

REVISED SCORE CARD
FOR
DIRECT SELECTION TO SENIOR
SCIENTIFIC POSITIONS ON LATERAL
ENTRY BASIS IN
INDIAN COUNCIL OF AGRICULTURAL RESEARCH
(2018)

Weightage of scorecard and interview marks for direct recruitment to following scientific positions in ICAR as per Score Card -2018

Sl. No	Rank	Score Card Marks	Interview Marks	Total
Non-RMPs				
1.	Senior Scientist	80	20	100
2.	Principal Scientist	80	20	100
3.	Project Coordinator/Head of Division /Head of Regional Station	70	30	100
RMPs				
4.	Director/Project Director/Assistant Director General/Joint Director of National Institutes	70	30	100
6.	Deputy Director General /Director of National Institutes / National Directors	70	30	100

Revised Summary Score card (2018)											
Criteria		Senior Scientist		Principal Scientist		PC/HOD/HoRS		DIR/ PD /JD NI/ ADG		DDG/Director of NI/ equivalent positions	
		Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)
1	Academic Qualification										
1.1	Academic Performance	8	15	4	10	3	5	3	5	3	5
1.2	Position in the University	2		2		1		1		1	
1.3	Ph. D Thesis Award	2		2		1		1		1	
1.4	Post-Doctoral Fellowships and other Qualifications	3		3		2		2		2	
2	Experience in professional field										
2.1	Essential Qualification	No marks	10	No marks	10	No marks	10	No marks	10	No marks	10
2.2	Experience above the prescribed qualifications	4		3		3		3		3	
2.3	Trainings	5		5		3		3		No marks	
2.4	Team work	1		2		2		2		No marks	
2.5	Leadership Attributes	No marks		No marks		3		5		5	
2.6	Contribution in Research Management	No marks		No marks		No marks		3		3	
2.7	Service in Remote areas/ KVKs	No marks		No marks		No marks		No marks		2	
3	Recognitions & Awards/Special Attainments										
3.1	Recognitions & Awards	3	5	5	7	10	15	10	15	12	20
3.2	Special Attainments	2		2		5		5		8	
4	Discoveries, Inventions and Innovations		5		13		20		20		20

Revised Summary Score card (2018)											
Criteria		Senior Scientist		Principal Scientist		PC/HOD/HoRS		DIR/ PD /JD NI/ ADG		DDG/Director of NI/ equivalent positions	
		Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)	Marks allocated	Overall marks (Max.)
5	Teaching/Research/Extension										
5.1	Major Function: Teaching/Research/Extension	20	30	16	25	12	20	12	20	8	15
5.2	Minor Function: Teaching/Research/Extension	5		4		3		3		2	
5.3	Externally Funded Projects	5		5		5		5		5	
6	Publications										
6.1	Applicable to Scientists other than Social Scientists.										
6.1.1	Publications (Refereed Journals)	20	25	22	25	16	20	16	20	16	20
6.1.2	Other Publications	5		3		4		4		4	
6.1	Applicable to Social Scientists and Scientists working in KVKs.										
6.1.1	Publications (Refereed Journals)	14	25	15	25	12	20	13	20	13	20
6.1.2	Other Publications	11		10		8		7		7	
7	Institute Building/Service Functions		10		10		10		10		10
	GRAND TOTAL	100		100		100		100		100	

Score Card Guidelines for the Posts of Deputy Director General (DDG), Director of National Institutes and equivalent positions.

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	Academic Qualification. Maximum 5 marks 1.1 Academic Performance. Maximum 3 marks - Grant 0.75 marks for securing OGPA of 7.00 to <8.00 in a scale of 10 or for securing 70% to < 80% marks; grant 1.5 marks for securing ≥ 8 OGPA in a scale of 10 or $\geq 80\%$ marks at the Graduate, Master's and Ph.D. degrees. The marks will be awarded for any of the two best degrees. Maximum 3 marks 1.2 Position in the University. Maximum 1 mark - Grant 1 mark each for First Position/Gold Medal in the University/IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal). Maximum 1 mark 1.3. Ph.D. Thesis Award. Maximum 1 mark - Grant 1 mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. - Grant 0.5 marks for the Best Doctoral Thesis Award given by National/International level Academic Bodies/Institutions/Universities. Maximum 1 mark 1.4 Post-Doctoral Fellowships and other Qualifications. Maximum 2 marks - Grant 2 marks for each Post-Doctoral Fellowship, which is competitive and awarded by International Institutions like Fulbright, Humboldt, DAAD, FAO, CGIAR or Overseas Universities. - Award 1.5 marks for each Fellowships awarded by National Institutions like DBT, DST, Boystcast, CSIR, ICAR, MHRD, INSA, UGC. - Award 1 mark each for PG diploma in Management/Computer Application, MBA or for any other Diploma/Degree relevant to the post. Maximum 2 marks PS: Aggregate score for all attributes covered under item # 1 is limited to 5 marks only.

2	Experience in Professional Field. Maximum 10 marks 2.1 Essential Qualification. No marks to be awarded. - Doctoral degree in the subject/disciplines as per advertisement - A Scientist/ Teacher having at least 8 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in the pay band-4 of Rs. 37400-67000 with grade pay of 10000 out of which 3 years' experience should be in a Research Management Position or 5 years' experience in positions specified below or 3years cumulative weighted experience in RMP (Research Management Position) & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below: - Heads of Divisions at ICAR Institutes, - Heads of Regional Stations of ICAR Institutes, - Project Coordinator, - Zonal Coordinator (service rendered prior to 27.01.2009), and - Joint Directors of Institutes other than National Institutes /DUs. OR An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/ Institutes having at least 21 years' experience in the relevant subject. Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with: (i) National/International awards/ recognitions such as those conferred by National Organizations like ICAR, CSIR, DBT etc., Government of India, International Bodies of repute like FAO, UN etc., (ii) Fellows of one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies, and (iii) Minimum of 10 publications in journals having NAAS rating (latest) of 7.5 and above. All three conditions should be simultaneously met by the applicant to qualify under this clause. <i>* The NAAS ratings as and when revised in future shall be applicable for the purpose.</i> 2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. Maximum 3 marks Award of marks would be as follows: - Award 1 mark for each year of experience as Director/ADG/Project Director/Joint Director of National Institutes/ Dean/ Principal/Registrar
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	of Institutes/Universities Maximum 3 marks - Award 0.6 marks for each year of experience as Head of Division/Head of Regional Station/ Project Coordinator/Joint Director of Institutes other than National Institutes. Maximum 1 mark (If bullet points one & two above overlap, only one experience would be considered for scoring) Maximum 3 marks (item # 2.2) Items # 2.3 and 2.4 are excluded for scoring, hence no marks are assigned. 2.5 Leadership Attributes. Maximum 5 marks 2.5.1 Award 1 mark each for the following contributions as leader: - Major R&D initiatives launched including those relating to IPR/WTO etc. - Inter-institutional collaboration (National and International) developed - New programs or any initiative started - Industry-institutional linkages established/MOU signed bringing recognition to the Institute either as individual or team. 2.5.2 Grant 0.5 marks for each of the following initiatives enhancing quality of research, education and extension at the organization level: - Flagship research/Education/Extension programs initiated - Incubatees /Start-ups of technology with partnership/sponsorship - Adjunct /Visiting faculty positions created - Village-based Institutions (FPO, FPC, Commodity Based Organizations, SHGs) created Maximum 5 marks (item # 2.5.1 and 2.5.2) 2.6 Contributions in the area of Research Management. Maximum 3 marks Specify the most significant contributions of the Division/Department/ Institute/Coordinated Project/University under an applicant's management/ leadership or as Project or Team Leader. It must include: External grant generated/infrastructure developed under a candidate's leadership or for working as Project or Team Leader - Award 1 mark for external grant of Rs.100 lakhs and up to Rs.500 lakhs - Award 2 marks for external grant > Rs.500 lakhs - Award 1 mark for development of infrastructure of Rs.500 lakhs or more. Maximum 3 marks (item # 2.6)
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	2.7 Service in Remote Areas/Disadvantaged Areas (Difficult Areas)/ KVKs. Maximum 2 marks Marks are assigned for service rendered in the remote areas/ disadvantaged areas which are declared as Remote/Disadvantaged Areas (Difficult Areas) by GOI's notifications or having worked in the KVK. Marks are awarded only, if the candidate is non-resident of that place and has already completed at least three years' continuous service in the specified remote area/disadvantaged area / KVK. The benefit of service in remote/disadvantaged areas is available only for service period in the ICAR or any other Central Government Institute/KVK. Maximum 2 marks The benefit under item 2.7 can be availed only once in the service career e.g., if a candidate has already availed himself of the credit for service in the defined remote/disadvantaged areas for successful employment through direct selection to an ASRB advertised position earlier, the same benefit would not be allowed again. Candidates should clearly mention this fact in the application indicating the name of the post, Advt. No. and the Item No., in which she/he was selected and in which previous service in remote areas/disadvantaged regions as defined by ICAR has been counted. PS. Aggregate score for all attributes covered under item # 2 is limited to 10 marks only.
3.	Recognitions & Awards/Special Attainments. Maximum 20 marks
	3.1 Recognitions and Awards. Maximum 12 marks • Padma Awards, 6 marks for each award. Maximum 12 marks • Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies. Maximum 4 marks • Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies. Maximum 6 marks

	• Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. Maximum 2 marks • Award 1 mark each for Associate-ship of recognized National/ International Science Academies Maximum 1 mark PS. Aggregate score for all attributes covered under item # 3.1 is limited to 12 marks only 3.2. Special Attainments. Maximum 8 marks • Award 0.5 marks for each recognition such as Chairman/Member Secretary of Scientific Committees. Maximum 1 mark • Award 0.5 marks for each recognition such as member of Task force and other Policy Making Bodies/Committees of International/National /State/QRT/IMC/RAC/BOM Member/Chief Editor of NAAS rated Journals. Maximum 2 marks • Award 1 mark each for working as Secretary of NAAS/other Academies or President/Vice-President/Secretary of National/International Professional Societies (registered) for bringing recognition to the profession as evident from organizing an international event Maximum 2 marks • Award 0.5 marks each for Visiting/Adjunct Faculty to International (e.g., CG Centres)/ National Institute - IIM/IIT/ISC/CSIR/National Institutes of ICAR/Institutions of National repute. Maximum 2 marks • Award 0.5 marks each for minimum of four weeks' experience of working* in an International Organization/Laboratory. Period spent for Consultancy/Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad are also considered for marking. (* Period spent abroad towards Master/Ph.D./Post-Doctoral experience/training will not be counted for award for marks) Maximum 2 marks
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	• Award 0.5 marks each for Invited Lecture/Keynote Speaker/Chairman of a Technical Session during International Conferences, Seminar etc. Maximum 1 mark • Award 0.25 marks for each participation as Member of an International Delegation. Maximum 1 mark • Award 0.5 marks each for Organizing Secretary/Convener of National/International conferences/ workshops/ symposium Maximum 1 mark PS. Aggregate score for all attributes items covered under item 3.2 is limited to 8 marks only. PS. Aggregate score for all attributes covered under item 3.1 and 3.2 is limited to 20 marks only.
4.	Discoveries, Inventions and Innovations. Maximum 20 marks New discoveries and development of varieties/breeds/technologies/ innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee. In either case the marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&FW/State Governments/Other Agencies. 4.2 Development of Animal Strain/Variety Development of Animal Strain/Variety & Impact at the Field Level. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries. 4.3 Development of Technologies/Package of Practices Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. 4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with

	commercialization and 1 mark for each approved Patent/Copyright without commercialization. 4.5 Discoveries/Inventions Discovery/Invention made & Impact at the Field Level. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16). 4.6 New Traits/Genes Identified New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered. 4.7 Policy Papers/Policy Briefs Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement. 4.8 Information Technology/ Statistical Methodologies Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/software/methodology and award 1 mark for each institute/university level database/software/ methodology. 4.9 Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity. 4.10 Innovative Extension Methodologies Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity. Note: Only well documented impact on ground level would be considered for awarding marks under each of these categories PS. Aggregate score for all attributes covered under item # 4 is limited to 20 marks
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5.	Teaching/Research/Extension Education. Maximum 15 Marks Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.													
	Select one Major area and one Minor area of work/fund raising activities													
	<table border="1"> <thead> <tr> <th>Area of work</th><th>Major /Minor Areas of Function</th><th>Marks</th></tr> </thead> <tbody> <tr> <td>5.1 Teaching/ Research/ Extension</td><td>Major function</td><td>8</td></tr> <tr> <td>5.2 Teaching/ Research/ Extension</td><td>Minor Function</td><td>2</td></tr> <tr> <td>5.3 Funds Raised</td><td>Externally Funded Projects</td><td>5</td></tr> </tbody> </table>	Area of work	Major /Minor Areas of Function	Marks	5.1 Teaching/ Research/ Extension	Major function	8	5.2 Teaching/ Research/ Extension	Minor Function	2	5.3 Funds Raised	Externally Funded Projects	5	
Area of work	Major /Minor Areas of Function	Marks												
5.1 Teaching/ Research/ Extension	Major function	8												
5.2 Teaching/ Research/ Extension	Minor Function	2												
5.3 Funds Raised	Externally Funded Projects	5												
	Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function. Distribution of marks for each of the Major, Minor and fund raising activities would be as follows: 5.1 Teaching as Major Function. Maximum 8 marks 5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total 8 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic year. Award 0.5 marks for each year of teaching as specified herein Maximum 2 marks 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided /0.25 marks for each M.Sc. student guided (marks to be awarded only for students who have completed their degree programmes). Maximum 2 marks 5.1.3 Capacity Building Training Programmes: - Organized Summer School/ Winter School/CAFT/Other Training (minimum of 3 weeks' duration each) as Course Director. Award 1 mark for each programme. - Developed and delivered Customized Training Programmes/ Outreach Programmes as leader (at least of 10 days' duration) as Principal Organizer. Award 0.5 marks for each programme. Maximum 3 marks (item # 5.1.3)													

	5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 0.5 marks for each such success. Maximum 2 marks 5.1.5 Lectures Delivered: Award 0.25 marks for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Programs etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium. Maximum 2 marks 5.1.6 Seminars Organized: Award 0.5 marks each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener. Maximum 2 marks PS. Aggregate score for all items covered under item 5.1 above (Teaching as Major Function) is limited to 8 marks only. OR 5.1. Research as Major Function. Maximum 8 marks 5.1.1 Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. • Award 2 marks for PI and 1 mark for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long Duration Projects (minimum 5 years) marks will be awarded for each two years completed. • For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 1 mark for PI and 0.5 marks for Co-PI/Associate. • Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the Studies of duration from 6 months to 1 year. 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided/0.25 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme)*. Maximum 2 marks *The component should not be counted twice both in teaching and research. PS. Aggregate score for all attributes covered under item 5.1 above (Research as Major Function) is limited to 8 marks only.
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OR

5.1. Extension Education as Major Function. Maximum 8 marks

5.1.1 Technology Application, Demonstration and Adoption.

Maximum 5 marks.

Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement.

- Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project.
- Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption.
- Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of Technology, Inventory and feedback support: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity.

Maximum 5 marks (item # 5.1.1)

5.1.2 Extension Approaches for Technology Dissemination. Maximum 3 marks

Marks will be awarded for those functions that are confirmed by successful outcome.

- Organization or Coordination of Interface meetings, Farmers Fair/ Technology Week and Exhibition: Award 0.50 marks for each activity.
- Organization or Coordination of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 marks for each activity.
- Award 0.25 marks for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc.
- Award 0.5 marks for every 500 soil sample collected and Soil Health

	Card distributed. - Delivering TV & Radio talks, Press Release, participation in Interface Meetings / Exhibition: Award 0.25 marks for each activity. - Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups if not covered under 4.10: 1 mark for each group developed Maximum 3 marks (item # 5.1.2) 5.1.3 Capacity Development. Maximum 2 marks As evidenced by a documentary proof, marks may be awarded for each of the following capacity building activities: - Award 0.5 marks for each Training programme organized as Coordinator - Award 1 mark each for delivery of 10 lectures in training programmes, if these lectures were published in a Compendium or Training Manual. Note: Do not include the training programs for marking covered under any other head/attribute Maximum 2 marks (item # 5.1.3) PS. Aggregate score for all items covered under item 5.1 above (when Extension Education is the Major Function) is limited to 8 marks only. 5.2 Minor Function Details (Teaching/Research/Extension Education as Minor Function). Maximum 2 marks For any of the Teaching, Research or Extension Education as the Minor Function the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for Minor functions will be multiplied by 0.25 to arrive at the marks for the Minor Function. Maximum 2 marks 5.3 Externally Funded Projects. Maximum 5 marks Funds raised by securing competitive/research grant: Only those projects granted by external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary): - Up to Rs.70 lakhs: Award 1 mark for PI and 0.5 marks for Co-PI/ Project Associate for each project >Rs.70 lakhs and up to Rs.150 lakhs: Award 2 marks for PI and 1 mark for
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	Co-PI/ Project Associate for each project • >Rs.150 lakhs: Award 3 marks for PI and 1.5 marks for Co-PI/ Project Associate for each project Maximum 5 marks (item # 5.3) PS: Aggregate score for all attributes covered under item # 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 15 marks only.
6.	Publications. Maximum 20 marks
	6.1 Applicable to Scientists other than Social Scientists. Maximum 20 marks 6.1.1 Publications (Refereed Journals). Maximum 16 marks • An applicant must identify 35 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 35 publications will be multiplied by 0.066 to obtain marks. • For research publications in journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.1 mark for each publication. Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper. PS: Aggregate score of publications covered under item # 6.1.1 above is limited to 16 marks only. 6.1.2 Other Publications. Maximum 4 marks • Books/Monographs of minimum 100 pages published - Authored/ Edited. Award 1 mark for each publication, if first author/editor or award 0.5 marks for other authors. • Book Chapters and Training Manuals. Award 0.5 marks for each publication. • Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.25 marks for each publication. • Papers published on Policy issues: Award 0.5 marks for each publication

PS. Aggregate score for attributes covered under item # 6.1.2 is limited to 4 marks only

OR

6.1 Applicable to Social Scientists and Scientists working in KVKs. Maximum 20 marks

6.1.1 Publications (Refereed Journals). Maximum 13 marks

- An applicant must identify 30 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 30 publications will be multiplied by 0.073 to obtain marks.
- For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.1 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS: Aggregate score for publications covered under item # 6.1.1 above is limited to 13 marks only.

6.1.2 Other Publications. Maximum 7 marks

- Books/Monographs of minimum 100 pages published - Authored/ Edited: Award 1 mark for each publication, if first author/editor; award 0.5 marks for others

Maximum 3 marks

- Book Chapters and Training Manuals: Award 0.5 marks for each publication

Maximum 3 marks

- Popular articles/Bulletins/KVK Newsletter/Pamphlets/Leaflets/ Short Communications: Award 0.1 mark for each publication

Maximum 2 marks

- Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.1 mark for each relayed talk or published article.

Maximum 2 marks

	Papers published on Policy Issues (not listed under item 6.1.1). Award 0.5 marks for each publication. Maximum 1 mark PS: Aggregate score for all publications covered under item # 6.1.2 above is limited to 7 marks only.
7.	Institute Building/Service Functions. Maximum 10 marks
	7.1 Activities at the Institute/University/Council Level. Maximum 6 marks Only clearly defined contributions as a leader shall be considered for marking as per the following criteria 7.1.1 Institute Building Activities. Maximum 3 marks Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/ museum /communication /examination/technology window/guest house/any other facility having measurable impact as evident from its use. Award 0.50 marks for each activity. Note: To qualify for marking, each facility/equipment developed/upgraded should cost not less than Rs.50 lakhs. Maximum 3 marks 7.1.2 Revenue generation. Maximum 3 marks Revenue/Resources generated (total during last eight years) including technologies commercialized other than regular farm- produce with documentary proof: - From Rs. 10 lakhs to Rs. 20.00 lakhs: Award 1 mark >Rs. 20.00 lakhs and up to 50.00 lakhs: Award 2 marks >Rs.50 lakhs: Award 3 marks Maximum 3 marks (item # 7.1.2) 7.1.3 Other activities. Maximum 3 marks - Plan/EFC document developed for the division (HQ)/Institute: Award 1 mark for each activity. - Scheme managed at the national level (MGMG, Swachh Bharat Mission, DBT, TSP, NEH, etc.) as nodal officer (list only ten activities). Award 0.20 marks for each scheme. - Specific contributions in bringing significant changes in the existing

	norms, practices, governance and management of education, research and extension with performance indicators (list only two activities). Award 1.0 mark for each activity. • New HRD program developed and executed (list only two activities). Award 1.0 mark for each activity. Maximum 3 Marks (item # 7.1.3) 7.2 Service Functions: Maximum 4 marks Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.50 marks for each contribution. • Preparation of review reports, proceedings and other similar works. • Member/Incharge at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, PME Cell, Academic Council and similar Advisory Committees of the Institute/University. • In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/maintenance of farms each at least for one year. Maximum 4 marks PS: Aggregate of all items covered under item # 7 is limited to 10 marks only
	Grand total 100 marks

