



F. No. 3 (1) / 2025 – Per. IV

Dated the 16th January, 2026

OFFICE MEMORANDUM

Sub: Notification of revised Scorecards for direct selection to senior scientific positions in the Indian Council of Agricultural Research (ICAR) – reg.

The undersigned is directed to refer to the ongoing efforts of the ICAR to further strengthen transparency, objectivity and merit-based assessment in the process of direct selection to Research Management Positions (RMPs) and other senior scientific positions under the Council.

2. With a view to review and rationalize the existing evaluation criteria and to align the selection process with contemporary requirements of scientific leadership, governance and organizational management, a committee was constituted with the approval of President, ICAR under the Chairmanship of Professor Ved Prakash, former Chairperson, University Grants Commission (UGC) with highly eminent experts as its members. The Committee was mandated to examine the prevailing scorecard system and to suggest revised scorecards for direct recruitment to senior scientific positions in ICAR.

3. The Committee, after extensive deliberations and consultations with stakeholders, submitted its recommendations proposing revised, position-specific scorecards, aimed at ensuring balanced assessment of candidates' scientific credentials, leadership qualities, administrative experience, research impact, experience in desired field and vision for institutional development.

4. The recommendations of the Committee have been examined in the Council and kindly approved by the Hon'ble Union Minister of Agriculture and Farmers Welfare and President, ICAR. Accordingly, it has been decided to notify and implement the revised scorecards for direct selection to the following five categories of RMPs and senior scientific positions in ICAR:

- i. Deputy Directors General (DDGs) and Directors of National Institutes (NIs) (**Annexure – I**).
- ii. Assistant Directors General (ADGs), Directors of ICAR Institutes (other than NIs) / Bureaux / Directorates / National Research Centres, Project Directors and Joint Directors of National Institutes (**Annexure – II**).
- iii. Head of Divisions, Project Coordinators and Heads of Regional Stations (**Annexure – III**).
- iv. Principal Scientists (**Annexure – IV**).
- v. Senior Scientists (**Annexure – V**).

5. The revised scorecards are designed to provide a structured, transparent and objective framework for evaluation of candidates and to ensure uniformity across Institutes and selection processes.

6. The revised weightage for scorecard vis-à-vis Personal Interviews for different positions shall be as under:

S. No.	Position / Post	Revised Weightage		Total
		Scorecard (multiplication factor on a scale of 100)	Interview	
1	DDGs / Directors of National Institutes & equivalent positions	70 (0.70)	30	100
2	Directors of Institutes other than NIs / ADGs / Project Directors / Joint Directors of NIs & equivalent RMP posts	70 (0.70)	30	100
3	Head of Divisions / Project Coordinators / Head of Regional Stations & equivalent non-RMP tenurial posts	75 (0.75)	25	100
4	Principal Scientists	80 (0.80)	20	100
5	Senior Scientists	80 (0.80)	20	100

Each scorecard has been prepared on a uniform scale of 100 and therefore while working out the final weightage for a scorecard, a multiplication factor of 0.70 or 0.75 or 0.80 may be applied depending upon the level and type of post as per above table.

7. The revised scorecards shall be applicable for all future direct selections to the above-mentioned positions under ICAR w.r.t. any advertisement(s) issued by the ASRB after date of notification of these scorecards. However, wherever the posts have already been advertised and selection processes are ongoing, the earlier scorecards shall prevail.

8. No deviation from the approved scorecards or evaluation methodology shall be permitted without the prior approval of the Competent Authority. Any interpretation-related issues arising during implementation shall be referred to the ICAR – ASRB joint interface committee and decision of the same shall be final and binding on all.



9. The category and list of awards, societies, academies, etc. can be revised from time to time based upon inputs / representations received from different stakeholders which may be discussed in the ICAR – ASRB joint interface committee and decision of the same shall be final and binding on all.

10. This Office Memorandum shall come into force with immediate effect and shall remain valid until modified, amended or superseded by a subsequent order issued by or on behalf of the Competent Authority.

This issues with the approval of the Hon'ble Union Minister of Agriculture and Farmers Welfare and President, ICAR.



**(SUSHIL KUMAR SINGH)
DIRECTOR (PERSONNEL)**

Encls.: As above.

