



Indian Council of Agricultural Research

Krishi Bhavan, New Delhi

F.No. 21(1)/2016-Per.IV

Dated the 31st July, 2017

Notice

The ICAR is an autonomous organization under the Department of Agricultural Research Education, Ministry of Agriculture & Farmers Welfare, Government of India. Formerly known as Imperial Council of Agricultural Research established on 16th July, 1929 as a registered society under the Societies Registration Act, 1860 in pursuance of the report of Royal Commission on Agriculture.

The Council is the apex body for the Agricultural Research, Education and Extension. The activities of ICAR are carried out through a network of Research Institutes, Project Directorates, Directorates, Bureaux and ATARI etc. spread across the country. Recruitment to senior scientific positions in ICAR is made through the ARSB on the basis of marks obtained in score card and interview. The existing score card was notified in November, 2015 in supersession of earlier score card notified in June, 2012

The Committee on Revamping ICAR Score Card has been constituted under the Chairmanship of DR. S.L. Mehta, Ex-DDG, ICAR, on the recommendation of the Governing Body (GB) and with the approval of Hon'ble Minister for Agriculture & Farmers Welfare & President, ICAR Society vide office order No. 21(1)/2016-Per.IV dated 12th August, 2016 for revamping of the existing score card system of Direct Recruitment and Career Advancement Scheme and for giving suggestions on other related issues. After a series of discussions and deliberations the Committee proposed revised score cards for all direct recruitment to categories of senior scientific positions in ICAR.

The proposed score cards and other recommendations of the Committee were deliberated upon by the Governing Body(GB) of ICAR in its 241st meeting held on 24.7.2017. The GB further fine tuned and modified the proposed score cards. It has also been decided to put up these score cards in public domain for inviting comments of all stake-holders.

The main thrust of this whole exercise is that in the near future software-based evaluation process would be introduced by defining mark allocation parameters under each criterion in a detailed manner which will reduce the element of discretion and variation in interpretation by the screening committees.

Accordingly, a brief note giving background information alongwith relevant documents (Annexure I, II, III, IV, V & VI) are attached herewith and suggestions/comments are invited from all stake-holders in the matter. The suggestions/comments should be brief and in bullet form and may be forwarded to Secretary, ICAR by e-mail mitrask.icar@nic.in.

It is requested that the suggestions may be provided by 11.08.2017.

(Sujit K. Mitra)
Director (Personnel)

Brief Background Note for Inviting Comments on Proposed Revised Score Cards for Selection to Senior Scientific Positions in the ICAR

- A Committee was constituted on the recommendation of the Governing Body (GB) and with the approval of Hon'ble Minister for Agriculture & Farmers Welfare & President, ICAR Society under the Chairmanship of Dr. S.L. Mehta vide office order No. 21(1)/2016-Per.IV dated 12th August, 2016 for revamping of the existing score card system of Direct Recruitment and Career Advancement Scheme and for giving suggestions on other related issues.
- The Committee recommended to have following weightage of interview & score card in final selection:

S. No	Rank	Score Card Marks	Interview Marks	Total
Non-RMPs				
1.	Senior Scientist	80	20	100
2.	Principal Scientist	80	20	100
3.	PC/NC/HOD/HRS	70	30	100
RMPs				
4.	Director/PD/ADG/JD of NI	70	30	100
5.	DDGs/Director NI-DUs/ND	70	30	100

- The Governing Body duly considered the Score Card proposed by Dr. S.L. Mehta Committee and after thorough deliberations made some modifications in proposed Score Cards to fine-tune the same. The important modifications are as follows:
 - (i) The Committee had suggested weightage of Score Card and Interview for the post of DDGs/Directors of National Institutes as 70:30. The Governing Body approved to retain the said weightage as originally proposed by the Committee i.e. 70:30.
 - (ii) The Committee has proposed a total of six criteria for allocation of marks in the Score Card. After due deliberations, the Governing Body also added seventh criteria i.e. "Institution Building/ Service functions" which is there in the existing Score Card. However, the Governing Body has slightly modified the existing parameters in the criteria of Institution Building. Under this criteria, 10 marks have been allocated in the Score Card for each category of positions by re-allocation of 5 marks each from proposed criteria no. 3 i.e. Recognitions & Awards/Special Attainments and criteria no. 6 i.e. Publications.

- (iii) The ceilings proposed under criteria no. 4 have been removed by the Governing Body for having a level playing field for all the disciplines under this criteria. Therefore, proposed criteria 4 (A) to 4 (G) have been merged and reflected as a consolidated criteria no. 4.
- (iv) Under criteria no. 2(c) related to external grants, the monetary ceilings have been revised by the Governing Body.

After incorporating the same the Score Cards as modified by the Governing Body are enclosed herewith as indicated below:

Annexure	Detail
Annexure-I	Summary of score cards
Annexure-II	Score card for the Posts of DDGs /Director of DUs, ND and equivalent positions
Annexure-III	Score card for the Posts of PD, DIR, ADG, ZPD & Joint Director of NI
Annexure-IV	Score card for the Posts of HOD, Head of Regional Stations (HRS), PC and NC
Annexure-V	Score card for the Post of Principal Scientist
Annexure-VI	Score card for the Post of Senior Scientist