Annexure-III

Score Card Guidelines for the Posts of PD, DIR, ADG, &JDNI

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	Academic Qualification. Maximum 5 marks
	1.1 Academic Performance - Grant 0.75 marks for securing OGPA of 7.00 to <8.00 in a scale of 10 or for securing 70% to < 80% marks; grant 1.5 marks for securing ≥ 8 OGPA in a scale of 10 or $\geq 80\%$ marks at the Graduate, Masters and Ph.D. degrees. The marks will be awarded for any of the two best degrees. Maximum 3 marks 1.2 Position in University - Grant 1 mark each for First Position/Gold Medal in the University/ IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal). Maximum 1 mark 1.3. Ph.D. Thesis Award - Grant 1 mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. - Grant 0.5 marks for the Best Doctoral Thesis Award given by National/International level Academic Bodies/Institutions/Universities. Maximum 1 mark 1.4. Post-Doctoral Fellowships and other Qualifications - Grant 2 marks for each Post-Doctoral Fellowship, which is competitive and awarded by International Institutions like Fulbright, Humboldt, DAAD, FAO, CGIAR or Overseas Universities. - Award 1.5 marks for each Fellowships awarded by National Institutions like DBT, DST, Boyscast, CSIR, ICAR, MHRD, INSA, UGC. - Award 1 mark each for PG diploma in Management/Computer Application, MBA or for any other Diploma/Degree relevant to the post. Maximum 2 marks PS. Aggregate score for attributes covered under item # 1 is limited to 5 marks.

2.	Experience in Professional Field. Maximum 10 marks
	2.1 Essential Qualification. No marks to be awarded i. Doctoral degree in the subject/disciplines as per advertisement ii. At least 5 years' experience as Principal Scientist/Professor or in an equivalent position in the pay band-4 of Rs. 37400-67000/- with grade pay of Rs. 10000/- OR An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/ Institutes having at least 15 years' experience in the relevant subject. Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with: (i) decorated with: National/International awards/recognitions such as those conferred by National Organizations like ICAR, CSIR, DBT etc., Government of India, International Bodies of repute like FAO, UN etc., (ii) Fellows of one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies, and (iii) Minimum of 10 publications in journals having NAAS rating (latest)* of 7.5 and above. All three conditions should be simultaneously met by the applicant to qualify under this clause. * The NAAS ratings as and when revised in future shall be applicable for the purpose. 2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. Maximum 3 marks Award of marks would be as follows: • Award 1 mark for each year of experience as Director/ADG/Project Director/ Joint Director/ Dean/ Registrar/Principal/Head of Division/Head of Regional Station/ Project Coordinator. Maximum 2 marks • Award 0.5 marks for each year of service experience over and above the prescribed period required for a particular post. Maximum 1 mark

	(If bullet points one & two above overlap, only one experience would be considered for scoring) Maximum 3 marks (item # 2.2) 2.3 Training (National/International)/MDP/EDP. Maximum 3 marks Specify trainings undergone outside the Institute/University in the field of Specialization/Agricultural Research Management: Award 1 mark each for Training of ≥ 5 days' duration. Maximum 3 marks 2.4 Team work promoting inter-disciplinary/inter-institutional approach. Maximum 2 marks Team work supporting inter-disciplinary/inter-institutional approach, introduced and as evidenced by Joint Publications/Patents/Designs/Copyrights/Technologies commercialized/ protected/ Entrepreneurial Models developed involving scientists across disciplines or institutes. • Award 0.5 marks for each inter-disciplinary/inter-institutional programme/project launched. Maximum 2 marks 2.5 Leadership Attributes. Maximum 5 marks 2.5.1 Award 1 mark each for the following contributions as leader: • Major R&D initiatives launched including those relating to IPR/WTO etc. • Inter-institutional collaboration (National and International) developed • New programs or any initiative started • Industry-institutional linkages established/MOU signed bringing recognition to the Institute either as individual or team 2.5.2 Grant 0.5 marks for each of the following initiatives enhancing quality of research, education and extension at the organization level: • Flagship research/Education/Extension programs initiated • Incubatees /Start-ups of technology with partnership/sponsorship • Adjunct /Visiting faculty positions created • Village-based Institutions (FPO, FPC, Commodity Based Organizations, SHGs) created Maximum 5 marks (item # 2.5.1 and 2.5.2)
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	2.6 Contributions in the area of Research Management. Maximum 3 marks Specify the most significant contributions of the Division/Department/Institute/Coordinated Project/University under an applicant's management/ leadership or as Project or Team Leader. It must include: External grant generated/infrastructure developed under a candidate's leadership or his working as Project or Team Leader. Award of marks would be as follows: • Award 1 mark for external grant of Rs 100 lakhs or more • Award 1 mark for development of infrastructure of Rs. 200 lakhs or more: Maximum 3 marks (item # 2.6) PS. Aggregate score for all attributes covered under item # 2 is limited to 10 marks only.
3.	Recognitions & Awards/Special Attainments. Maximum 15 marks
	3.1 Recognitions and Awards. Maximum 10 marks • Padma Award, grant 6 marks. Maximum 6 marks • Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies. Maximum 4 marks • Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies. Maximum 6 marks • Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. Maximum 2 marks

	- Award 1 mark each for Associate-ship of recognized National/ International Science Academies Maximum 1 mark PS. Aggregate score for all attributes covered under item 3.1 is limited to 10 marks only 3.2. Special Attainments. Maximum 5 marks - Award 0.5 marks for each recognition such as Chairman/Member Secretary of Scientific Committees. Maximum 1 mark - Award 0.5 marks for each recognition such as member of Task force and other Policy Making Bodies/Committees of International/National /State/QRT/IMC/RAC/BOM Member/Chief Editor of NAAS rated Journals. Maximum 1 mark - Award 1 mark each for having worked as President/Vice-President/Secretary of Professional Societies (registered). Maximum 2 marks - Award 0.5 marks each for Visiting/Adjunct Faculty to International (e.g., CG Centres)/ National Institute - IIM/IIT/ISC/CSIR, National Institutes of ICAR/ Institutions of National repute. Maximum 2 marks - Award 0.5 marks each for minimum of four weeks' experience of working* in an International Organization/Laboratory. Period spent for Consultancy/Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad are considered for marking. (*Period spent abroad towards Master/Ph.D./Post-Doctoral experience/training will not be counted for award for marks) Maximum 2 marks - Award 0.5 marks each for Invited Lecture/Keynote Speaker/Chairman of a Technical Session during International Conferences, Seminar etc. Maximum 1 mark
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	- Award 0.25 marks for participation as Member of an International Delegation. Maximum 1 mark - Award 0.5 mark for each Best Paper/Poster presented in a Symposium/Conference/published in a Scientific Journal. Maximum 1 mark PS. Aggregate score for all attributes covered under item 3.2 is limited to 5 marks only.
4.	Discoveries, Inventions and Innovations. Maximum 20 marks New discoveries and development of varieties/breeds/technologies/innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee. In either case the marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&FW/State Governments/Other Agencies. 4.2 Development of Animal Strain/Variety Development of Animal Strain/Variety & Impact at the Field Level. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries. 4.3 Development of Technologies/Package of Practices Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. 4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with commercialization and 1 mark for each approved Patent/Copyright without commercialization.

	4.5 Discoveries/Inventions Discovery/Invention made & Impact at the Field Level. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16). 4.6 New Traits/Genes Identified New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered. 4.7 Policy Papers/Policy Briefs Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement. 4.8 Information Technology/ Statistical Methodologies Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/software/methodology and award 1 mark for each institute/university level database/software/ methodology. 4.9 Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity. 4.10 Innovative Extension Methodologies Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity. Note: Only well documented impact on ground level would be considered for awarding marks under each of these categories PS. Aggregate score for all attributes covered under item # 4 is limited to 20 marks
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5.	Teaching/Research/Extension Education. Maximum 20 Marks Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.												
	Select one Major area and one Minor area of work/fund raising activities <table><tr><th>Area of work</th><th>Major /Minor Areas of Function</th><th>Marks</th></tr><tr><td>5.1 Teaching/ Research/ Extension</td><td>Major function</td><td>12</td></tr><tr><td>5.2 Teaching/ Research/ Extension</td><td>Minor Function</td><td>3</td></tr><tr><td>5.3 Funds Raised</td><td>Externally Funded Projects</td><td>5</td></tr></table> Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function. Distribution of marks for each of the Major, Minor and fund raising activities would be as follows: 5.1 Teaching as Major Function: Maximum 12 marks 5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total 8 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic years. Award 0.5 marks for each year of teaching as specified herein Maximum 2 marks 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided /0.25 marks for each M.Sc. student guided (marks to be awarded only for students who have completed their degree programme). Maximum 2 marks 5.1.3 Capacity building Training Programmes: - Organized Summer School/ Winter School/CAFT/Other Training (minimum of 3 weeks’ duration each) as Course Director. Award 1 mark for each programme. - Developed and delivered Customized Training Programmes/ Outreach Programmes as leader (at least of 10 days’ duration) as Principal Organizer. Award 0.5 marks for each programme. Maximum 3 marks (item # 5.1.3)	Area of work	Major /Minor Areas of Function	Marks	5.1 Teaching/ Research/ Extension	Major function	12	5.2 Teaching/ Research/ Extension	Minor Function	3	5.3 Funds Raised	Externally Funded Projects	5
Area of work	Major /Minor Areas of Function	Marks											
5.1 Teaching/ Research/ Extension	Major function	12											
5.2 Teaching/ Research/ Extension	Minor Function	3											
5.3 Funds Raised	Externally Funded Projects	5											

