B employees, DPC for the financial upgradation of Group A employee. For vacancy based promotion guidelines (already approved by the MoE vide F.No 51-10/2017-TS.VII dated 07.09.2022 and by the BoG in its 50<sup>th</sup> Meeting held on 10.11.2022) will be followed.
- d) The service rendered in the Institute and other equivalent Central Govt. / State Govt. / Autonomous bodies including other IISERs shall only be counted as qualifying service for purpose of Promotion, subject to (i) the candidate holding a substantive post in the previous department, (ii) has applied for the post in response to an open advertisement, and (iii) has applied through proper channel. The contract /ad-hoc services (on consolidated pay) shall not be taken into account for consideration of eligibility for promotion.
- e) The minimum qualifying marks in the written / skill test in case of LDE will be 40% and the minimum APAR bench mark grading for upgradation will be "Very Good".
- f) Any employee who does not qualify in the written test or found unfit by the DPC for financial upgradation or promotion as the case may be, will be eligible for reconsideration only after completing one year from the date of approval of the proceedings of the DPC.

- g) **Meeting of DPC:** Normally DPC shall meet twice in a Recruitment year, subject to occurrence of eligible cases for promotion and vacancy. However, DPC may not be restricted to meet twice in a year in case need arises.

### **13. DEPUTATION**

The following procedure shall be followed for appointment by Deputation

- a) The Institute shall invite applications for the vacant post on all India basis.
- b) Application received pursuant to the advertisement as mentioned in (i) above, shall be scrutinized by a Scrutiny Committee constituted by the Competent Authority.
- c) Evaluation shall involve any one or more of these methods: interview, test, presentation, group discussion and valuation of ACRs/APARs of the last five years.
- d) The period of deputation, shall be of 3 (three) years from the date of commencement of the deputation, extendable up to a maximum period of 5 years with the approval of the Competent Authority or as per DoPT guidelines as amended from time to time.
- e) Deputation shall be subject to vigilance clearance from the parent department.
- f) Vacancies caused by any incumbent being away on deputation, long illness, study leave or under any other circumstances for a duration of one year or more, may also filled by way of recruitment on Deputation basis.
- g) The other terms and conditions of the appointment on deputation will be governed by the guidelines in Gol/DoPT Letter no. 6/8/2009-Estt. (Pay II) dated 17.06.2010, and as amended from time to time.

### **14. ABSORPTION (of employee appointed on Deputation)**

- a) Notwithstanding anything contained in the Rules, persons appointed on Deputation and who fulfill the eligibility criteria as laid down for purposes of Direct Recruitment, shall be eligible for absorption, subject to the availability of vacancy and performance evaluation by the DPC.
- b) Such absorption shall be subject to the condition that the person on deputation exercises his / her option for absorption, and his/her parent department / cadre controlling authorities do not have any objection to him /her being absorbed in the Institute.

### **15. COMPASSIONATE APPOINTMENT**

- a) Institute would follow compassionate appointment for dependent family members dying in harness or retired on medical ground as per the Gol guidelines amended from time to time. The compassionate appointment shall be made as per the Government of India guidelines against direct recruit sanctioned posts not exceeding 5% in a recruitment year at the entry level post of Group B & C category. Such appointments shall be made only based on the educational qualification of the dependent of the deceased employee and the need as assessed by the Institute.

### **16. AGE**

- a) Age relaxation shall be given from SC/ST/OBC/ Person With Disability (PWD)/Ex-servicemen, Central Government employee as per the Gol norms.
- b) The crucial date for determining the age-limit shall be the closing date for receipt of applications from candidates.

- c) For Institute's employees there will be no upper age limit. However, at least a year of service has to remain on the last date of submission of the application till superannuation of the Internal candidate (In special cases there may be exceptions made with due approval of the Competent Authority).

#### **17. AGE OF SUPERANNUATION**

- a) Registrar : 62 years  
b) Librarian : 62 years  
c) Medical Officer : 65 years  
d) All other non-teaching employees : 60 years

Notwithstanding anything contained at S.No. 17 the Rule in relation to the age of superannuation shall not be inconsistent with the guidelines of the Central Government, if any.

#### **18. RESERVATION POLICY AND ASSESSMENT OF VACANCY**

- a) Institute shall follow reservation rules with respect to candidates belonging to SC/St/OBC/EWS/PWD/Ex-servicemen etc. as the case may be and as per the guidelines of the Govt. of India issued from time to time. Accordingly, Reservation Roster/ Reservation Registers shall be maintained in the Institute for each group of sanctioned post as per the Gol norms.
- b) Assessment of vacancy shall be worked based on the Reservation Registers / Reservation Rosters applicable for each post considering sanctioned post vis-a-vis posted strength. Institute shall initiate the process of recruitment to fill in the post(s) through various methods of recruitment.

#### **19. WAITING LIST**

The Selection Committee will be empowered to recommend a panel of candidates, which will remain valid for a period of one year from the date of approval of the Competent Authority.

#### **20. PAY FIXATION ON PROMOTION / MOVEMENT**

One increment shall be given in the Level from which the employee is getting promoted / moved upward and he/she shall be placed at a Cell equal to the figure so arrived at in the Pay Level of the post to which promoted and if no such Cell is available in the Pay Level to which he / she is promoted, he/she shall be placed at the next higher Cell in that Level.

If the pay arrived at in this manner is less than the first cell in the next Level, then the pay shall be fixed at the first cell of the next Level.

#### **21. ADVERTISEMENT**

- a) After approval of the Competent Authority, recruitment section shall prepare and publish detailed advertisement containing all the general terms and conditions of the recruitment process, including the number of post(s) and vacancy in each category on the official website of the Institute and in newspapers having nationwide circulation to invite application from prospective candidates.
- b) In case of any corrigendum / addendum pertaining to this advertisement, the same shall be published in the Institute's website and other appropriate places. Accordingly, all applicants, in their own interest, are advised to regularly visit the Institute's website.

#### **22. GENERAL TERMS AND CONDITION OF RECRUITMENT**

- a) A mere fulfillment of required minimum qualifications and experience does not entitle a candidate to be called for test/interview/discussion.



- b) The Institute reserves the right to withdraw any advertised post(s) at any time without assigning any reason. Also, Institute reserves the right to fill or not to fill any or all the posts advertised.
- c) No correspondence whatsoever will be entertained from the candidates regarding postal delays/email communication, conduct and result of interview and reasons for not being called for interview or selection.
- d) Depending upon the qualification and experience, a higher start/salary (increment) may be offered in deserving cases.
- e) Separate application form must be filled, if a candidate is applying for more than one post.
- f) Minimum requirement of experience can be relaxed by the Short-listing Committee in respect of exceptionally qualified candidates, having experience in reputed institutes and having very good credentials with the due approval of the Competent Authority.
- g) The process of selection may include a written test/skill test/trade test and interview, if required, as the case maybe.
- h) The applicants already employed in the Government / Semi Government Organization / Public Sector Undertakings / Autonomous organizations must send their applications through proper channel OR produce a No Objection Certificate from their employer at the time of written test /interview.
- i) Candidates have to produce the original documents at the time of or before appearing in Test/Interview for verification.
- j) Canvassing in any form will lead to cancellation of candidature of the candidate.
- k) Incomplete applications shall be summarily rejected.
- l) The number of vacancies may increase/decrease from advertised number of positions.
- m) The Institute strives to have a workforce which reflects gender balance and women candidates are encouraged to apply.

### **23. AMENDMENT**

This policy may be reviewed from time to time by the Institute and amendments may be made with the approval of the Board of Governors.

### **24. Dispute Resolution**

- a) In case of any dispute/ambiguity that may occur in the process of selection, the decision of the Competent Authority of IISER Mohali in all matters relating to eligibility, acceptance or rejection of application, mode of selection, conduct of examination/ interview will be final and no query or correspondence will be entertained in this connection from any individual of his/her agency.
- b) Any dispute with regard to the selection/recruitment process will be subject to Courts / Tribunals having jurisdiction over Punjab and Haryana.