Copy for kind information and / or further needful to:

1. The Secretary, ASRB, Chayan Bhawan, Pusa, New Delhi 110012 with the request to kindly upload the same over the ASRB website and for carrying out necessary changes in the OASIS software so that all recruitments to be carried out against future advertisements may be done according to these scorecards.
2. PPS to the Hon'ble President, ICAR and Minister of Agriculture and Farmers Welfare, Govt. of India, Krishi Bhawan, New Delhi 110001
3. PS to the Hon'ble Minister of State for Agriculture and Farmers Welfare, Govt. of India, Krishi Bhawan, New Delhi 110001
4. Sr. PPS to the Secretary, DARE and DG, ICAR / PSO to the AS, DARE and Secretary, ICAR / PPS to the AS, DARE and FA, DARE / ICAR.
5. PPS to the Chairperson, ASRB, Chayan Bhawan, Pusa, New Delhi 110012.
6. Project Director, DKMA for wide Circulation through ICAR website so as to bring it to the notice of all the DDGs / ADGs of ICAR, Krishi Bhawan / KAB – I / KAB – II; all the Directors of ICAR Institutes (including NIs) / Bureaux / Directorates / NRCs, Project Directors, JDs of NIs and all the Scientific personnel of ICAR.
7. ICAR e-Office Notice Board / Guard File.

Note: Copies of this OM may be downloaded as per need, as it is not being circulated separately.

(Hindi Version will follow)

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Score Card for the DDGs / National Directors
(or Equivalent Senior Leadership Positions)

Item No.	Attributes / Accomplishments / Performance Indicators	Max. Marks	Evidence Required
Part A: Management & Administrative Traits	Strategic Leadership, Resource Mobilization & Policy	25	-
A.1.1	<p>Research Management Experience: Years in leadership roles (e.g., Director / Program Director in Research Organizations / Universities / CGIAR / FAO equivalents).</p> <p>(a) Award 01 mark per year beyond minimum 03 years as Director level; (b) 0.5 marks per year as Divisional Head / Project Coordinator / Station Head or equivalent level beyond minimum 05 years.</p>	08	Employment records, Appointment letters
A.1.2	<p>Resource Mobilization: Total external grants secured under her / his leadership.</p> <p>(a) 0.50 marks for Rs. 25 lakh to Rs. 50 lakh (or equivalent) per year secured in last 05 years; (b) 01 mark for more than ₹50 lakh (or equivalent) per year secured in last 05 years.</p>	05	Grant award letters / funding agency reports
A.1.3	<p>Administrative Efficiency: Budget management and revenue growth (last three years).</p> <p>(a) Award 02 marks per year for at least 10% average annual increase in organizational / divisional revenue (excluding grants) in last 03 years;</p>	08	Audited financial reports / organization al records

	<p>(b) Award 01 mark per year for more than 5% but upto 10% average annual increase in organisational / divisional revenue in last 03 years.</p> <p>(c) Additional 02 marks for consistent budget utilization $\geq 99\%$ in last 03 years or;</p> <p>(d) 01 mark if consistent budget utilization is $>95\%$ but $<99\%$ for last 03 years.</p>		
A.1.4	<p>Policy: Number of policies formulated.</p> <p>(a) Award 01 mark per Policy.</p>	02	Policy documents, Impact reports
A.1.5	<p>Partnerships: Number of partnerships led with National and International organisations of repute.</p> <p>(a) Award 01 mark per partnership with evidence of implementation impact as PI or as Head of Institution.</p>	02	Partnership agreements, Impact reports
Part B: Scientific Traits	Research & Innovation	15	-
B.2.1	<p>Publication Impact: H-index (Scopus / Web of Science).</p> <p>(a) Award 01 mark per 05 points of h-index.</p>	06	Scopus / Google Scholar profiles, publication DOIs
B.2.2	<p>Research Output: Peer-reviewed publications in high-impact journals (NAAS Rated journals with Impact Factor > 6 or with Clarivate impact factor or equivalent).</p> <p>(a) Award 0.20 marks per publication (list 30 best only). First / Corresponding Author: full marks if they are the PIs & 50% where they are the Co-PIs.</p>	06	Publication list with DOIs, NAAS rated Journal impact factors / Clarivate impact factor