	5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 0.5 marks for each such success. Maximum 2 marks 5.1.5 Lectures Delivered: Award 0.25 marks for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Programs etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium. Maximum 2 marks 5.1.6 Seminars Organized: Award 0.5 marks each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener. Maximum 2 marks 5.1.7 Innovation in Teaching: Development of e-course, Modules, Teaching Model, Case Studies. Award 1 mark for each contribution. Maximum 2 marks PS. Aggregate score for all attributes covered under item 5.1 above (Teaching as Major Function) is limited to 12 marks only. OR 5.1. Research as Major Function. Maximum 12 marks 5.1.1 Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. • Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years' duration) marks will be awarded for each two years completed. • For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate. • Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the Studies of duration from 6 months to 1 year.
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	5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided/0.25 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme)*. *The component should not be counted twice both in teaching and research. Maximum 2 marks PS. Aggregate score for all attributes covered under item 5.1 above (Research as Major Function) is limited to 12 marks only. OR 5.1. Extension Education as Major Function. Maximum 12 marks 5.1.1 Technology application, demonstration and adoption. Maximum marks 6 marks. Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement. • Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project. • Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption. • Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of technology, Inventory and feedback support: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity. Maximum 6 marks (item # 5.1.1) 5.1.2 Extension approaches for technology dissemination. Maximum 3 marks Marks will be awarded for those functions that are confirmed by successful outcome.
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	• Organization or Coordination of interface meetings, Farmers Fair/ Technology Week and Exhibition: Award 0.50 marks for each activity. • Organization or Coordination of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 marks for each activity. • Award 0.25 marks for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc. • Award 0.5 marks for every 500 soil sample collected and Soil Heath Cards distributed. • Delivering TV & Radio talks, Press Release, participation in Interface meetings / exhibition: Award 0.25 marks for each activity. • Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups if not covered under 4.10: 1 mark for each group developed Maximum 3 marks (item # 5.1.2) 5.1.3 Capacity Development. Maximum 3 marks As evidenced by a documentary proof, marks may be awarded for each of the following capacity building activities: • Award 0.5 marks for each Training programme organized as Coordinator • Award 1 mark each for delivery of 10 lectures in training programmes of having published compendium. Note: Do not include the training programs covered under any other head/attribute Maximum 3 marks (item # 5.1.3) PS. Aggregate score for all items covered under item 5.1 above (Extension Education as Major Function) is limited to 12 marks only.
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	5.2 Minor Function details (Teaching/Research/Extension Education as Minor Function). Maximum 3 marks For any of the Teaching, Research or Extension Education as the Minor Function the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for Minor functions will be multiplied by 0.25 to arrive at the marks for the Minor Function. Maximum 3 marks 5.3 Externally Funded Projects. Maximum 5 marks Funds raised by securing competitive/research grant: Only those projects granted by external sources would be considered for marking. Projects would be awarded marks as outlined below (proof necessary): • $\geq$Rs. 20 lakhs and up to Rs.50 lakhs: Award 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each project • $>$Rs.50 lakhs and up to Rs.75 lakhs: Award 2 marks for PI and 1 mark for Co-PI/Project Associate for each project • $>$Rs.75 lakhs and up to Rs.125 lakhs: Award 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each project • $>$Rs.125 lakhs: Award 4 marks for PI and 2 marks for Co-PI/Project Associate for each project Maximum 5 marks (item # 5.3) PS: Aggregate score for all attributes covered under item # 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 20 marks only.
6.	Publications. Maximum 20 marks
	6.1 Applicable to Scientists other than Social Scientists. Maximum 20 marks 6.1.1 Publications (Refereed Journals). Maximum 16 marks • An applicant must identify 30 research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 30 publications will be multiplied by 0.077 to obtain marks. • For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.1 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item 6.1.1 is limited to 16 marks

6.1.2 Other Publications. Maximum 4 marks

- Books/Monographs of minimum 100 pages published - Authored/ Edited. Award 1 mark for each publication, if first author/editor or award 0.5 marks for other authors.
- Book Chapters or Training Manuals. Award 0.5 marks for each publication
- Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.25 marks for each publication.
- Papers published on Policy issues: Award 0.5 marks for each publication

PS. Aggregate score for publications covered under item # 6.1.2 is limited to 4 marks only.

OR

6.1 Applicable to Social Scientists and Scientists working in KVKs. Maximum 20 marks

6.1.1 Publications (Refereed Journals). Maximum 13 marks

- An applicant must identify 20 research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 20 publications will be multiplied by 0.11 to obtain marks.
- For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.1 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item # 6.1.1 is limited to 13 marks only.

	6.1.2 Other Publications. Maximum 7 marks - Books/Monographs of minimum 100 pages published - Authored/ Edited: Award 2 marks for each publication, if first author/editor; award 1 mark for others Maximum 3 marks - Book Chapters and Training Manuals: Award 1 mark for each publication Maximum 3 marks - Popular articles/Bulletins/KVK Newsletter/Pamphlets/Leaflets/ Short Communications: Award 0.1 mark for each publication Maximum 2 marks - Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.1 mark for each relayed talk or published article. Maximum 2 marks - Extension Bulletins: Award 0.25 mark for each Bulletin Maximum 1 mark PS: Aggregate of all publications covered under item # 6.1.2 above is limited to 7 marks
7.	Institute Building/Service Functions. Maximum 10 marks
	7.1 Activities at the Institute/University/Council Level. Maximum 6 marks Only clearly defined contributions as a leader shall be considered for marking as per the following criteria. 7.1.1 Institute Building Activities. Maximum 3 marks Infrastructure development/Up-gradation: Development/Upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/museum/communication/examination/technology window/guest house/any other facility having measurable impact as evident from its use. Award 0.50 marks for each activity. Note: To qualify for scoring, each facility/equipment developed/upgraded should cost not less than Rs.20 lakhs. Maximum 3 marks (item # 7.1.1)

	7.1.2 Revenue Generation. Maximum 3 marks Revenue/Resources Generated (total during the last five years) including technologies commercialized other than regular farm produce with documentary proof: • From Rs.5 to Rs.10 lakhs: Award 1 mark • >Rs.10 lakhs and up to Rs.15 lakhs: Award 2 marks • >Rs.15 lakhs: Award 3 marks Maximum 3 marks (item # 7.2) 7.1.3 Other Activities. Maximum 3 marks • Plan/EFC document developed for the division(HQ)/Institute. Award 1.0 mark for each activity. • Scheme managed at the national level (MGMG, Swachh Bharat Mission, DBT, TSP, NEH, etc.) as nodal officer (list only ten activities). Award 0.20 marks for each scheme. • Specific contributions in bringing significant changes in the existing norms, practices, governance and management of education, research and extension with performance indicators (list only two activities). Award 1.0 mark for each activity • New HRD program developed and executed (list only two activities). Award 1.0 mark for each activity. Maximum 3 marks (item # 7.3) 7.2 Service Functions. Maximum 4 marks Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.25 marks for each contribution. • Preparation of review reports, proceedings and other similar works. • Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, CPIO/ PIO/AA, Animal House In-charge, Farm In-charge, Common Instruments Laboratory, In-charge Computer lab/ARIS/AKMU, Nodal officer/ In-charge PME Cell, ATIC, BPD or In-charge of any activity assigned by the Controlling Officer. • Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM,PME Cell, Academic Council and similar Advisory Committees of the Institute/University. • Field survey including sea exploration, biodiversity & aquatic/soil resources survey
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	• In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/maintenance of farms each at least for one year. • Coordination of Institute level activities like Flagship Programmes of Government of India, MGMP, SAGY, TSP, Skill Development, NEH Programmes, Soil Health Mission Programme, representing the Institute level committees, Annual events, Alumni activities. Maximum 4 marks (item # 7.4) PS: Aggregate of all items covered under item # 7 is limited to 10 marks only
	Grand total 100 marks

Annexure-IV

Score Card Guidelines for the Posts of Project Coordinator (PC), Head of Division (HoD) and Head of Regional Station (HoRS)

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	Academic Qualification. Maximum 5 marks
	1.1. Academic Performance. Maximum 3 marks - Grant 0.75 marks for securing OGPA of 7.00 to <8.00 in a scale of 10 or for securing 70% to < 80% marks; grant 1.5 marks for securing ≥ 8 OGPA in a scale of 10 or $\geq 80\%$ marks at the Graduate, Masters and Ph.D. degrees. The marks will be awarded for any of the two best degrees. Maximum 3 marks 1.2. Position in the University. Maximum 1 mark - Grant 1 mark each for First Position/Gold Medal in the University/ IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees (Except faculty/ college/ department Gold medal). Maximum 1 mark 1.3. Ph.D. Thesis Awards. Maximum 1 mark - Grant 1 mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. - Grant 0.5 marks for the Best Doctoral Thesis Award given by National/International level Academic Bodies/ Institutions/ Universities. Maximum 1 mark 1.4 Post-Doctoral Fellowships and other Qualifications. Maximum 2 marks - Grant 2 marks for each Post-Doctoral Fellowship, which is competitive and awarded by International Institutions like Fulbright, Humboldt, DAAD, FAO, CGIAR or Overseas Universities. - Award 1.5 marks for each Fellowships awarded by National Institutions like DBT, DST, Boyscast, CSIR, ICAR, MHRD, INSA, UGC.

	Award 1 mark each for PG Diploma in Management/Computer Application, MBA or for having any other Diploma/Degree relevant to the post. Maximum 2 marks PS. Aggregate score for attributes covered under item # 1 is limited to 5 marks
2.	Experience in Professional Field. Maximum 10 marks
	2.1 Essential Qualification (No marks to be awarded) (i) Doctoral degree in the relevant subject and disciplines as defined in the advertisement. (ii) At least 3 years' experience as Principal Scientist/ Professor or in an equivalent position in the pay band-4 of Rs.37400-67000 with Grade Pay of Rs.10000/-. 2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. Maximum 3 marks - Award 1 mark for each year of service experience over and above the prescribed period required for a particular post. Maximum 3 marks 2.3 Training /MDP. Maximum 3 marks Trainings: Specify trainings undergone outside the Institute/University in the field of Specialization with Subject of the Training and Name of the Training Institute/Organization. or MDP training received at Research Management Academy/ Institute: - Award 1 mark each for having undergone Training of ≥ 10 days' duration, provided these trainings are other than those covered in item # 1.4. Maximum 3 marks 2.4 Team work promoting inter-disciplinary/ inter-institutional approach. Maximum 2 marks Team work promoting inter-disciplinary/inter-institutional approach introduced and as evidenced by joint publications/ patents/ designs/

	copyrights/technologies commercialized/ protected/entrepreneurial models developed involving scientists across disciplines or institutes. - Award 0.5 marks for each inter-disciplinary/inter-institutional programme/ project developed and implemented. Maximum 2 marks 2.5 Leadership Attributes. Maximum 3 marks - Award 1 mark each for Major R&D initiatives launched including those relating to IPR/WTO etc. - Award 1 mark each for inter-institutional collaboration (National & International) developed - Award 1 mark each for new programmes or any initiative started - Award 1 mark each for industry-institutional linkages established/MOU signed bringing recognition to the Institute either as individual or team Maximum 3 marks (item # 2.5) 2.6 And 2.7 are Not Applicable PS: Aggregate score for attributes covered under item # 2 is limited to 10 marks only.
3.	Recognitions & Awards/Special Attainments. Maximum 15 marks
	3.1 Recognitions and Awards. Maximum 10 marks - Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies. Maximum 4 marks - Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies. Maximum 4 marks

	• Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. Maximum 2 marks • Award 1 mark each for Associate-ship of recognized National/ International Science Academies. Maximum 1 mark PS. Aggregate score for all attributes covered under item # 3.1 is limited to 10 marks only 3.2. Special Attainments. Maximum 5 marks One mark is awarded for each of the following recognitions: • Award 1 mark each for Recognition as Chairman/Member-Secretary of Scientific Committees. Maximum 2 marks • Award 1 mark each for recognitions such as Member Task Force and other Policy Making Bodies/ Committees of National or State/QRT or RAC Member/Chief Editor of NAAS-rated Journals. Maximum 2 marks • Award 1 mark each for having worked as President/Vice-President /Secretary of Professional Societies (registered). Maximum 1 mark • Award 1 mark each for Visiting/Adjunct Faculty to International (e.g. CG Centres)/ National Institute - IIM/IIT/ISC/CSIR, National Institutes of ICAR/ Institutions of National repute. Maximum 1 mark • Award 2 marks each for minimum of four weeks' experience of working* in an International Organization/Laboratory: Period spent for Consultancy/Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad would be considered for marking. (* Period spent abroad towards Master/Ph.D./Post-Doctoral experience/training will not be counted for award for marks) Maximum 2 marks
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	• Award 0.5 marks each for invited lecture/keynote speaker/Chairman of a Technical Session during International Conferences, Seminar etc. Maximum 1 mark • Award 0.25 marks for each participation as Member of an International Delegation. Maximum 1 mark • Award 0.5 mark for each Best Paper/Poster presented in a Symposium/Conference/published in a Scientific Journal. Maximum 1 mark PS. Aggregate score for all attributes covered under item # 3.2 is limited to 5 marks only.
4.	Discoveries, Inventions and Innovations. Maximum 20 marks New discoveries and development of varieties/breeds/technologies/innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee. In either case the marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&FW/State Governments/Other Agencies. 4.2 Development of Animal Strain/Variety Development of Animal Strain/Variety & Impact at the Field Level. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries. 4.3 Development of Technologies/Package of Practices Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized.

	4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with commercialization and 1 mark for each approved Patent/Copyright without commercialization. 4.5 Discoveries/Inventions Discovery/Invention made & Impact at the Field Level. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16). 4.6 New Traits/Genes Identified New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered. 4.7 Policy Papers/Policy Briefs Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement. 4.8 Information Technology/ Statistical Methodologies Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/software/methodology and award 1 mark for each institute/university level database/software/ methodology. 4.9 Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity. 4.10 Innovative Extension Methodologies Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity. Note: Only well documented impact on ground level would be considered for awarding marks under each of these categories
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	PS. Aggregate score for all attributes covered under item # 4 is limited to 20 marks													
5.	Teaching/Research/Extension Education. Maximum 20 marks Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.													
	Select one Major area and one Minor area of work/fund raising activities													
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	Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function. Distribution of marks for each of the Major, Minor and fund raising activities would be as follows: 5.1 Teaching as Major Function. Maximum 12 marks 5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total 8 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic year. Award 0.5 marks for each year of teaching as specified herein Maximum 4 marks 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided /0.25 marks for each M.Sc. student guided (marks to be awarded only for students who have completed their degree programme). Maximum 3 marks 5.1.3 Capacity Building Training Programmes: - Organized Summer School/ Winter School/CAFT/Other Training (minimum of 3 weeks' duration each) as Course Director. Award 1 mark for each programme. - Developed and delivered Customized Training Programmes/													

	Outreach Programmes as leader (at least of 10 days' duration) as Principal Organizer. Award 0.5 marks for each programme. Maximum 3 marks (item # 5.1.3)
5.1.4	Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 0.5 marks for each such success. Maximum 2 marks
5.1.5	Lectures Delivered: Award 0.25 marks for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Programs etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium. Maximum 2 marks
5.1.6	Seminars Organized: Award 0.5 marks each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener. Maximum 2 marks
5.1.7	Innovation in Teaching: Development of e-course, Modules, Teaching Model, Case Studies. Award 1 mark for each contribution. Maximum 2 marks
PS. Aggregate score for all attributes covered under item 5.1 above (Teaching as Major Function) is limited to 12 marks only. OR	
5.1 Research as Major Function. Maximum 12 marks	
5.1.1	Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years' duration)

	marks will be awarded for each two years completed. • For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate. • Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the Studies of duration from 6 months to 1 year. 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided/0.25 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme)*. *The component should not be counted twice both in teaching and research. Maximum 2 marks PS. Aggregate score for all attributes covered under item # 5.1 above (Research as Major Function) is limited to 12 marks only. OR 5.1. Extension Education as Major Function. Maximum 12 marks 5.1.1 Technology application, demonstration and adoption. Maximum 6 marks Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement. • Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project. • Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption. • Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System
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	Research and Extension, Development of technology, Inventory and feedback support: Award 0.5 marks for Project leader/Nodal Officer and 0.25 marks for associate for each activity. Maximum 6 marks (item # 5.1.1) 5.1.2 Extension approaches for technology dissemination. Maximum 3 marks Marks will be awarded for those functions that are confirmed by successful outcome. • Organization or Coordination of interface meetings, Farmers Fair/ Technology Week and Exhibition: Award 0.50 marks for each activity. • Organization or Coordination of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 marks for each activity. • Award 0.25 marks for every 3 field visits under the national programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc. • Award 0.5 marks for every 500 soil sample collected and soil health card distributed. • Delivering TV & Radio talks, Press Release, participation in interface meetings / exhibition: Award 0.25 marks for each activity. • Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups if not covered under 4.10: 1 mark for each group developed Maximum 3 marks (item # 5.1.2) 5.1.3 Capacity Development. Maximum 3 marks As evidenced by a documentary proof, marks may be awarded for each of the following capacity building activities: • Award 0.5 marks for each Training programmes organized as Coordinator
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	• Award 1 mark each for delivery of 10 lectures published in the compendium of the training programmes Note: Do not include the training programs covered under any other head/attribute Maximum 3 marks (item # 5.1.3) PS. Aggregate score for all items covered under item 5.1 above (Extension Education as Major Function) is limited to 12 marks only. 5.2 Minor Function Details (Teaching/Research/Extension Education as Minor Function). Maximum 3 marks For any of the Teaching, Research or Extension Education as the Minor Function the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for Minor functions will be multiplied by 0.25 to arrive at the marks for the Minor Function. Maximum 3 marks 5.3 Externally Funded Projects. Maximum 5 marks For securing funds through competitive/research grant: Only those projects granted by the external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary): • $\geq$ Rs.10 lakhs and up to 20.00 lakhs: Award 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each project • $>$Rs.20 lakhs and up to Rs.50 lakhs: Award 2 marks for PI and 1 mark for Co-PI/Project Associate for each project • $>$Rs.50.00 lakhs to Rs.100 lakhs: Award 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each project • $>$Rs.100 lakhs: Award 4 marks for PI and 2 marks for Co-PI/ Project Associate for each project Maximum 5 marks (item # 5.3) PS: Aggregate score for all items covered under 5.1(Teaching orResearchor Extension Education as Major Function), 5.2 and 5.3 is limited to 20 marks only.
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6.	Publications. Maximum 20 marks
	6.1 Applicable to Scientists other than Social Scientists. Maximum 20 marks 6.1.1 Publications (Refereed Journals). Maximum 16 marks • An applicant must identify 20 research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 20 publications will be multiplied by 0.115 to obtain marks. • For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + International Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.2 marks for each publication. Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper. PS. Aggregate score for publications covered under item # 6.1.1 is limited to 16 marks only. 6.1.2 Other Publications. Maximum 4 marks • Books/Monographs of minimum 100 pages published - Authored/ Edited. Award 1 mark for each publication, if first author/editor or award 0.5 marks for other authors. • Book Chapters and Training Manuals. Award 0.5 marks for each publication • Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.25 marks for each publication. • Papers published on Policy issues: Award 0.5 marks for each publication PS. Maximum score for publications covered under item # 6.1.2 is limited to 4 marks only.

OR

6.1. Applicable to Social Scientists and Scientists working in KVKs. Maximum 20 marks

6.1.1 Publications (Refereed Journals). Maximum 12 marks

- An applicant must identify 15 research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 15 publications will be multiplied by 0.134 to obtain marks.
- For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.25 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item # 6.1.1 is limited to 12 marks only.

6.1.2 Other Publications. Maximum 8 marks

- Books/Monographs of minimum 100 pages published - Authored/Edited: Award 2 marks for each publication, if first author/editor; award 1 mark for others

Maximum 4 marks

- Book Chapters and Training Manuals: Award 1 mark for each publication

Maximum 2 marks

- Popular articles/Bulletins/KVK Newsletter/Pamphlets/Leaflets/Short Communications: Award 0.1 mark for each publication

Maximum 2 marks

- Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.1 mark for each relayed talk or published article.

Maximum 2 marks

	Extension Bulletins: Award 0.25 mark for each Bulletin Maximum 1 mark PS: Aggregate score of publications covered under item # 6.1.2 is limited to 8 marks only
7.	Institute Building/Service Functions. Maximum 10 marks
	7.1. Activities at the Institute/University/Council level. Maximum 4 marks Only clearly defined contributions as a leader shall be considered for marking as per the following criteria: 7.1.1. Institute Building Activities. Maximum 4 marks Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/ museum /communication /examination/technology window/guest house/any other facility having measurable impact as evident from its use. Award 0.5 marks for each activity. Note: Each facility/equipment developed/upgraded should cost not less than Rs.15 lakhs. Maximum 4 marks (item # 7.1) 7.2 Service Functions: Maximum 6 marks Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.25 marks for each contribution. - Compilation of Institute Annual Reports (editor/sub-editor). - Duties performed for at least one year or more as Warden, Library I/C, Student Welfare Officer, CPIO/ PIO/AA, Animal House In-charge, Farm In-charge, Common Instruments Lab In-charge, Central Computer Lab/ARIS/AKMU, Assistance to PME Cell, ATIC, BPD, In-charge of any activity assigned by the Controlling Officer. - Field survey including sea exploration, biodiversity & aquatic/soil resources survey.