## GROUP 'A'

Pay fixation of existing employee		
Sr.	Particulars	Remarks
1	Date of joining	01/12/10
2	Pay Band and Grade Pay	PB-3 + GP Rs. 5400/-
3	Granted <b>MACP</b> in <b>GP Rs. 6,600</b> w.e.f. <b>01-12-2011</b> [Benefit of past service]	Rs. 29,960/- [Rs. 23,360 Pay in pay Band (PIPB) + Rs. 6,600 Grade Pay]
4	Basic Pay as on 31.12.2015	Rs. 33,740 [PIPB Rs. 27,140 + GP Rs. 6,600]
5	<b>Pay fixation on 01/01/2016 (7<sup>th</sup> CPC)</b>	
6	Basic Pay as on 31-12-2015: Rs. 33,740 X 2.57	Rs. 86,712
7	Fixation on 01-01-2016 and mapping in Level 11.	Rs. 88,400
8	Annual increment July 2016	Rs. 91,100
9	<b>Financial Upgradation to Pay Level- 12 w.e.f. 01/12/2016 on completion of 5 years</b>	
10	Basic pay on completion of 5 years residency period in pay level- 11	Rs. 91,100/-
11	Pay fixation:	
12	Notional increment in Pay Level- 11	Rs. 93,800/-
13	<b>Fixaition in pay level- 12</b> with effect from 01-12-2016	Rs. 94,100/-
14	Annual increment July 2017	Rs. 96,900
15	Annual increment July 2018	Rs. 99,800
16	Annual increment July 2019	Rs. 1,02,800
17	Annual increment July 2020	Rs. 1,05,900
18	Annual increment July 2021	Rs. 1,09,100
19	Annual increment July 2022	Rs. 1,12,400
20	Annual increment July 2023	Rs. 1,15,800

**GROUP 'B'**

<b>Pay fixation of existing employee</b>		
<b>Sr</b>	<b>Particulars</b>	<b>Remarks</b>
1	Date of joining	15-09-2009
2	Pay Band and Grade Pay	PB-2 + GP. Rs. 4200
3	<b>Financial Upgradation to GP Rs. 4,800/- w.e.f. 15/09/2015 on completion of 6 years</b>	
4	Basic pay on completion of 6 years residency period in GP Rs. 4,200/-	Rs. 16,140/- [Rs. 11,940/- (PIPB) + Rs. 4200/- (GP)]
5	Pay Fixation:	
6	Basic Pay prior to date of upgradation i.e. as on 14/09/2015 in GP Rs. 4200/-	Rs. 16,140/- [Rs. 11,940/- (PIPB) + Rs. 4,200/- (GP)]
7	Notional increment of 3% of basic pay added in Pay in Pay Band:	Rs. 12,430/- [Rs. 16,140/- X 3% = 484.2 i.e. Rs. 490/- + 11,940 Last PIPB]
8	Basic pay arrived for fixation in the next pay level i.e. GP Rs. 4800/-)	Rs. 17,320/- [Rs. 12,430/- [11,940 + 490] + Rs. 4,800 GP) [Less than entry pay of GP Rs. 4,800/-]
9	Hence, <b>Fixation in GP Rs. 4,800</b> at base of the scale with effect from 15/09/2015	Rs. 18,150/- (PIPB Rs. 13,350/- + GP Rs. 4,800/-)
10	<b>Pay Fixation on 01/01/2016 (7<sup>th</sup> CPC)</b>	
11	Basic Pay as on 31-12-2015: Rs. 18,150/- X 2.57 (multiplying factor)	Rs. 46645.5
12	Basic Pay arrived is less than the entry pay of Pay Level-8. Hence, fixed at minimum of the scale	Rs. 47,600
13	Increment on July 01, 2016	Rs. 49,000
14	Increment on July 01, 2017	Rs. 50,500
15	<b>Financial Upgradation in Pay Level 9 (GP Rs. 5400) w.e.f. 15/09/2017 on completion of 2 years.</b>	
16	Basic Pay prior to date of upgradation i.e. as on 14/09/2017 in Level 8 (GP Rs. 4800)	50,500
17	Basic pay with notional increment in existing level	52,000
18	<b>Fixation in Pay Level-9</b> at entry pay since basic pay arrived is less than the entry pay	53,100
19	Increment on July 01, 2018	54,700
20	Increment on July 01, 2019	56,300
21	<b>Financial Upgradation in Pay Level-10 (GP Rs. 5400) w.e.f. 15/09/2019 on completion of 2 years</b>	

22	Basic Pay prior to date of upgradation i.e. as on 14/09/2019 in Pay Level 9 (GP Rs. 5400)	56,300
23	Basic Pay with notional increment in existing level:	58,000
24	<b>Fixation of Pay Level- 10</b>	59,500
25	Increment on July 01, 2020	61,300
26	Increment on July 01, 2021	63,100
27	Increment on July 01,2022	65,000
28	Increment on July 01,2023	67,000

**GROUP 'C'**

<b>Pay Fixation of existing employee</b>		
<b>Sr.</b>	<b>Particulars</b>	<b>Remarks</b>
1	Date of Joining	30-12-2016
2	Pay Level	Pay Level- 4
3	<b>Financial Upgradation to Pay Level 5 w.e.f. 30/12/2021 on completion of 5 years</b>	
4	Basic pay on completion of 5 years residency period in Pay Level 4	Rs. 32,300/-
5	Pay Fixation:	
6	Basic Pay prior to date of upgradation i.e. as on 29/12/2021 in Pay Level 4	Rs. 32,300/-
7	Notional increment in Pay Level 4	Rs. 33,300/-
8	<b>Fixation in Pay Level-5 with effect from 30/12/2021</b>	Rs. 33,900/-
9	Increment on July 01, 2022	Rs. 34,900/-
10	Increment on July 01, 2023	Rs. 35,900/-

**INDIAN INSTITUTES OF SCIENCE EDUCATION AND RESEARCH MOHALI**

**RCPP 2023 SCHEME APPROVED**

**IN THE 54th MEETING OF BOARD OF GOVERNORS**

**OPTION FORM-A**

I hereby opt to be governed by the RCPP 2023 scheme approved by the Board of Governors in its 54<sup>th</sup> meeting held on 29/12/2023.

I \_\_\_\_\_ do hereby undertake that I have read and understood the RCPP 2023 scheme for IISER Mohali and I accept the same.

I am fully aware that this option is final.

Signature : \_\_\_\_\_

Employee PF No. : \_\_\_\_\_

Name : \_\_\_\_\_

Designation : \_\_\_\_\_

Department / Section : \_\_\_\_\_

Date:

Signature of Employee

To  
The Registrar  
IISER Mohali

\_\_\_\_\_

**INDIAN INSTITUTES OF SCIENCE EDUCATION AND RESEARCH**

**RCPP 2023 SCHEME APPROVED**

**IN THE 54<sup>th</sup> MEETING OF BOARD OF GOVERNORS**

**OPTION FORM-B**

(for those who **DO NOT** wish to be covered under RCPP 2023 scheme)

I do not opt to join the RCPP 2023 scheme and wish to continue with the existing career progression scheme under which I am covered.

Signature : \_\_\_\_\_

Employee PF No. : \_\_\_\_\_

Name : \_\_\_\_\_

Designation : \_\_\_\_\_

Department / Section : \_\_\_\_\_

Date:

Signature of Employee

To

The Registrar  
IISER Mohali

**Names of the sanctioned positions, Pay Levels and new nomenclature proposed for each sanctioned posts for IISERs**

<b>Sr. No.</b>	<b>Designations (the financial upgradation for each of these are detailed at S. No. 4 of each table)</b>	<b>Page no.</b>
1	Registrar	19
2	Dy. Registrar	20
3	Assistant Registrar	21
4	Sr. Superintendent	22
5	Private Secretary	23
6	Superintendent	24
7	Office Assistant (MS)	25
8	Junior Office Assistant	26
9	Junior Assistant (MS)	27
10	Librarian	28
11	Deputy Librarian	29
12	Assistant Librarian	30
13	Library Superintendent	31
14	Junior Library Superintendent	32
15	Principal Technical Officer (Grade I)(IT/Lab.)	33
16	Principal Technical Officer (Grade II) (IT/Lab.)	34
17	Senior Technical Officer (IT/Lab.)	35
18	Technical Officer (IT/Lab.)	36
19	Sr. Technical Assistant	37
20	Technical Assistant	38
21	Junior Technical Assistant	39
22	Lab. Assistant	40
23	Superintendent Engineer	41
24	Executive Engineer (Civil/Electrical)	42
25	Assistant Executive Engineer (Civil/Electrical)	43
26	Assistant Engineer (Civil/Electrical)	44
27	Junior Engineer (Civil/Electrical)	45
28	Sports Officer	46
29	Physical Education Instructor	47
30	Medical Officer	48
31	Nurse	49
32	Nursing Assistant	50
33	Pharmacist	51
34	Hindi Officer/Rajbhasha Adhikari	52-53
35	Senior Hindi Translator/Superintendent (Rajbhasha)	54-55
36	Junior Translator (Rajbhasha)	56-57
37	Hindi Assistant (MS)	58
38	Chief Security Officer	59
39	Security Officer	60
40	Veterinarian	61
41	Counsellor	62
42	Attendant	63