B.2.3	<p>Promotion of Inter-disciplinary Research: Years leading inter-disciplinary projects.</p> <p>(a) Award 01 mark per year with evidence of outputs.</p>	03	Project reports / Funding agency records
Part C: Technology Development & Commercialization Traits	Impactful Innovation	15	-
C.3.1	<p>Technologies Developed:</p> <p>(I) Crop varieties, tools or processes or products developed and adopted</p> <p>(a) Award 1.5 marks per variety having adoption evidence;</p> <p>(b) Award 01 mark per technology / product / process with adoption evidence;</p> <p>(c) For technologies / products / processes developed and approved other than (I) (b) above – 0.10 marks per technology.</p> <p>(II) For Germplasm collection</p> <p>(a) 0.02 marks per germplasm collected</p> <p>(III) For Germplasm Registration</p> <p>(a) 0.20 marks per germplasm registered</p> <p>(IV) For Animal Breeds / Fish Species / Perennial fruit crops</p> <p>(a) Award 03 marks per breed / species / perennial crop variety registered with adoption.</p> <p>(V) For each new animal trait identified or new animal gene isolated</p> <p>(a) 0.05 marks per trait / gene isolated</p>	09	Adoption Reports, Institutional Certifications

	<p>(VI) For each new animal trait or new animal gene registered by National and International Bureaus (a) 0.20 marks per trait or gene registered</p> <p>(VII) Contribution made for the development & establishment of a Value Chain / a Model Village / a Seed Village / a Custom Hiring Centre / a Contract Farming Arrangement / a Climate Smart Village / a Watershed Model or similar community / rural development initiative. (a) Award 0.05 Mark for each such activity with certificate from concerned Head of Institution.</p> <p>(VIII) Extension Methodologies or Approaches adopted in at least 05 villages / Farmer Field Schools / Farmer Interest Groups or similar community groups established with documentation of success stories duly verified & certified by institution / organization (a) Award 0.20 Mark for each such activity spanning a minimum of 05 villages.</p>		
C.3.2	<p>Patents & Commercialization: Patents granted.</p> <p>(a) 1.5 marks per patent commercialized with generated revenue > Rs. 5.00 lakh (or equivalent); (b) 01 mark per patent commercialised with generated revenue upto Rs. 5.00 lakh (or equivalent); (c) 0.50 marks per patent granted other than (a) and (b) above.</p>	03	Patent certificates, Licensing agreements, financial reports
C.3.3	<p>Economic / Social Impact: Quantifiable impact of Innovations (in terms of values, beneficiaries, etc.) (a) Award 01 mark per innovation with measurable impact.</p>	03	Independent Impact Assessments / Economic Analysis

Part D: Desirable Qualifications	Additional credentials in the desired field of expertise	15	-
D.4.1	Area of Expertise: (a) Award 0.50 marks for each completed year in the desired area of specialisation as per requirement of post beyond initial 05 years.	10	Certified by PME Cell / Institutional Head as per Project files
D.4.2	Degree / Certifications / Training: Relevant professional degree, certifications or executive trainings. (a) Award 02 marks if Ph.D. degree is in the desired field of specialization; (b) Award 0.50 marks per certificate or training in desired field of expertise (other than EQs).	03	Copy of Degree / Transcript / Certificate
D.4.3	Strategic Leadership Experience: Evidence of strategic roles in National / global initiatives (e.g., leading National Missions / Policy Groups of the Govt. / National consultative teams / international consortia & task forces) in desired field of expertise. (a) Award 01 mark per leadership role with impact; (b) Award 0.50 marks for being a member of such groups / teams.	02	Role descriptions, impact reports
Part E: Other Important Traits	Exposure, Global Relevance, Sustainability & performance	18	-
E.5.1	Outside Exposure & Experience: Working in multicultural settings in national and international organisations. (a) Award 0.50 marks per completed six-monthly period.	03	Employment records, Project reports