	• In-charge production and distribution of seeds/culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year. • Coordination of Institute level activities like Flagship Programmes of Government of India, MGMP, SAGY, TSP, Skill Development, NEH Programmes, representing the Institute level committees, Annual event, Alumni activities. Maximum 6 marks (item # 7.2) PS: Aggregate of all items covered under item # 7 is limited to 10 marks only
	Grand Total 100 marks

Score Card Guidelines for the Post of Principal Scientists

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	Academic Qualification. Maximum 10 marks
	1.1 Academic Performance. Maximum 4 marks Distribution of marks for each academic achievement would be as follows: • Award 1 mark for >80% marks or more than 8.0 OGPA on a scale of 10 or equivalent for all 10+2, Graduate, Master's and Ph.D. degree programmes Maximum 1 mark each • Award 1 mark for National Talent Search Scholarship/INSPIRE or other scholarship defined by the Council/ASRB Maximum 1 mark • Award 1 mark for JRF at the Master's Level/Merit scholarship in ICAR Deemed to be Universities Maximum 1 mark • Award 1 mark for SRF of ICAR or JRF of CSIR/UGC at the Ph.D. level or other National-level Fellowships/GATE qualified Maximum 1 mark 1.2 Position in the University. Maximum 2 marks • Grant 1 mark each for First Position/Gold Medal earned in the University/IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal). Maximum 2 marks 1.3 Ph.D. Thesis Award. Maximum 2 marks • Grant 2 marks for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. • Grant 1 mark for the Best Doctoral Thesis Award given by National/ International level Academic Bodies/ Institutions/ Universities. Maximum 2 marks (item # 1.3)

	1.4 Post-Doctoral Fellowships and other Qualifications. Maximum 3 marks • Grant 3 marks for each Fellowship, which is competitive and is awarded by International Institutions, like Fulbright/ Humboldt/ DAAD/ FAO/ CGIAR/ EU/ Overseas Universities. • Grant marks as explained below for each Fellowships awarded by National Institutions like DBT/ DST/Boyscast /CSIR/ICAR/UGC/ MHRD/INSA: ○ 1.5 marks for fellowship of 3 to < 6 months' duration ○ 2 marks for fellowship of $\geq$ 6-months' duration • Grant 1 mark each for PG diploma in Management/Computer Application or MBA or any other Diploma/Degree relevant to the post. Maximum 3 marks (item # 1.4) PS: Aggregate score for attributes covered under item # 1.1+1.2+1.3+ 1.4 is limited to 10 marks only.
2.	Experience in Professional Field. Maximum 10 marks
	2.1 Essential Qualification (No marks to be awarded) (i) Doctoral degree in relevant basic sciences. (ii) 10 years experience in the relevant subject out of which at least 8 years should be as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `15600-39100 with Grade Pay of `5400/`6000/`7000/`8000 <b>equivalent or more remuneration whichever is applicable</b> and 02 years as a Senior Scientist or in an equivalent position in the Pay Band-4 of ` 37400-67000 with Grade Pay of ` 8700/`9000/- equivalent or more remuneration whichever is applicable. (iii) The candidate should have made contribution to research/teaching/extension education as evidenced by published work/innovations and impact.

	<u>Desirable:</u> Specialization (to be defined). Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary. 2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. Maximum 3 marks - Award 1 mark for each year of service experience over and above the prescribed period required for a particular post. Maximum 3 marks 2.3 Trainings. Maximum 5 marks Specify trainings undergone outside the institute/university in the field of specialization with the subject of Training and name of the Training Institute/Organization. Award marks as per conditions described below: - Award 1 mark for each training of 10-20 days' duration - Award 2 marks for each training of >20 days and up to 90 days' duration - Award 3 marks for each training of >90days' duration Note: The Fellowship/Training included under item # 1.4 above and FOCARS would not be considered under this criterion Maximum 5 marks (item # 2.3) 2.4 Team work promoting inter-disciplinary/ inter-institutional approach. Maximum 2 marks Team work promoting inter-disciplinary/inter-institutional approach introduced and as evidenced by joint publications/ patents/ designs/ copyrights/technologies commercialized/ protected/entrepreneurial models developed involving scientists across disciplines or institutes. - Award 0.5 marks for each inter-disciplinary/inter-institutional programme/project developed and implemented. Maximum 2 marks Item # 2.5, 2.6 and 2.7 are not included for scoring, hence no marks are assigned.
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	PS: Aggregate score for attributes covered under item # 2 is limited to 10 marks only
3.	Recognitions & Awards/Special Attainments. Maximum 7 marks
	3.1 Recognitions and Awards. Maximum 5 marks Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies. Maximum 4 marks Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies. Maximum 2 marks Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. Maximum 2 marks Award 1 mark each for Associate-ship of recognized National/ International Science Academies Maximum 1 mark Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/DST/DBT or Equivalent International Awards/Medal Maximum 1 mark PS. Aggregate score for all attributes covered under item # 3.1 is limited to 5 marks only 3.2. Special attainments. Maximum 2 marks Award 1 mark for each recognition as Member-Secretary of Scientific Committees Maximum 1 mark

	• Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/Editor of NAAS-rated Journals. Maximum 1 mark • Award 1 mark for each Best Paper/Poster presented in a Symposium/Conference/published in a Scientific Journal. Maximum 1 mark • Award 1 mark each for minimum two weeks' experience of working/training* in an International Organization/Laboratory other than post-doctoral fellowship or participation in an International Conference/Symposia outside the country. (*Out-country period spent for earning M.Sc./Ph.D. degree or gaining Post-Doctoral experience will not qualify for award of marks in this category.) Maximum 2 marks PS. Aggregate score for all items covered under item # 3.2 is limited to 2 marks only
4.	Discoveries, Inventions and Innovations. Maximum 13 marks New discoveries and development of varieties/breeds/technologies/innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee. 4.2 Development of Animal Strain/Variety Development of Animal Strain/Variety & Impact at the Field Level. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries.

	4.3 Development of Technologies/Package of Practices Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. 4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with commercialization and 1 mark for each approved Patent/Copyright without commercialization. 4.5 Discoveries/Inventions Discovery/Invention made & Impact at the Field Level. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16). 4.6 New Traits/Genes Identified New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered. 4.7 Policy Papers/Policy Briefs Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement. 4.8 Information Technology/ Statistical Methodologies Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/ software/ methodology and award 1 mark for each institute/university level database/software/ methodology. 4.9 Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity. 4.10 Innovative Extension Methodologies Innovative Extension Methodologies or Approaches/Farmer Field
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	5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 2 marks for each ICAR Award and 1 mark for the Best Thesis Award at the University-level or other categories of recognition. Maximum 2 marks
	5.1.5 Lectures Delivered: Resource person in Summer or Winter Schools, Refresher Courses, Symposia, Conference etc: Award 0.5 marks for each 5 subject matter lectures delivered as Resource Person in Summer/Winter Schools, Refresher Courses, Training Program or delivered an invited lecture in a Symposium/Conference. Note: Marks will be awarded only, if presentations have been published in the compendium constituting course training material or in Symposium/Conference Proceedings. Maximum 2 marks
	5.1.6 Seminars Organized: Award 1 marks each for organizing a Seminar/Symposium/ Workshop as Organizing Secretary/Committee Chairman. Maximum 2 marks

	5.1.7 Innovation in Teaching: Development of e-course, Modules, Teaching Model, Case Studies. Award 1 mark for each contribution. Maximum 2 marks PS. Aggregate score for all attributes covered under item # 5.1 above (Teaching as Major Function) is limited to 16 marks only. OR 5.1. Research as Major Function. Maximum 16 marks 5.1.1 Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. • Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years' duration) marks will be awarded for each two years completed. • For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate. • Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the Studies of duration from 6 months to 1 year. 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided/0.25 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme). * *The component should not be counted twice both in Teaching and Research as Major Function. Maximum 2 marks PS. Aggregate score for all attributes covered under item # 5.1 above (Research as Major Function) is limited to 16 marks only. OR 5.1. Extension Education as Major Function. Maximum 16 marks 5.1.1 Technology application, demonstration and adoption. Maximum 8 marks
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	Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement. • Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project. • Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption. • Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of technology, Inventory and feedback support: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity. Maximum 8 marks (item # 5.1.1) 5.1.2 Extension approaches for technology dissemination. Maximum 6 marks Marks will be awarded for those functions that are confirmed by successful outcome. • Organization or Coordination of interface meetings, Farmers Fair/ Technology Week and Exhibition: 0.50 marks for each activity. • Organization or Coordination of demonstrations, National Days/Weeks and Field Day: 0.25 marks for each activity. • Award 0.25 marks for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc. • Award 0.5 marks for every 500 soil sample collected and Soil Heath Card distributed. • Delivering TV & Radio talks, Press Release, organize exposure visits; participation in interface meetings/exhibition: 0.25 marks for each activity. • Formation of Formal Village Organizations/Farmer Field School or
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	establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups: 1 mark for each group developed. Maximum 6 marks (item # 5.1.2) 5.1.3 Capacity Development. Maximum 4 marks As evidenced by a documentary proof, marks would be awarded for each of the following capacity building activities: • Award 0.5 marks for each Training Programme organized as Coordinator • Award 1 mark each for delivery of 10 lectures in training programmes for which Compendium/Training Manual is published Note: Do not include the training programs covered under any other head/attribute Maximum 4 marks (item # 5.1.3) PS. Aggregate score for all attributes covered under Item # 5.1 above (Extension Education as Major Function) is limited to 16 marks only. 5.2 Minor Function details (Teaching/Research/Extension Education as Minor Function). Maximum 4 marks For any of the Teaching, Research or Extension Education as the Minor Function the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for minor functions will be multiplied by 0.25 to arrive at the marks for the Minor Function. Maximum 4 marks 5.3 Externally Funded Projects Maximum 5 marks For securing funds through competitive/research grant: Only those projects granted by the external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary): • More than Rs.3 lakhs and up to Rs.10 lakhs: 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each Project • >Rs.10lakhs and uptoRs.25 lakhs:2 marks for PI and 1 mark for Co-PI/Project Associate for each Project
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	• >Rs.25lakhs and up to Rs.50 lakhs: 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each Project • >Rs.50 lakhs: 4 marks for PI and 2 marks for Co-PI/Project Associate for each Project Maximum 5 marks (item # 5.3) PS: Aggregate score for all items covered under 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 25 marks only.
6.	Publications. Maximum 25 marks
	6.1 Applicable to Scientists other than Social Scientists. Maximum 25 marks 6.1.1 Publications (Refereed Journals). Maximum 22 marks • An applicant must identify 16best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 16 publications will be multiplied by 0.20 to obtain marks. • For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.4 marks for each publication. Note. First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper. PS. Aggregate score for all publications covered under item # 6.1.1 above is limited to 22 marks only. 6.1.2 Other Publications. Maximum 3 marks • Books/Monographs of minimum 100 pages published - Authored/ Edited. Award 2 marks for each publication, if first author/editor or award 1 marks for other authors. • Practical Manual/Training Manual - Authored/Edited. Award 1 mark for each publication. • Book Chapters published. Award 1 mark for each publication

	• Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.5 marks for each publication. PS. Aggregate score for all publications covered under item # 6.1.2 above is limited to 3 Marks only OR 6.1 Applicable to Social Scientists and Scientists working in KVKs. Maximum 25 marks 6.1.1 Publications (Refereed Journals). Maximum 15 marks • An applicant must identify 12 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 12 publications will be multiplied by 0.21 to obtain marks. • For journals not covered by NAAS, but having international impact factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ Impact Factor (Thomson Reuters) is not available, award 0.4 marks for each publication. Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper. PS. Aggregate score for all publications covered under item # 6.1.1 above is limited to 15 marks only. 6.1.2 Other Publications. Maximum 10 marks • Books/Monographs of minimum 100 pages published - Authored/ Edited: Award 2 marks for each publication, if first author/editor; award 1 mark for others Maximum 4 marks • Practical Manual/Training Manuals: Award 1 mark for each publication Maximum 2 marks • Book Chapters published: Award 1 mark for each publication Maximum 2 marks • Popular articles/Bulletins/KVK Newsletter/Pamphlets/Leaflets/
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	Short Communications: Award 0.5 marks for each publication Maximum 2 marks - Electronic Media coverage, articles published in Newspapers and Magazines qualify for marking. For each relayed or published article award 0.25 marks. Maximum 1 mark - Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.25 marks for each relayed talk or published article. Maximum 1 mark - Extension Bulletins: Award 0.25 mark for each Bulletin Maximum 1 mark - IT material for Technology Transfer or Human Resource Development will qualify for marking. Award 1 mark for each material developed. Maximum 1 mark - Papers published on Policy issues: Award 0.5 marks each. Maximum 4 marks P.S.: Aggregate score for all publications covered under 6.1.2 is limited to 10 marks only.
7.	Institute Building/Service Functions. Maximum 10 marks
	7.1 Activities at the Institute/University/Council Level. Maximum 4 marks Only clearly defined contributions as a leader shall be considered for marking as per the following criteria: 7.1.1 Institute Building Activities. Maximum 4 marks Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/ museum /communication /examination/technology window/guest house/any other facility having measurable impact as evident from its use. Award 1 mark for each activity. Note: Each facility/equipment developed/upgraded should cost not less than Rs.10 lakhs. Maximum 4 marks

	7.2 Service Functions. Maximum 6 marks Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.50 marks for each contribution. • Compilation of Institute Annual Reports/Institute Publications (editor/sub-editor). • Duties performed for at least one year or more as Warden, Library In-charge, Student Welfare Officer, CPIO/PIO/AA, Animal House In-charge, Farm In-charge, Common Instruments Lab In-charge, In-charge of Central Computer Lab/ARIS/AKMU, Assistance provided to PME Cell, ATIC, BPD, In-charge of any activity assigned by the Controlling Officer. • Field Surveys including Sea Exploration, Biodiversity and Aquatic/Soil Resources. • In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/ maintenance of farms each at least for one year. • Coordination of Institute-level activities like Flagship programmes of Government of India, MGMP, SAGY, TSP, Skill Development, NEH Programmes, representing the Institute-level Committees, Annual Events, Alumni Activities. Maximum 6 marks PS: Aggregate of all items covered under item # 7 is limited to 10 marks only
	Grand Total 100 marks

Score Card Guidelines for the Post of Senior Scientists

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	Academic Qualification. Maximum 15 marks
	1.1 Academic Performance. Maximum 8 marks Distribution of marks for each of the academic achievements would be as follows: • From 60% and up to 70% marks or 6 to 7 OGPA on the scale of 10 or equivalent at 10+2 and B Graduate, Master's, Ph.D. degrees. 0.5 marks each • >70% and up to 80% marks or 7 to 8 OGPA on the scale of 10 or equivalent for 10+2 and Graduate, Master's, Ph.D. degrees. • 0.75 marks each • >80% marks or more than 8 OGPA on the scale of 10 or equivalent for 10+2 and Graduate, Master's, Ph.D. degrees. 1 mark each • National Talent Search Scholarship/INSPIRE or other Scholarship as defined by the Council/ASRB 1 mark • Merit Scholarship at the Graduate level 1 mark • JRF at the Master's Level/Merit scholarship in the ICAR DUs 1 mark • SRF of ICAR or JRF of CSIR/UGC at the Ph.D. level or other national level fellowships, GATE qualified 1 mark P.S.: Aggregate score for attributes covered under item # 1.1 is limited to 8 marks only.

	1.2 Position in the University. Maximum 2 marks - Grant 1 mark each for First Position/Gold Medal in the University/ IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal). Maximum 2 marks 1.3 Ph.D. Thesis Award. Maximum 2 marks - Grant 2 marks for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. - Grant 1 mark for the Best Doctoral Thesis Award given by National/ International level Academic Bodies/ Institutions /Universities. Maximum 2 marks (item # 1.3) 1.4 Post-Doctoral Fellowships and other Qualifications. Maximum 3 marks - Grant 3 marks for each Fellowships, which are competitive and are awarded by International Institutions, like Fulbright/Humboldt/DAAD/FAO/CGIAR/EU/Overseas Universities. - Grant marks as explained below for each Fellowships awarded by National Institutions like DBT/ DST/Boyscast /CSIR/ICAR/UGC/ MHRD/INSA: 1.5 marks for fellowship of 3 to < 6 months' duration 2 marks for fellowship of ≥ 6-months' duration - Grant 1 mark each, for PG diploma in Management/Computer Application or MBA or any other Diploma/Degree relevant to the post. Maximum 3 marks (item # 1.4) PS: Aggregate score for attributes covered under item # 1 is limited to 10 marks only.
2.	Experience in Professional Field. Maximum 10 marks
	2.1 Essential Qualification. No marks to be awarded a) For Disciplines other than Engineering subject: Doctoral degree in relevant subject including relevant basic sciences with 8 years' experience in the relevant subject as Scientist/Lecturer/Extension

	Specialist or in an equivalent position in the Pay Band-3 of `5600-`39100 with Grade Pay of `5400/`6000/`7000/`8000 equivalent or more remuneration whichever is applicable having made contribution to research/teaching/extension education as evidenced by published work/innovations and impact. Or Doctoral degree in the relevant subject including relevant basic sciences with minimum 8 years' experience of high quality postdoctoral research in an institution/organization as evidenced by at least 6 publications in journals with NAAS rating of 7.5 or above. b) For Engineering Disciplines: Doctoral degree in relevant engineering subject with 6 years' experience as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `15600-`39100 with Grade Pay of `5400/`6000/`7000/`8000 equivalent or more remuneration whichever is applicable having made contribution to research/teaching/extension education as evidenced by published work/innovations and impact Or Doctoral degree in the relevant subject including relevant basic sciences with minimum 6 years' experience of high quality postdoctoral research in an institution/organization as evidenced by at least 6 publications in journals with NAAS rating of 7.5 or above. Or Masters degree in the relevant engineering subject with 10 years' experience as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `15600-`39100 with Grade Pay of `5400/`6000/`7000/`8000 equivalent or more remuneration whichever is applicable having made contribution to research/teaching/extension education as evidenced by published work/innovations and impact Desirable: Specialization (to be defined). Note: Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary. 2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. Maximum 4 marks • Award 1 mark for each year of service experience over and above the prescribed period required for a particular post.
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	Maximum 4 marks 2.3 Trainings. Maximum 5 marks Specify trainings undergone outside the institute/university in the field of specialization with the subject of Training and name of the Training Institute/Organization. Award of marks would be as per conditions described below: • Award 1 mark for each training of 10-20 days' duration • Award 2 marks for each training of >20 days and up to 90 days' duration • Award 3 marks for each training of >90days' duration Note: The Fellowship/Training included under item # 1.4 above and FOCARS would not be considered under this criterion Maximum 5 marks (item # 2.3) 2.4 Team work promoting inter-disciplinary/ inter-institutional approach. Maximum 1 mark Team work promoting inter-disciplinary/inter-institutional approach introduced and as evidenced by joint publications/ patents/ designs/ copyrights/technologies commercialized/ protected/entrepreneurial models developed involving scientists across disciplines or institutes. • Award 0.5 marks for each inter-disciplinary/inter-institutional programme/ project developed and implemented. Maximum 1 mark Item # 2.5, 2.6, and 2.7 are not included for scoring, hence no marks are allocated. PS. Aggregate score for all attributes covered under item # 2 is limited to 10 marks only.
3.	Recognitions & Awards/Special Attainments. Maximum 5 marks
	3.1 Recognitions and Awards. Maximum 3 marks

	• Award 2 marks for each National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centres and Recognized National Science/Engineering Academies Maximum 2 marks • Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. Maximum 2 marks • Award 2 marks each for Associate-ship of recognized National/ International Science Academies Maximum 2 marks • Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/DST/DBT or Equivalent International Awards/Medal Maximum 2 marks PS. Aggregate score for all attributes covered under item # 3.1 is limited to 3 marks only 3.2. Special attainments. Maximum 2 marks • Award 1 mark for each recognition as Member-Secretary of Scientific Committees Maximum 2 marks • Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/Editor of NAAS-rated Journals. Maximum 1 mark • Award 1 mark for each Best Paper/Poster presented in a Symposium/Conference/published in a Scientific Journal. Maximum 2 marks • Award 1 mark each for minimum two weeks' experience of working/training* in an International Organization/Laboratory other than post-doctoral fellowship or participation in an International Conference/Symposia outside the country. (*Out-country period spent for earning M.Sc. /Ph.D. degree or gaining Post-
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	Doctoral experience will not qualify for award of marks in this category.) Maximum 2 marks PS. Aggregate score for all items covered under item 3.2 is limited to 2 marks only
4.	Discoveries, Inventions and Innovations. Maximum 5 marks New discoveries and development of varieties/breeds/technologies/innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area Award 4 marks for each variety approved, released and notified by the Central Variety Release Committee and 1 mark each for a variety approved and notified for release by the State Level Release Committee. 4.2 Development of Animal Strain/Variety Development of Animal Strain/Variety & Impact at the Field Level. Award 4 marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Department of Animal Husbandry/ Fisheries. 4.3 Development of Technologies/Package of Practices Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. 4.4 Patents/Copy Rights and Commercialization Award 2 marks for each approved Patent/Copyright with commercialization and 1 mark for each approved Patent/Copyright without commercialization. 4.5 Discoveries/Inventions Discovery/Invention made & Impact at the Field Level. Award 3 marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16). 4.6 New Traits/Genes Identified New Traits/Genes Identified which have Economic Significance. Award 2 marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered.