**Cadre wise classification of Common RRs  
for Non-Teaching Positions for IISERs**

Sr. No.	Name of the Post	Group	Pay Level
<b>Registry Cadre</b>			
1.	Registrar	A	14
2.	Dy. Registrar	A	12
3.	Assistant Registrar	A	10
<b>Ministerial Posts</b>			
4.	Sr. Superintendent (the post in the nomenclature of Superintendent (Sr. Pay Level), Accounts Officer in pay level – 7 sanctioned to some IISERs shall be redesignated as Senior Superintendent)	B	7
5.	Private Secretary	B	7
6.	Superintendent (the post in the nomenclature of Office Superintendent/Accountant/Junior Superintendent/ Personal Assistant in pay level – 6 sanctioned to some IISERs shall be redesignated as Superintendent)	B	6
7.	Office Assistant (MS)	C	5
8.	Junior Office Assistant (the post in the nomenclature of Data Entry Operator in level – 4 sanctioned to some IISERs shall be redesignated as Jr. Office Assistant (MS))	C	4
9.	Junior Assistant (MS)	C	3
<b>Librarian Cadre</b>			
10.	Librarian	A	14
11.	Deputy Librarian	A	12
12.	Assistant Librarian	A	10
13.	Library Superintendent	B	7
14.	Library Information Assistant	B	6
<b>Technical Cadre Posts</b>			
15.	Principal Technical Officer (Grade I) (IT/Lab.) The post in the nomenclature of Chief Scientific Officer in Pay Level 13 to some IISERs is to be redesignated as Chief Technical Officer (IT/Lab.)	A	13
16.	Principal Technical Officer (Grade II) (IT/Lab.) (the post sanctioned in the nomenclature of System Administrator in Pay Level -12 is to be redesignated as Principal Technical Officer)	A	12

<b>Sr. No.</b>	<b>Name of the Post</b>	<b>Group</b>	<b>Pay Level</b>
17.	Senior Technical Officer (IT/Lab.) (the post sanctioned in the nomenclature of Senior Scientific Officer, Sr. Technical Officer/Sr. Scientific Officer (IT / Lab) in Pay Level -11 to some IISERs is to be redesignated as Senior Technical Officer)	A	11
18.	Technical Officer (IT/Lab.) (the post sanctioned in the nomenclature of Scientific Officer, Software Engineer, Technical Officer / Scientific Officer (IT/Lab.), Placement Officer/Scientific Officer (Placement) in Pay Level -10 to some IISERs is to be redesignated as Technical Officer)	A	10
19.	Sr. Technical Assistant (the post sanctioned in the nomenclature of Scientific Superintendent, Sr. Scientific Assistant, Sr. Lab. Assistant, Technical Superintendent, Sr. Technical Assistant in Pay Level -7 to some IISERs is to be redesignated as Senior Technical Assistant)	B	7
20.	Technical Assistant (the post sanctioned in the nomenclature of Scientific Assistant, Technical / Scientific Assistant, Technical Assistant, Software Assistant, Lab. Technician (Sr. Scale) in Pay Level -6 to some IISERs is to be redesignated as Technical Assistant)	B	6
21.	Junior Technical Assistant (the post sanctioned in the nomenclature of Lab. Technician / Technician, Technician, Lab. Technician, Lab. Assistant (Sr. Pay Level) in Pay Level - 5 to some IISERs is to be redesignated as Junior Technical Assistant)	C	5
22.	Lab. Assistant	C	3
<b>Engineering (Civil/Electrical) Cadre Posts</b>			
23.	Superintending Engineer	A	13
24.	Executive Engineer (Civil/Electrical) (the post in the nomenclature of Project Engineer, Project Engineer cum Estate Officer, Executive Engineer (Project & Estate) sanctioned to some IISERs in Pay Level – 11 are to be redesignated as Executive Engineer (Civil/Electrical))	A	11
25.	Assistant Executive Engineer (Civil/Electrical) (the post in the nomenclature of Technical Officer (Civil/Electrical), Assistant Executive Engineer sanctioned to some IISERs in Pay Level – 10 are to be redesignated as Assistant Executive Engineer (Civil/Electrical))	A	10
26.	Assistant Engineer (Civil/Electrical)	B	7
27.	Junior Engineer (Civil/Electrical) The post sanctioned in the nomenclature of Technical Assistant (Civil/Electrical to some IISERs in Pay Level – 6 is to be redesignated as Junior Engineer (Civil/Electrical)	B	6

Sr. No.	Name of the Post	Group	Pay Level
<b>Sports and Physical Education Cadre Posts</b>			
28.	Sports Officer	A	10
29.	Physical Education Instructor (the post of Physical Education Trainer in Pay Level – 7 sanctioned to some IISERs is to be redesignated as Physical Education Instructor)	B	7
<b>Medical Cadre Posts</b>			
30.	Medical Officer	A	10
31.	Nurse	B	7
32.	Nursing Assistant	C	5
33.	Pharmacist	C	5
<b>Official Language Cadre Posts</b>			
34.	Hindi Officer/Rajbhasha Adhikari	A	10
35.	Sr. Hindi Translator / Superintendent (Rajbhasha)	B	7
36.	Junior Translator (Rajbhasha) (the post in the nomenclature of Junior Translator (OL), Junior Hindi Translator in pay level – 6 to some IISERs is to be redesignated as Junior Translator (Rajbhasha))	B	6
37.	Hindi Assistant (Multi-Skill)	C	5
<b>Security Cadre Posts</b>			
38.	Chief Security Officer	A	10
39.	Security Officer (the post sanctioned in the nomenclature of Assistant Security Officer in Pay Level – 6 to some IISER is to be redesignated as Security Officer)		
<b>Single Post Cadre</b>			
40.	Veterinarian	A	10
<b>Single Post Cadre</b>			
41.	Counsellor	B	7
<b>Others</b>			
42.	Attendant (MS/IT/Lab./Plumber/Electrician/Catering) The posts sanctioned in the nomenclature of Lab Attendant (Semi-skilled) / Junior Technician (MS), Attendant (Multi Skilled), Attendant (Plumber / Electrician) in Pay Level – 1 in some IISERs needs to be redesignated as Attendant	C	1

**1. Registrar:**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Registrar
2.	Number of Posts	As per sanctions strength.
3.	Classification	Group A
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-14
5.	Whether Selection Post or non-Selection Posts	Selection as per Clause 16 (3) (c) of the IISERs Statues.
6.	Age Limit for Direct Recruits / Deputation / Short-term contact	56 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p><b>Qualification:</b> Master's degree with at least 55% marks or an equivalent grade in a point scale and;</p> <p><b>Experience:</b> At least 15 years' experience as Assistant Professor in Pay Matrix Academic Level 11 (or equivalent VI CPC Scale) and above or 8 years of service in the Pay Matrix Academic Level 12 (or equivalent VI CPC Scale) and above including as Associate Professor along with experience in educational administration.</p> <p style="text-align: center;"><b>OR</b></p> <p>15 years of administrative experience, of which 8 years as Deputy Registrar in Pay Matrix Level 12 or equivalent post in Government/Government Research Establishments/ Universities/ Statutory Organizations/ Government Organizations of high repute.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	NA
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Deputation (including short term contract) or on contract recruitment basis for a period of 5 years as per Statutes No.13
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota: NA</u></p> <p><u>Deputation (including STC)/Composite Method of Recruitment: Same as applicable for Direct Recruitment</u></p>
12.	If DPC exists, what is its composition	NA