E.5.2	Mentorship: Ph.D. / M.Sc. students supervised to completion as major guide (a) Award 0.40 marks per Ph.D. student; (b) Award 0.20 marks per M.Sc. student.	02	Thesis certificate & degree
E.5.3	Annual Performance Appraisal Report (APAR): Average APAR rating over the last 10 years. (a) Award 0.60 marks per year with "Outstanding" rating (or equivalent in international systems, e.g., exceeds expectations); (b) Award 0.30 marks per year for each "Very Good" rating (or equivalent in international systems e.g., meets expectation) based on verifiable performance scales.	06	Certified APAR grading or equivalent performance evaluations from concerned / current employer
E.5.4	Service in Remote / Difficult Areas: Years of service in challenging or underserved regions (e.g., rural areas, conflict zones or international equivalents of remote CGIAR sites). (a) Award 0.50 marks for each completed year with evidence of contributions to local development or research adaptation.	02	Employment records, Impact reports from remote postings, notifications
E.5.5	Awards / Fellowships / Recognition at National / International level: (a) Shanti Swaroop Bhatnagar Award / Rafi Ahmed Kidwai Award / ICAR Norman Borlaug Award / Rashtriya Krishi Vigyan Puraskar / Rashtriya Vigyan Puraskar: 03 marks / award; (b) Fellowship of any of the National or International academies (as per Annexure – A1): 01 mark per fellowship;	05	Certificates / Relevant Documents

	<p>(c) Any other award of National / International stature (as per Annexure - A2): 01 mark per award;</p> <p>(d) Post-doctoral fellowship (PDF):</p> <p>(I) Award 02 marks for pdf of duration 365 days or more;</p> <p>(II) Award 01 mark for pdf of duration between 180 to 364 days.</p>		
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Part F: Teaching / Coordination / Extension contributions

Teaching Traits	Teaching Learning experience	12	-
F.6.1(T)	<p>Teaching Experience: Years teaching graduate / post-graduate courses in agricultural sciences or related fields including PGD courses from UGC / AICTE recognised institutions or similar institutions with recognition from international equivalents.</p> <p>(a) Award 0.50 marks per year beyond initial 05 years of service as Scientist / equivalent position.</p>	07	Course syllabi, university records
F.6.2(T)	<p>Development of Teaching Learning materials: Courses developed or innovative teaching methods implemented with measurable outcomes (e.g., student success rates $\geq 90\%$).</p> <p>(a) Award 01 mark per major contribution.</p>	05	Curriculum documents, student performance data

OR

Research Coordination Traits	Multi-Institutional Project coordination	12	-
F.6.1(C)	Coordination of Projects: Multi-institutional research projects coordinated / evaluated.	04	Project agreements, Output

	(a) Award 01 mark per project with ≥ 4 partners with verifiable outputs (e.g., joint publications, reports, etc.).		reports
F.6.2(C)	Interdisciplinary Collaboration: Leading cross-disciplinary teams with impact (e.g., integrated research outcomes). (a) Award 01 mark per collaboration with measurable results.	04	Team reports, interdisciplinary output evidence
F.6.3(C)	General Coordination: Coordination activities related to preparation / compilation of information for replying to Parliamentary questions or preparation of Cabinet notes, Data Management & Evaluation / IPR Management / Technology Management / Skill Development / Human Resource Management initiatives / Knowledge Management / e-Governance / Formulation & Processing of EFC / SFC, etc. (a) Award 01 mark per year for performing above duties.	04	Employment Records and Role descriptions

OR

Extension Traits	Outreach Impact	12	-
F.6.1(E)	Outreach Programs: Extension programs led or coordinated at different levels (e.g., farmers training, technical demonstrations, or community / stakeholder engagements, etc.). (a) Award 0.50 marks per program for leading such major extension activities having visible impact; (b) Award 0.25 marks for being a key member of such an activity / program.	04	Impact reports, Responsibility assignment and Beneficiary data

H.6.2(E)	<p>Knowledge Dissemination: Training modules or materials developed (e.g., manuals, apps).</p> <p>(a) Award 0.5 marks per output with $\geq 1,000$ users / downloads.</p>	04	Usage data, Training records
H.6.3(E)	<p>Community Impact: About 5% of yield increase or stability of performance in drought regions or in intensive agricultural regions or in aspirational districts.</p> <p>(a) Award 0.50 marks per 500 farmers / stakeholders who are involved in any agricultural or allied activity per year.</p>	04	Survey / evaluation data, third-party reports