	4.7 Policy Papers/Policy Briefs Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement. 4.8 Information Technology/ Statistical Methodologies Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases/software/methodology and award 1 mark for each institute/university level database/software/ methodology. 4.9 Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 mark for each such activity. 4.10 Innovative Extension Methodologies Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity. Note: Only well documented impact on ground level would be considered for awarding marks under each of these categories PS. Aggregate score for achievements covered under item # 4 is limited to 5 marks only						
5.	Teaching/Research/Extension Education. Maximum 30 Marks Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.						
	Select one Major area and one Minor area of work/fund raising activities <table><tr><th>Area of work</th><th>Major /Minor Areas of Function</th><th>Marks</th></tr><tr><td>5.1 Teaching/ Research/ Extension</td><td>Major function</td><td>20</td></tr></table>	Area of work	Major /Minor Areas of Function	Marks	5.1 Teaching/ Research/ Extension	Major function	20
Area of work	Major /Minor Areas of Function	Marks					
5.1 Teaching/ Research/ Extension	Major function	20					

	5.2 Teaching/ Research/ Extension	Minor Function	5
	5.3 Funds Raised	Externally Funded Projects	5
Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function. Distribution of marks for each of the Major, Minor and fund raising activities would be as follows: 5.1 Teaching as Major Function. Maximum 20 marks 5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught courses with a total 10 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic years. Award 2 marks for each year of teaching as specified herein Maximum 8 marks 5.1.2 Research Guidance: Guidance provided for M.Sc./ Ph.D. dissertation. As Major Advisor award 1 mark for each Ph.D. student guided and 0.5 marks for each M.Sc. student guided (marks to be awarded only for students who have completed their degree programmes). Maximum 2 marks 5.1.3 Capacity building training programmes: Organized Summer School/Winter School/Other Trainings (minimum 3 weeks) as Course Director or conducted Outreach Programmes as Leader or developed and delivered Customized Training Programmes (minimum 10 days) as Principal Organizer: Award 1 mark for each activity Maximum 2marks 5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 2 marks for each ICAR Award and 1 mark for the Best Thesis Award at the University-level or other categories of recognition. Maximum 2 marks 5.1.5 Lectures Delivered: Resource person in Summer or Winter Schools, Refresher Courses, Symposia, Conference etc.: Award 0.5 marks for			

	each 5 subject matter lectures delivered as Resource Person in Summer/Winter Schools, Refresher Courses, Training Program or delivered an invited lecture in a Symposium/Conference. Note: Marks will be awarded only, if presentations have been published in the compendium constituting course training material or in Symposium/Conference Proceedings. Maximum 2 marks 5.1.6 Seminars Organized: Award 1 mark each for organizing a Seminar/Symposium/ Workshop as Organizing Secretary/Committee Chairman. Maximum 2 marks 5.1.7 Innovation in teaching: Development of e-course, Modules, Teaching Model, Case Studies. Award 1 mark for each contribution. Maximum 2 marks 5.1.8 External Examiner-ship: Acted as (i) External Examiner for Graduate and Master's Degree Programmes, (ii) External Thesis Evaluator/viva-voce Examiner and (iii) Paper-Setter for Master's Degree Programme for Universities and Boards. 0.25 mark for each activity. Maximum 2 marks PS. Aggregate score for all attributes covered under item # 5.1 above (Teaching as Major Function) is limited to 20 marks only. OR 5.1. Research as Major Function. Maximum 20 marks 5.1.1 Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. • Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years' duration) marks will be awarded for each two years completed. • For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate. • Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the
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	Studies of 6 months to 1 year duration. 5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Advisor award 1 mark for each Ph.D. student guided and 0.5 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme). * *The component should not be counted twice both in Teaching and Research as Major Function. Maximum 2 marks PS. Aggregate score for all items covered under item 5.1 above (Research as Major Function) is limited to 20 marks only. OR 5.1. Extension Education as Major Function. Maximum 16 marks 5.1.1 Technology application, demonstration and adoption. Maximum 8 marks Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement. • Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project. • Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption. • Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of technology, Inventory and feedback support: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity. Maximum 8 marks (item # 5.1.1) 5.1.2 Extension approaches for technology dissemination. Maximum 7 marks Marks will be awarded for those functions that are confirmed by successful outcome. • Organization or Coordination of Interface meetings, Farmers Fair/
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	technology week and exhibition: 0.50 mark for each activity. • Organization or Coordination of demonstrations, National Days/weeks and Field Day: 0.25 mark for each activity. • Award 0.25 marks for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc. • Award 0.5 marks for every 500 soil sample collected and Soil Health Cards distributed. • Delivering TV & Radio talks, Press Release, organize Exposure Visits; participation in Interface meetings/Exhibition: 0.25 mark for each activity. • Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups: 1 mark for each group developed. Maximum 7 marks (item # 5.1.2) 5.1.3 Capacity Development. Maximum 6 marks As evidenced by a documentary proof, 1 mark would be awarded for each activity covering the following capacity building programmes: • Award 1 mark for each Training programme organized as Coordinator • Award 1 mark each for delivery of 10 lectures in training programmes for which Compendium/Training Manual is published Note: Do not include the training programs covered under any other head/attribute. • Award 0.5 marks for each 5 Demonstrations laid out and constraints analyzed and solutions suggested for general improvement. Maximum 6 marks (item # 5.1.3) PS. Aggregate score for all attributes covered under Item # 5.1 above (Extension Education as Major Function) is limited to 20 marks only. 5.2 Minor Function details (Teaching/Research/Extension Education as Minor Function). Maximum 5 marks For any of the Teaching, Research or Extension Education as the Minor
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	Function the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for minor functions will be multiplied by 0.25 to arrive at the marks for the Minor Function. Maximum 5 marks 5.3 Externally Funded Projects. Maximum 5 marks For securing funds through competitive/research grant: Only those projects granted by the external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary): • From Rs. 2 lakhs and up to Rs 10 lakhs: grant 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each project • >Rs.10 lakhs and uptoRs.25 lakhs: grant 2 marks for PI and 1 mark for Co-PI/Project Associate for each project • >Rs.25 lakhs: grant 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each project Maximum 5 marks PS: Aggregate score for all items covered under 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 30 marks only.
6.	Publications. Maximum 25 marks
	6.1 Applicable to Scientists other than Social Scientists. Maximum 25 marks 6.1.1 Publications (Refereed Journals). Maximum 20 marks • An applicant must identify 10 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 10 publications will be multiplied by 0.33 to obtain marks. • For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + International Impact Factor (Thomson Reuters). • For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.6 marks for each publication. Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item # 6.1.1 is limited to 20 marks only

6.1.2 Other Publications. Maximum 5 marks

- Books/Practical Manual/Training Manual - Authored/Edited: For each publication award 2 marks to first author and 1.5 marks to co-authors.
- Book Chapters qualify for marking. Award 1 mark for each publication.
- Popular Articles/Bulletins/Short Communications: Award 0.5 marks for each publication.

PS. Aggregate score for all publications covered under item # 6.1.2 is limited to 5 Marks only

OR

6.1 Applicable to Social Scientists and Scientists working in KVKs. Maximum 25 marks

6.1.1 Publications (Refereed Journals). Maximum 14 marks

- An applicant must identify 10 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 10 publications will be multiplied by 0.24 to obtain marks.
- For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.6 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item # 6.1.1 is limited to 14 Marks only

6.1.2 Other Publications. Maximum 11 marks

	- Books/Practical Manual/Training Manual - Authored/Edited: For each publication award 2 marks to first author and 1.5 marks to co-authors. Maximum 3 marks - Book Chapters qualify for marking. Award 1 mark for each publication. Maximum 2 marks - Popular Articles/Bulletins/KVK Newsletter/Short Communications: Award 0.5 marks for each publication. Maximum 2 marks - Popular Articles/Bulletins/KVK Newsletter/Short Communications: Award 0.5 marks for each publication. Maximum 2 marks - Electronic Media coverage, articles published in Newspapers and Magazines qualify for marking. For each relayed or published article award 0.25 marks. Maximum 2 marks - Extension Bulletins qualify for making. For each Bulletin award 0.25 marks. Maximum 2 marks - IT material for Technology Transfer or Human Resource Development will qualify for marking. Award 1 mark for each material developed. Maximum 2 marks P.S.: Aggregate score for publications covered under item # 6.1.2 is limited to 11 marks.
7.	Institute Building/Service Functions. Maximum 10 marks
	7.1 Activities at the Institute/University/Council Level. Maximum 4 marks Only clearly defined contributions as a leader shall be considered for marking as per the following criteria: 7.1.1 Institute Building Activities. Maximum 4 marks Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/sp orts facility/hostel facility/ museum /communication /examination/technology window/guest house/any other facility having measurable impact as evident from its use. Award 1 mark for each activity.

	Note: Each facility/equipment developed/upgraded should cost not less than Rs.10 lakhs. Maximum 4 marks 7.2 Service Functions: Maximum 6 marks Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 1 mark for each contribution. • Compilation of Institute Annual Reports/Institute publications (editor/sub-editor). • Duties performed for at least one year or more as Warden, Library I/c, Student Welfare Officer, CPIO/PIO/AA, Animal House In-charge, Farm In-charge, Common Instruments Lab In-charge Central Computer Lab/ARIS/AKMU, Assistance, PME Cell, ATIC, BPD, In-charge of any activity assigned by the Controlling Officer. • Field Surveys including Sea Exploration, Biodiversity and Aquatic/Soil Resources. • In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/ maintenance of farms each at least for one year. • Coordination of Institute level activities like Flagship Programmes of Government of India, MGMP, SAGY, TSP, Skill Development, NEH Programmes, representing the Institute-level Committees, Annual Events, Alumni Activities Maximum 6 marks PS: Aggregate of all items covered under item # 7 is limited to 10 marks only
	Grand Total 100 marks