## 2. Dy. Registrar:

Particulars		Proposed Common RRs for IISERs
1.	<b>Name of the Post</b>	Dy. Registrar
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-12 Level 13 (as a Joint Registrar) after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non- Selection Posts	Selection as per Clause 16 (3) (c) of the IISER Statues
6.	Age Limit for Direct Recruits / Deputation / Short-termcontract	50 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<b>Educational Qualification:</b> Master's degree with at least 55% marks or an equivalent grade in a point scale and;  <b>Experience:</b> 5 years administrative experience as Assistant Registrar in Pay Matrix Level 10 (Pre-revised PB-3: GP 5400) or equivalent post in Government/ Government Research Establishments/ Universities/ Statutory Organizations/ Government Organization of high repute.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	75% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation / Short- term contract basis / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> Assistant Registrar with regular service of 10 years with 5 years relevant* experience in the pay level- 11. <u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment.
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

### 3. Assistant Registrar:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Assistant Registrar
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed. <b>Experience:</b> Five years of experience in Pay Level-7 or above OR 7 years of experience at Pay Level-6 or above as Superintendent / Section Officer / Private Secretary or equivalent post in handling Administrative/ Finance & Accounting / Academic / Legal / Statutory / Audit / Stores & Purchase / Establishment matters in Central / State Government / Central / State funded Educational Institutes / Govt. Universities / Comparable Research Establishment and other Institution of Higher Education.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Master's degree
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	75% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. 25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Department quota:</u> 5 years of relevant* experience in Pay Level- 7 OR 7 years of relevant* experience in Pay Level-6 OR 9 years of relevant* experience in Pay Level-5. <u>Deputation (including STC)/Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

#### 4. Senior Superintendent:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Senior Superintendent</b> (the post in the nomenclature of Superintendent (Sr. Pay Level), Accounts Officer in pay level – 7, sanctioned to some IISERs shall be re-designated as Senior Superintendent)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years’ service in Level 07, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Master’s Degree in any discipline with at least 50% marks or its equivalent grade.  <b>Experience:</b> At least 5 years of experience in Pay Level-6 or above as Junior Superintendent or equivalent post in handling Administrative/ Finance & Accounting / Academic / Legal / Statutory / Audit / Stores & Purchase / Establishment matters in Central / State Government / Central / State funded Educational Institutes / Govt.Universities / Comparable Research Establishment and other Institution of Higher Education.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	25% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  75% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level-6 or above  <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 5. Private Secretary:

Particular		Proposed Common RRs for IISERs
1.	Name of the post	Private Secretary
2.	Number of posts	As per sanctioned strength
3.	Classification	Group B
4.	Scale of pay	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether selection post or non- selection post	Not applicable
6.	Age limit for direct recruits	38 years.
7.	Educational qualifications	Qualification: 1. Master's degree with 50% marks with an excellent command over the English language. 2. Computer key depression speed equivalent to 60 words per minute. 3. 01-year Diploma / Proficiency certificate in Computer and Office applications from a recognized Institute.  Experience: 5 years of relevant experience in Govt. organizations in Pay Level- 6. Desirable: Sound knowledge of English stenography/shorthand with the speed of 100 words per minute.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of probation, if any	One year
10.	Method of recruitment: whether by direct recruitment or by promotion or by deputation or transfer and percentage of vacancies to be filled by various methods	75% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer to be made	<u>Promotion through Selection under Limited Departmental Quota</u> : 5 years of relevant* experience in PayLevel-6 or above. <u>Deputation (including STC) / Composite Method of Recruitment</u> : Same as applicable for Direct Recruitment.
12.	If DPC exists, what is the composition	Selection Committee procedure as per the statues

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023



## 6. Superintendent:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Superintendent</b> (the post in the nomenclature of Office Superintendent/Accountant/Junior Superintendent/ Personal Assistant in pay level – 6 sanctioned to some IISERs shall be redesignated as Superintendent)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-6 Level 08 after 06 years’ service in Level 06, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or Posts non-Selection	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	35 Years
7.	Minimum Educational qualifications experience required for Direct Recruits / Deputation / Short- term contract.	Master’s Degree 50% in any discipline from a recognized University / Institute with excellent academic record. <b>Or</b> First class bachelor’s degree or its equivalent from a recognized university or Institute in any discipline <b>Experience:</b> 5 years of experience in Pay Level-5 or equivalent in the areas or function in office administration / establishment / personnel / facilities and service management / finance and accounts / engineering and estate management/ academic administration (Student affairs including hostel administration) / Legal / Statutory / Audit / Stores & Purchase matters in Govt. / Public sector / autonomous organization / educational / training / scientific / R&D / Institution or comparable experience in reputed firm / organizations.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	<b>75%</b> by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. <b>25%</b> by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 6 years of relevant* experience in Pay Level-5 and above <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 7. Office Assistant (MS):

Particulars		Proposed Common RRs for IISERs
1.	<b>Name of the Post</b>	<b>Office Assistant (MS)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-5
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits /Deputation / Short-term contract	33 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Bachelor's Degree with at least 55% marks in any discipline with excellent computer proficiency in Office Applications like Word, Excel, Power Point etc.</p> <p><b>Experience:</b> 5 years of relevant experience in handling Office works &amp; equipment / knowledge of computer applications / hospitality management / in any Central / State Govt. or similar organized services / Semi-Govt. / PSU / Govt. Autonomous organization / Govt. Universities / Govt. Institute of national importance.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer& percentage of the vacancies to be filled by various methods.	<p>25% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.</p> <p>75% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.</p>
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 5 years of relevant* experience in Pay Level-4 or above.</p> <p><u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment</p>
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**8. Jr. Office Assistant (MS):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Jr. Office Assistant (MS)</b>  (the post in the nomenclature of Data Entry Operator in level – 4 sanctioned to some IISERs shall be redesignated as Jr. Office Assistant (MS))
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “C”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-4 Level 05 after 05 years’ service in Level 04. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	33 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor’s Degree with 50% in any discipline with excellent computer proficiency in Office Applications like Word, Excel, Power Point etc.  <b>Experience:</b> 4 years relevant experience in office environment.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	25% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  75% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 5 years of relevant* experience in Pay Level-3 or above. <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**9. Jr. Assistant (MS):**

Particulars		Proposed Common RRs for IISERs
1.	<b>Name of the Post</b>	<b>Jr. Assistant (MS)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / PayLevel)	Pay Level-3 Level 04 after 05 years' service in Level 03 and Level 05 after 05 years' service in Level 04. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	30 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor's Degree with 50% of marks in any discipline with excellent computer proficiency in Office Applications like Word, Excel, Power Point etc.  <b>Experience:</b> 3-years of relevant experience in office practices / hospitality and catering services.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment:  Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	100% Direct Recruitment
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u>  <u>Deputation (including STC) / Composite Method of Recruitment: NA</u>
12.	If DPC exists, what is its composition	NA

## 10. Librarian:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Librarian
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / PayLevel)	Pay Level-14
5.	Whether Selection Post or non-Selection Posts	Selection as per statutes No.16 on Direct Recruitment / Deputation / Short-term contract.
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	56 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short- term contract.	<ol style="list-style-type: none"> <li>1) Master's Degree in Library Science/ Information Science/ Documentation Science with at least 55% marks or an equivalent grade in a point scale wherever the grading system is followed.</li> <li>2) A Ph.D. Degree in library science / information science / documentation / archives and manuscript-keeping.</li> <li>3) Evidence of innovative library services, including the integration of ICT in a library.</li> <li>4) At least 10 years as Dy. Librarian (Acad. Pay Level-12, including a minimum 3 years of experience in Acad. Pay Level-13A) in the Library of any Technical University, Educational Institute of National importance, or any other large Technical Library.</li> </ol>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including Short- Term Contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota: NA</u></p> <p><u>Deputation (including STC)/Composite Method of Recruitment: Same as applicable for Direct Recruitment</u></p>
12.	If DPC exists, what is its composition	NA