Score Card for ADGs / Directors (other than NIs) / JDs / PDs

(or Equivalent Leadership Positions)

Item No.	Attributes / Accomplishments / Performance Indicators	Max. Marks	Evidence Required
Part A: Management & Administrative Traits	Strategic Leadership, Resource Mobilization & Policy	20	-
A.1.1	<p>Research Management Experience: Years in leadership roles (e.g., Divisional Head, Program Coordinators / Head of Stations or Centers / Principal Scientists / Professors in Research Organizations / Universities / CGIAR / FAO equivalents).</p> <p>(a) Award 01 mark per year beyond minimum 03 years as Department Head / PC or equivalent level;</p> <p>(b) 0.5 marks per year beyond minimum 05 years as Principal Scientist / Professor or equivalent level.</p>	07	Employment records, Appointment letters
A.1.2	<p>Resource Mobilization: Total external grants secured under her / his leadership.</p> <p>(a) Award 0.50 marks for Rs. 10 lakh to Rs. 25 lakh (or equivalent) per year secured in last 05 years;</p> <p>(b) Award 01 mark for more than Rs. 25 lakh (or equivalent) per year secured in last 05 years.</p>	05	Grant award letters / funding agency reports
A.1.3	<p>Administrative Efficiency: Budget management and revenue growth (last four years).</p>	04	Audited financial reports / organizational records

	<p>(a) Award 01 mark per year for 10% average annual increase in organizational / divisional revenue (excluding grants) in last 03 years;</p> <p>(b) Award 0.50 mark per year for more than 10% but upto 15% average annual increase in organizational / divisional revenue in last 03 years.</p> <p>(c) Additional 01 mark for consistent budget utilization $\geq 99\%$ in last three years or;</p> <p>(d) 0.5 marks if consistent budget utilization is $>95\%$ but $<99\%$ for last three years.</p>		
A.1.4	<p>Policy: Number of policies formulated.</p> <p>(a) Award 01 mark per Policy.</p>	02	Policy documents, Impact reports
A.1.5	<p>Partnerships: Number of partnerships led with National and International organizations of repute.</p> <p>(a) Award 01 mark per partnership with evidence of implementation impact as PI or as Head of Institution.</p>	02	Partnership agreements, Impact reports
Part B: Scientific Traits	Research & Innovation	18	-
B.2.1	<p>Publication Impact: H-index (Scopus / Web of Science).</p> <p>(a) Award 01 mark per 4.50 points of h-index.</p>	07	Scopus / Google Scholar profiles, publication DOIs
B.2.2	<p>Research Output: Peer-reviewed publications in high-impact journals (NAAS Rated journals with Impact Factor > 6 or with Clarivate impact factor or equivalent).</p>	07	Publication list with DOIs, NAAS rated Journal impact factors / Clarivate impact factor

	(a) Award 0.28 marks per publication (list 25 best only). First / Corresponding Author: full marks if they are the PIs & 50% where they are the Co-PIs.		
B.2.3	Promotion of Inter-disciplinary Research: Years leading inter-disciplinary projects. (a) Award 01 mark per year with evidence of outputs.	04	Project reports / Funding agency records
Part C: Technology Development & Commercialization Traits	Impactful Innovation	18	-
C.3.1	<p>Technologies Developed:</p> <p>(I) Crop varieties, tools or processes or products developed and adopted</p> <p>(a) Award 1.5 marks per variety having adoption evidence;</p> <p>(b) Award 01 mark per technology / product / process with adoption evidence;</p> <p>(c) For technologies / products / processes developed and approved other than (I) (b) above - 0.10 marks per technology.</p> <p>(II) For Germplasm collection</p> <p>(a) 0.02 marks per germplasm collected</p> <p>(III) For Germplasm Registration</p> <p>(a) 0.20 marks per germplasm registered</p> <p>(IV) For Animal Breeds / Fish Species / Perennial fruit crops</p> <p>(a) Award 03 marks per breed / species / perennial crop variety registered with adoption.</p>	10	Adoption Reports, Institutional Certifications