## 11. Dy. Librarian:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Dy. Librarian
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-12 Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Post	Selection
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	50 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	A Master's Degree in Library Science/Information Science/ Documentation Science with at least 55% marks or an equivalent grade in a point - scale wherever the grading system is followed. A Ph.D. Degree in library science/ information science / documentation / archives and manuscript-keeping. Evidence of innovative library services, including the integration of ICT in a library. At least 8 years as Assistant Librarian (Acad. Pay Level- 10), (should have gained experience for at least 2 years in Acad. Pay Level-11), in the Library of any Higher Education Institute/ University, Educational Institute of National importance, or any other large Scientific or Technical Institute Library.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer &percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with at least 10 years' experience as Assistant Librarian (Acad. Pay Level-10) or above, out of which at least 5 years should be in Acad. Pay Level-11), in the Library of any Higher Education Institute / University, Educational Institute of National importance, or any other large Scientific or Technical Institute Library. <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee procedure as per the Statutes

## 12. Assistant Librarian:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Assistant Librarian
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / PayLevel)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<ol style="list-style-type: none"> <li>1. A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point – scale, wherever the grading system is followed)</li> <li>2. A consistently good academic record, with knowledge of computerization of a library.</li> <li>3. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. /Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.</li> <li>4. At least 5 years of experience in managing large scale scientific or technical Institutional Library or University as a Library professional in a Supervisory capacity</li> </ol>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	<b>50% by Direct Recruitment / Deputation</b> (including short term contract) / Composite Method of Recruitment. <b>50% by Promotion</b> through Selection under Limited Departmental Quota, failing which Deputation (including short term Recruitment / Direct Recruitment etc. contract) / Composite Method of recruitment
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<b><u>Promotion through Selection under Limited Departmental Quota:</u></b> As per point no. 7 above with 5 years of relevant* experience in Pay Level-7 or above in managing large scale scientific or technical Institutional Library or University as a Library professional in a Supervisory capacity. <b><u>Deputation (including STC)/Composite Method of Recruitment:</u></b> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition.	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

### 13. Library Superintendent:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Library Superintendent
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Master's Degree in Library Science/Library and Information Science with 55% marks from a recognized University. OR Master's Degree in any discipline plus a Bachelor's Degree in Library Science/Library and Information Science with 55% marks from a recognized University, and  <b>Experience:</b> 5 years of experience in the field of Library & Information Science in Pay Level-6 or above in Digital Library Management / Library Automation and Library Networking.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota</u> : 5 years of relevant* experience in the field of Library & Information Science in Pay Level-6 or above in Digital Library Management / Library Automation and Library Networking.  <u>Deputation (including STC) / Composite Method of Recruitment</u> : Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023



#### 14. Junior Library Superintendent:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Junior Library Superintendent</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-6 Level 08 after 06 years' service in Level 06, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	35 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Master's Degree in Library Science/Library and Information Science with 55% marks from a recognized University.</p> <p style="text-align: center;">OR</p> <p>Bachelor's Degree in Library Science/Library and Information Science with first class from a recognized University</p> <p>Desirable: Diploma / Certificate in Computer Application/ Digital Library Management/ Library Automation from a recognized Institute or enough working experience in Library Digitization and Library Networking.</p> <p><b>Experience:</b> 5 years of experience in the field of Library &amp; Information Science in Digital Library Management / Library Automation and Library Networking in Central / State Govt. / Semi- Govt. / Govt. Autonomous organizations / Govt. Universities / Institutions of Higher Education.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota: NA</u></p> <p><u>Deputation (including STC) / Composite Method of Recruitment: Same as applicable for Direct Recruitment</u></p>
12.	If DPC exists, what is its composition	<u>NA</u>

### 15. Principal Technical Officer (Grade I) (IT/Lab.)

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Principal Technical Officer (Grade I)</b> <b>The post in the nomenclature of Chief Scientific Officer in Pay Level 13 to some IISERs is to be redesignated as Principal Technical Officer (Grade I)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group A
4.	Scale of Pay (Band Pay, Grade Pay /Pay Level)	Level-13 Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	56 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<b>Essential:</b> i) Ph.D /M.E / M.Tech or equivalent in any branches of Science/ Technology from a recognised University / Institute. ii) 15 years'' experience as Scientific Officer or an equivalent post or above out of which 5 years'' experience as Senior Scientific Officer in Level-12 (PB-3 with Grade Pay Rs.7600) or an equivalent post in Central / State Government Department/ Autonomous Bodies / University / Institution of National Importance / PSU etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Not Applicable
9.	Period of Probation, if any.	1 Year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	100% Direct Recruitment failing which by through Deputation (including short term contract) / Contract
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u> <u>Deputation (including STC) / Composite Method of Recruitment: Same as applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA

## 16. Principal Technical Officer (Grade II) (IT/Lab.)

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Principal Technical Officer (Grade II)</b> (the post sanctioned in the nomenclature of System Administrator in Pay Level -12 is to be redesignated as Principal Technical Officer (Grade II))
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-12 Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	50 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.E. / B.Tech. or M.Sc. Degree / BS-MS, in relevant field with first class or equivalent grade (6.5 in 10-point scale) and consistently excellent Academic record. <b>Experience:</b> 5 years of relevant experience in scientific / technical / ICT / other relevant areas in the post carrying Pay Level-11 or equivalent post.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. 50% by Promotion through Selection under Limited Departmental
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in scientific / technical / ICT / other relevant areas in the post carrying Pay Level- 11 or equivalent post. <u>Deputation (including STC)/Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**17. Senior Technical Officer (IT/Lab.):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Senior Technical Officer (IT/Lab.)</b>  (the post sanctioned in the nomenclature of Senior Scientific Officer, <b>Sr. Technical Officer/Sr. Scientific Officer (IT / Lab)</b> in Pay Level -11 to some IISERs is to be redesignated as Senior Technical Officer)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-11 Level 12 after 05 years of service at Pay Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	50 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.E. / B.Tech. or M.Sc. / BS-MS Degree, in relevant field with first class or equivalent grade (6.5 in 10-pointscale) and consistently excellent Academic record.  <b>Experience:</b> 5 years of relevant experience in Scientific / Technical / ICT / other relevant areas in the post carrying Pay Level-10 or equivalent post.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Scientific / Technical / ICT / other relevant areas in the post carrying Pay Level- 10 or equivalent post.  <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 18. Technical Officer (IT/Lab)

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Technical Officer (IT/Lab)</b> (the post sanctioned in the nomenclature of Scientific Officer, Scientific Officer (Safety), Software Engineer, Technical Officer / Scientific Officer (IT/Lab.), Placement Officer/Scientific Officer (Placement) in Pay Level -10 to some IISERs is to be redesignated as Technical Officer)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.E. / B.Tech. / MCA or M.Sc. / BS- MS Degree, in relevant field with first class or equivalent grade (6.5 in 10 point-scale) and consistently excellent Academic record. Experience: <b>IT:</b> 5 years of proven experience in relevant fields in Software development / Hardware / System Administration / IT & Networking / AI / Data Science and Engineering etc. in Reputed Pvt. Ltd. companies /Organisations /Universities. OR <b>Lab:</b> 5 years of proven research / laboratory experience in relevant field, e.g., operation of scientific / technical equipment and support to academic and research framework of premier research and academic Institutes/organizations. The overall research / laboratory experience gained after Master's Degree from premier research Institutes in relevant area and the working experience gained in academic and research Institutes of high repute should be at least 5 years, in total.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. 50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level-7 and above. <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 19. Senior Technical Assistant

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Senior Technical Assistant</b> (the post sanctioned in the nomenclature of Scientific Superintendent, Sr. Scientific Assistant, Sr. Lab. Assistant, Technical Superintendent, Sr. Technical Assistant in Pay Level -7 to some IISERs is to be redesignated as Senior Technical Assistant)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B. Tech / B.E. or M.C.A. / M. Tech. / M.Sc. (CS or IT) with first class or equivalent grade <b>OR</b> Master's Degree in Science with at least 55% marks or its equivalent grade, in relevant discipline. <b>Experience:</b> The candidate should have worked for at least 5 years in Pay Level-6 of experience in Central/ State Govt. / Semi- Govt. / PSU / Govt. Autonomous Organisation/ Govt. Universities/ Govt. Institutes of National Importance / reputed scientific or technical organizations. Any other additional qualifications and experience / expertise as per requirement of the individual Institute, as specified from time to time in the Advertisement
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level-6  <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

20. **Technical Assistant:**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Technical Assistant</b> (the post sanctioned in the nomenclature of Scientific Assistant, Technical / Scientific Assistant, Technical Assistant, Software Assistant, Lab. Technician (Sr. Scale) in Pay Level -6 to some IISERs is to be redesignated as Technical Assistant)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / PayLevel)	Pay Level-6 Level 08 after 06 years' service in Level 06, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	35 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short- term contract.	B.E. / B.Tech. / MCA with first class or M.Sc. / BS-MS with at least 55% marks in appropriate field. <b>Experience:</b> 5 years relevant experience in handling advanced sophisticated instrument / research equipment in a laboratory / Academic /Research / reputed ICT organizations / Establishments of National/International Repute. <b>OR</b> 5 years of hands-on experience and sound knowledge required in configuration, management and maintenance in any laboratory / Academic / Research / reputed ICT organizations / Establishments of National / International Repute in the following areas: <b>Application Servers:</b> Mail Server, Proxy, Web, DNS DHCP, LDAP, NFS, PXE, Storage and Radium Server, Website Management and Basic Development. <b>Database Servers:</b> MySQL and Oracle. <b>Operating Systems:</b> RHEL, Fedora, Microsoft Windows Family Administration and Support. <b>Scripting:</b> Basic shell scripting
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	75% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. 25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion/ deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 6 years of relevant*experience in Pay Level-5. <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 21. Junior Technical Assistant:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Junior Technical Assistant</b> (the post sanctioned in the nomenclature of Lab. Technician / Technician, Technician, Lab. Technician, Lab.Assistant (Sr. Pay Level) in Pay Level -5 to some IISERs is to be redesignated as Junior Technical Assistant)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, GradePay / Pay Level)	Pay Level-5
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	33 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-termcontract.	Bachelor's Degree in Science / Technology / Engineering in relevant field with at least 55% marks. <b>Experience:</b> 5 years relevant experience in a laboratory / Academic / Research / Establishments of National / International Repute in handling scientific equipment related to the laboratories of Biological Sciences / Veterinary Sciences / Chemistry / Physics / Earth & Environmental Sciences / Computer Sciences / Electrical Engineering / DataSciences / Chemical Engineering / Chemical Effluents treatment labs, Virtual classroom / Computer Networking and IT / E-Classroom / Audio Visual equipment/CCTV Networking etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	25% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  75% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 5 years of relevant* experience in Pay Level-4 or above.  <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023



## 22. Lab Assistant:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Lab Assistant
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-3 Level 04 after 05 years' service in Level 03 and Level 05 after 05 years' service in Level 04. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	30 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.Sc. (Physics/ Chemistry / Earth & Environmental Sciences / Biological Sciences) with 50% of marks from a recognized University / Institute.  <b>Experience:</b> 3-year relevant experience in handling Laboratory equipment and experiments.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	100% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> NA  <u>Deputation (including STC) /Composite Method of Recruitment:</u> 5 years of relevant experience in Pay Level-1 or above.
12.	If DPC exists, what is its composition	NA

### 23. Superintending Engineer:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Superintending Engineer
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-13 Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits /Deputation / Short-term contract	56 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.E. / B. Tech. in Civil Engineering with first class or its equivalent Grade with good academic record from a recognized University/Institute.  <b>Experience:</b> With at least 5 years regular service as Senior Executive Engineer in Pay Level-12 or equivalent or 10 years regular service as Executive Engineer in Pay Level-11 or equivalent; in Central Govt. / State Govt. / Semi- Govt. / PSU / Statutory or Autonomous organization / Govt. University / Institution of national importance / reputed organizations under Central Govt. / State Govt.etc., dealing construction of building projects as per CPWD norms.
8.	Whether age, educational qualifications and experience prescribed for directrecruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years regular service as Senior Executive Engineer in Pay Level-12 or above  <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment.
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

## 24. Executive Engineer (Civil / Electrical):

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Executive Engineer (Civil / Electrical)</b> <b>(the post in the nomenclature of Project Engineer, Project Engineer cum Estate Officer, Executive Engineer (Project &amp; Estate) sanctioned to some IISERs in Pay Level – 11 are to be redesignated as Executive Engineer (Civil/Electrical))</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “A”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-11 Level 12 after 05 years’ service in Level 11, Level 13 (as Superintending Engineer) after 05 years’ service in Level 12 and Level 13A after 02 years’ service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	50 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	First class Bachelor’s degree in Civil / Electrical Engineering from a recognized University/ Institute. <b>Experience:</b> 10 years of experience at the level of Assistant Engineer or equivalent position in Pay Level -7 or above; <b>O R</b> 5 years of experience as Assistant Executive Engineer or equivalent position in Pay Level-10 or above; in reputed Govt. Institutions/ Public Works Organisations / PSUs etc., dealing in construction of building projects as per Govt. / CPWD norms.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: Not Applicable Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience as Assistant Executive Engineer in Pay Level-10 or above. <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**25. Assistant Executive Engineer (Civil/Electrical):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Assistant Executive Engineer (Civil/Electrical)</b> <b>(the post in the nomenclature of Technical Officer (Civil / Electrical), Assistant Executive Engineer sanctioned to some IISERs in Pay Level- 10 are to be redesignated as Assistant Executive Engineer (Civil/Electrical))</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits Deputation / Short-term contract.	First class Bachelor's Degree in Civil / Electrical Engineering from a recognized University / Institute. <b>Experience:</b> 5 years of relevant experience in the Pay Level-7 or above as Assistant Engineer in the field of construction of Institutional Building, maintenance, designing and planning of civil works as per CPWD norms.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment. 50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> 5 years of relevant* experience as Assistant Executive Engineer in Pay Level-7 or above.  <u>Deputation (including STC) /Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**26. Assistant Engineer (Civil/Electrical):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Assistant Engineer
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor's Degree in Electrical / Civil Engineering with first class from a recognized University / Institute. With 3 years relevant experience in Pay Level- 6 as Junior Engineer or above in the field of construction of Institutional Building, maintenance, designing and planning of civil works / electrical works as per CPWD norms. <b>OR</b> Diploma in Electrical / Civil Engineering with first class from a recognized University/ Institute. With 5 years relevant experience in Pay Level- 6 as Junior Engineer or above in the field of construction of Institutional Building, maintenance, designing and planning of civil works / electrical works as per CPWD norms.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level- 6.  <u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**27. Junior Engineer (Civil/Electrical):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Junior Engineer (Civil/Electrical)</b> <b>The post sanctioned in the nomenclature of Technical Assistant (Civil/Electrical to some IISERs in Pay Level – 6 is to be redesignated as Junior Engineer (Civil/Electrical)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-6 Level 08 after 06 years’ service in Level 06, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	35 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor’s Degree in Electrical / HVAC/Civil Engineering with first class from a recognized University /Institute. With at least 5 years of field experience in civil/ electrical/ HVAC works of construction/ maintenance of building projects preferably in organizations/ firms dealing with works as per CPWD/PWD/ Govt. norms. <b>OR</b> Diploma in Electrical / HVAC/ Civil Engineering first class from a recognized University / Institute. With at least 8 years of field experience in civil/ electrical/ HVAC works of construction/ maintenance of building projects preferably in organizations/ firms dealing with works as per CPWD/ PWD/ Govt. norms.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment/ Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation /absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> NA  <u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	NA

## 28. Sports Officer:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Sports Officer
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>i) A Master's Degree in Physical Education and Sports or Sports Science with first class (or an equivalent grade in a point-scale, wherever the grading system is followed). Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC, <b>OR</b></p> <p>ii) Diploma in coaching from National Institute of Sports from any equivalent Institute.</p> <p>iii) Should qualify in the physical fitness test in accordance with the relevant Regulations of UGC as part of selection process.</p> <p><b>Experience:</b></p> <p>ii) 5 years of experience in a Central/ State Educational Institutes/ Organizations of repute.</p> <p>iii) Should have demonstrated meritorious performance in National or International level events for atleast 3 times in the past 5 years.</p> <p>iv) Record of having represented the university / college at the inter-university / inter-collegiate competitions or the State and / or national championships.</p> <p>v) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration. Evidence of having produced good performance of teams / athletes for competitions like state / national / inter-university / combined university, etc.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	75% by Direct Recruitment/ Deputation (including short term contract) / Composite Method of Recruitment. 25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level-7 <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as Applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

## 29. Physical Education Instructor:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Physical Education Instructor</b> <b>(the post of Physical Education Trainer in Pay Level – 7 sanctioned to some IISERs to be redesignated as Physical Education Instructor)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years’ service in Level 07, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	A Master’s Degree in Physical Education and Sports or Sports Science with first class or 50% (or an equivalent grade in a point- scale, wherever the grading system is followed). Diploma in coaching from NIS from any equivalent Institute. Should qualify in the physical fitness test in accordance with the relevant Regulations of UGC as part of selection process. <b>Experience:</b> 5 years of experience in a Central / State Educational Institutes / Organizations of repute. Should have demonstrated meritorious performance in National or International level events for at least 2 times in the past 4 years. Record of having represented the university / college at the inter-university / inter-collegiate competitions or the State and / or national championships. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration. Evidence of having produced good performance of team / athletes for competitions like state / national / inter-university /combined university, etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment/Deputation (including short term contract)/ Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> <u>NA</u> <u>Deputation (including STC) /Composite Method of Recruitment:</u> <u>Same as Applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA



### 30. Medical Officer:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Medical Officer
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 + NPA (Financial upgradation as per DACP Scheme approved by MoE vide Letter No. 33-04/2016-TS.VII dt. 12.01.2018)
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register.</p> <p><b>Experience:</b> At least 5 years of post-qualification experience, after completing compulsory rotating internship, in a recognized large / multi-specialty hospital of good repute.</p> <p><b>Desirable:</b> Post Graduate Qualification, preferably MD in General Medicine, or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota:</u> NA</p> <p><u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment</p>
12.	If DPC exists, what is its composition	NA

**Note:**

- i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.
- ii) Completion of compulsory Rotating internship Certificate, Registration Certificate, an official document showing name of College / Institution from where degree /Diploma has been done and official document showing name of the institution from where experience has been gained are required.

31. Nurse:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Nurse
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Master's Degree (with 50% marks) in nursing from recognized University / Institutions.</p> <p><b>OR</b></p> <p>First Class Degree in B.Sc. (Nursing) (4-year course) from a recognized Institute/ University.</p> <p><b>AND</b></p> <p>Should be registered as Nurses &amp; Midwife in Indian Nursing Council / State Nursing Council.</p> <p><b>Experience:</b></p> <p>5 years clinical experience in minimum 50 bedded hospital recognized by Central / State Govt. / Medical Council of India.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	<p>50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.</p> <p>50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.</p>
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota:</u> As per point no. 7 above with 5 years of relevant* experience in Pay Level-6 or above.</p> <p><u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment</p>
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

### 32. Nursing Assistant:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Nursing Assistant
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-5
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	33 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.Sc. (Nursing) (4-year course) from a recognized Institute/University. Must be registered with the Indian Nursing Council/State Nursing Council. Experience: 5 years clinical experience in minimum 50 bedded hospital Organizations in Central Govt./ State Govt. / Recognized Private Hospitals / Nursing Homes / Pharmacies etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation / Short- Term Contract / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u> <u>Deputation (including STC) /Composite Method of Recruitment: Same as applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA

### 33. Pharmacist:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Pharmacist
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-5
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	33 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor's Degree (with 55%) in Pharmacy from an Institution recognized by the Central or State Govt. Should be registered as a "Pharmacist" under the Pharmacy Act, 1948. Experience: Relevant experience of 5 years as a Pharmacist at reputed minimum 50 bedded hospital / Organizations in Central Govt. / State Govt. / Recognized Private Hospitals / Nursing Homes / Pharmacies etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> NA <u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	NA

**34. Hindi Officer / Rajbhasha Adhikari:**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Hindi Officer / Rajbhasha Adhikari
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Master's degree (with 55 %) of a recognized University in Hindi with English as a compulsory or elective subject or as the medium of examination at the degree level; OR Master's degree (with 55 %) of a recognized University in English with Hindi as a compulsory or elective subject or as the medium of examination at the degree level; OR Master's degree (with 55 %) of a recognized University in any subject other than Hindi or English, with Hindi medium and English as a compulsory or elective subject or as the medium of examination at the degree level; OR Master's degree (with 55 %) of a recognized University in any subject other than Hindi or English, with English medium and Hindi as a compulsory or elective subject or as a medium of an examination at the degree level; OR Master's degree (with 55 %) of a recognized University in any subject other than Hindi or English, with Hindi and English as compulsory or elective subjects or either of the two as a medium of examination and the other as a compulsory or elective subject at the degree level.</p> <p>5 years' experience of using / applying terminology (terminological work) in Hindi and translation work from English to Hindi or vice-versa on advanced computerized system, preferably of technical or scientific literature under Central / State Governments/ Autonomous Body / Statutory Organizations / PSUs / Universities or recognized research or educational institutions. OR 5 years' experience of teaching in Hindi and English or research in Hindi or English under Central / State Governments / Autonomous Body / Statutory Organizations / PSUs / Universities or recognized research or educational institutions.</p>

		<p><b>Description of relevant experience:</b></p> <p>5 years of experience in Pay Level-7 as Sr. Hindi Translator in Central / State Government / Central / State funded Educational Institutes / Govt. Universities / Comparable Research Establishment and other Institution of Higher Education in the following areas:</p> <p>Should have knowledge of computer office applications in both Hindi and English with sufficient typing speed, proficiency in office applications like Word, Excel and Power Point etc.</p> <p>The candidate must be able to use internet, web applications and online translation techniques, independently.</p> <p>Should be capable of Typing the documents in Hindi and English with ability to translate documents from Hindi to English and vice versa using all kinds of Hindi &amp; English software, in an independent manner.</p> <p>Should be capable of using Hindi tools on advanced computerized systems. Knowledge of translation work from Hindi to English and vice versa using all software is essential.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	<p>50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.</p> <p>50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation(including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.</p>
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 5 years of relevant* experience in Pay Level-7.</p> <p><u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment</p>
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**35. Sr. Hindi Translator / Superintendent (Rajbhasha):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Sr. Hindi Translator / Superintendent (Rajbhasha)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	38 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Master's degree of a recognized University in Hindi with English as a compulsory or elective subject or as the medium of examination at the degree level;</p> <p style="text-align: center;"><b>O R</b></p> <p>Master's degree of a recognized University in English with Hindi as a compulsory or elective subject or as the medium of examination at the degree level.</p> <p style="text-align: center;"><b>O R</b></p> <p>Master's degree of a recognized University in any subject other than Hindi or English, with Hindi medium and English as a compulsory or elective subject or as the medium of examination at the degree level.</p> <p style="text-align: center;"><b>O R</b></p> <p>Master's degree of a recognized University in any subject other than Hindi or English, with English medium and Hindi as a compulsory or elective subject or as a medium of examination at the degree level.</p> <p style="text-align: center;"><b>O R</b></p> <p>Master's degree of a recognized University in any subject other than Hindi or English, with Hindi and English as compulsory or elective subjects or either of the two as a medium of examination and the other as a compulsory or elective subject at the degree level.</p> <p><b>Experience:</b> 5 years' experience of using / applying terminology (terminological work) in Hindi and translation work from English to Hindi or vice-versa on advanced computerized system, preferably of technical or scientific literature under Central / State Governments/ Autonomous Body / Statutory Organizations / PSUs / Govt. Universities or recognized research or educational institutions.</p> <p style="text-align: center;"><b>O R</b></p> <p>5 years' experience of teaching in Hindi and English or research in Hindi or English under Central / State Governments / Autonomous Body / Statutory Organizations / PSUs / Govt. Universities or recognized research or educational institutions.</p>

8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	50% by Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.  50% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> As per point No. 7 above with 5 years of relevant* experience in Pay Level-6.  <u>Deputation (including STC)/ Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023



**36. Junior Translator (Rajbhasha):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Junior Translator (Rajbhasha)</b>  <b>(the post in the nomenclature of Junior Translator (OL), Junior Hindi Translator in pay level – 6 to some IISERs is to be redesignated as Junior Translator (Rajbhasha)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-6 Level 08 after 06 years’ service in Level 06, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	35 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Master's degree of a recognized University in Hindi with English as a compulsory or elective subject or as the medium of examination at the degree level;</p> <p style="text-align: center;"><b>OR</b></p> <p>Master’s degree of a recognized University in English with Hindi as a compulsory or elective subject or as the medium of examination at the degree level;</p> <p style="text-align: center;"><b>OR</b></p> <p>Master’s degree of a recognized University in any subject other than Hindi or English, with Hindi medium and English as a compulsory or elective subject or as the medium of examination at the degree level;</p> <p style="text-align: center;"><b>OR</b></p> <p>Master’s degree of a recognized University in any subject other than Hindi or English, with English medium and Hindi as a compulsory or elective subject or as a medium of an examination at the degree level;</p> <p style="text-align: center;"><b>OR</b></p> <p>Master’s degree of a recognized University in any subject other than Hindi or English, with Hindi and English as compulsory or elective subjects or either of the two as a medium of examination and the other as a compulsory or elective subject at the degree level.</p> <p style="text-align: center;"><b>OR</b></p> <p>Two years’ experience of translation work from Hindi to English and vice-versa in Central Government or State Government offices, including Government of India Undertakings or print and electronic media, publication divisions / cells / houses or agencies working for Government or reputed non-government organisations.</p> <p><b>Experience:</b></p> <p>At least 5 years office environment and typing skills in Hindi / English. Excellent computer skills for handling correspondence work / office files/ papers with proficiency in English &amp; Hindi. Knowledge of translation work from Hindi to English and vice versa.</p>

8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	Age: NA Qualification: Yes
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	75% by Direct Recruitment / Deputation / Short- Term Contract/ Composite Method of Recruitment.  25% by Promotion through Selection under Limited Departmental Quota, failing which Deputation (including short term contract) / Composite Method of Recruitment / Direct Recruitment etc.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota</u> : As per point No. 7 above with 6 years of relevant* experience in Pay Level-5 and above  <u>Deputation (including STC)/ Composite Method of Recruitment</u> : Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	Selection Committee and procedure as per the Statutes

\* As approved by BoG in its 53<sup>rd</sup> meeting held on 06-10-2023

**37. Hindi Assistant (Multi-Skill):**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Hindi Assistant (Multi-Skill)
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "C"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-5
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	33 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	<p>Bachelor's degree in English (Honors) or Hindi (Honors) with first class.</p> <p>Experience: At least 3 years of experience of translation work from Hindi to English and vice- versa in Central Government or State Government offices, including Government of India Undertakings or print and electronic media, publication divisions/ cells / houses or agencies working for Government or reputed non- government organisations.</p> <p><b>Desirable:</b> Recognized diploma or certificate course in translation from Hindi to English or vice- versa from a recognized University/Institute.</p>
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation /absorption grades from which promotion /deputation / absorption to be made.	<p><u>Promotion through Selection under Limited Departmental Quota:</u> NA</p> <p><u>Deputation (including STC)/ Composite Method of Recruitment:</u></p>
12.	If DPC exists, what is its composition	NA

**38. Chief Security Officer:**

Particulars		Proposed Common RRs for IISERs
1.	<b>Name of the Post</b>	<b>Chief Security Officer</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	45 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	First Class Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline and Minimum 5 years supervisory experience in Army / Central paramilitary Forces in Govt. organization / educational / Private Organization. (or) Officer of the Police Departments of the Central / State / UT Governments with a minimum of 05 years experience as Commissioner / Superintendent of Police / Additional Superintendent of Police.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u> <u>Deputation (including STC)/ Composite Method of Recruitment: Same as applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA

### 39. Security Officer:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Security Officer (the post sanctioned in the nomenclature of Assistant Security Officer in Pay Level – 6 to some IISER is to be redesignated as Security Officer)</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “B”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-6 Level 08 after 06 years’ service in Level 06, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Bachelor's Degree with a minimum of 55 % marks or its equivalent from a recognized University or Institute in any discipline and an Ex- servicemen JCO (Subedar or higher rank) (or) equivalent rank in other para-military forces with minimum of 05 years experience; (OR) Officer of the Police Departments of the Central / State / UT Governments with a minimum of 05 years of experience as Deputy Superintendent of Police /Assistant Commissioner of Police.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	<b>One year</b>
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation / Short- Term Contract / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u> <u>Deputation (including STC) / Composite Method of Recruitment: Same as applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA

#### 40. Veterinarian:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Veterinarian
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "A"
4.	Scale of Pay (Band Pay, Grade Pay / PayLevel)	Pay Level-10 Level 11 after 05 years' service in Level 10, Level 12 after 05 years' service in Level 11, Level 13 after 05 years' service in Level 12 and Level 13A after 02 years' service in Level 13. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	45 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	B.V.Sc. with 8 years of experience or M.V.Sc. (Veterinary/Pathology/Microbiology/Virology/Medicine or Equivalent qualifications) with 5 years experience in handling experimental animals including breeding and maintenance of transgenic animals. The candidate should have a proven track record of working in an animal research facility, preferably linked to an academic institution.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion /deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota: NA</u> <u>Deputation (including STC) / Composite Method of Recruitment: Same as applicable for Direct Recruitment</u>
12.	If DPC exists, what is its composition	NA

#### 41. Counsellor:

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	Counsellor
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group "B"
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-7 Level 08 after 02 years' service in Level 07, Level 09 after 02 years' service in Level 08 and Level 10 after 02 years' service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Non- Selection Post or Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation / Short-term contract	40 years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Master's Degree (with 50%) in psychology (Clinical or Counselling) or Social Work (Medical & Psychiatric) with practical experience. <b>Experience:</b> 5 years' experience in counselling students with regard to their academic and psychosocial and emotional issues in any reputed academic Institute or a reputed organization
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite
11.	In case of recruitment by promotion / deputation / absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> NA <u>Deputation (including STC) / Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	NA

**42. Attendant:**

Particulars		Proposed Common RRs for IISERs
1.	Name of the Post	<b>Attendant</b>  <b>The posts sanctioned in the nomenclature of Lab Attendant (Semi-skilled) / Junior Technician (MS), Attendant (Multi Skilled), Attendant (Plumber / Electrician) in Pay Level – 1 in some IISERs needs to be redesignated as Attendant</b>
2.	Number of Posts	As per sanctioned strength
3.	Classification	Group “C”
4.	Scale of Pay (Band Pay, Grade Pay / Pay Level)	Pay Level-1 Level 02 after 03 years’ service in Level 01, Level 04 after 08 years’ service in Level 02, Level 05 after 05 years’ service in Level 04, Level 06 after 06 years’ service in Level 05, Level 08 after 06 years’ service in Level 06, Level 09 after 02 years’ service in Level 08 and Level 10 after 02 years’ service in Level 09. Upgradation will be personal to the incumbent.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age Limit for Direct Recruits / Deputation /Short-term contract	32 Years
7.	Minimum Educational qualifications and experience required for Direct Recruits / Deputation / Short-term contract.	Matriculation or three years Diploma from a recognized University / Institute in relevant field. <b>Experience:</b> 3 years of relevant experience in a laboratory / Academic / Research / Establishments of National / International Repute in handling scientific equipment related to the laboratories of Biological Sciences / Veterinary Sciences / Chemistry /Physics/ Earth & Environmental Sciences / Computer Sciences / Electrical Engineering / Data Sciences / Chemical Engineering / Chemical Effluents treatment labs, Virtual classroom / Computer Networking and IT / E-Classroom / Audio Visual equipment / CCTV Networking / Cooking, catering etc.
8.	Whether age, educational qualifications and experience prescribed for direct recruits will apply in the case of promotion.	NA
9.	Period of Probation, if any.	One year
10.	Method of Recruitment: Whether by Direct Recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	Direct Recruitment / Deputation (including short term contract) / Composite Method of Recruitment.
11.	In case of recruitment by promotion / deputation /absorption grades from which promotion / deputation / absorption to be made.	<u>Promotion through Selection under Limited Departmental Quota:</u> NA  <u>Deputation (including STC) /Composite Method of Recruitment:</u> Same as applicable for Direct Recruitment
12.	If DPC exists, what is its composition	NA