	<p>(V) For each new animal trait identified or new animal gene isolated</p> <p>(a) 0.05 marks per trait / gene isolated</p> <p>(VI) For each new animal trait or new animal gene registered by National and International Bureaus</p> <p>(a) 0.20 marks per trait or gene registered</p> <p>(VII) Contribution made for the development & establishment of a Value Chain / a Model Village / a Seed Village / a Custom Hiring Centre / a Contract Farming Arrangement / a Climate Smart Village / a Watershed Model or similar community / rural development initiative.</p> <p>(a) Award 0.05 Mark for each such activity with certificate from concerned Head of Institution.</p> <p>(VIII) Extension Methodologies or Approaches adopted in at least 05 villages / Farmer Field Schools / Farmer Interest Groups or similar community groups established with documentation of success stories duly verified & certified by institution / organization.</p> <p>(a) Award 0.20 Mark for each such activity spanning a minimum of 05 villages.</p>		
C.3.2	<p>Patents & Commercialization:</p> <p>Patents granted.</p> <p>(a) 02 marks per patent commercialized with generated revenue \geqRs. 5.00 lakh (or equivalent);</p> <p>(b) 01 marks per patent commercialized with generated revenue upto Rs. 5.00 lakh (or equivalent);</p>	04	<p>Patent certificates, Licensing agreements, financial reports</p> <p><i>Shyam 16/01/2026</i></p>

	(c) 0.50 marks per patent granted other than (a) and (b) above.		
C.3.3	Economic / Social Impact: Quantifiable impact of Innovations (in terms of values, beneficiaries, etc.) (a) Award 01 mark per innovation with measurable impact.	04	Independent Impact Assessments, / Economic Analysis
Part D: Desirable Qualifications	Additional credentials in the desired field of expertise	15	-
D.4.1	Area of Expertise: (a) Award 0.50 marks for each completed year in the desired area of specialization as per requirement of post beyond initial 03 years.	10	Certified by PME Cell / Institutional Head as per Project files
D.4.2	Degree / Certifications / Training: Relevant professional degree, certifications or executive trainings. (a) Award 02 marks if Ph.D. degree is in the desired field of specialization; (b) Award 0.50 marks per certificate or training in desired field of expertise (other than EQs).	03	Copy of Degree / Transcript / Certificate
D.4.3	Strategic Leadership Experience: Evidence of strategic roles in National / global initiatives (e.g., leading National Missions / Policy Groups of the Govt. / National consultative teams / international consortia & task forces) in desired field of expertise. (a) Award 01 mark per leadership role with impact; (b) Award 0.50 marks for being a member of such groups / teams.	02	Role descriptions, impact reports

Part E: Other Important Traits	Exposure, Global Relevance, Sustainability & performance	17	-
E.5.1	<p>Outside Exposure & Experience: Working in multicultural settings in National & International organizations.</p> <p>(a) Award 0.50 marks per completed six-monthly period.</p>	02	Employment records, Project reports
E.5.2	<p>Mentorship: Ph.D. / M.Sc. students supervised to completion as major guide</p> <p>(a) Award 0.40 marks per Ph.D. student;</p> <p>(b) Award 0.20 marks per M.Sc. student.</p>	02	Thesis certificate & degree
E.5.3	<p>Annual Performance Appraisal Report (APAR): Average APAR rating over the last 10 years.</p> <p>(a) Award 0.60 marks per year with "Outstanding" rating (or equivalent in international systems, e.g., exceeds expectations);</p> <p>(b) Award 0.30 marks per year for each "Very Good" rating (or equivalent in international systems e.g., meets expectation) based on verifiable performance scales.</p>	06	Certified APAR grading or equivalent performance evaluations from concerned / current employer
E.5.4	<p>Service in Remote / Difficult Areas: Years of service in challenging or underserved regions (e.g., rural areas, conflict zones or international equivalents of remote CGIAR sites).</p> <p>(a) Award 0.50 marks for each completed year with evidence of contributions to local development or research adaptation.</p>	02	Employment records, Impact reports from remote postings, notifications

E.5.5	<p>Awards / Fellowships / Recognition at National / International level:</p> <p>(a) Shanti Swaroop Bhatnagar Award / Rafi Ahmed Kidwai Award / ICAR Norman Borlaug Award / Rashtriya Krishi Vigyan Puraskar / Rashtriya Vigyan Puraskar: 03 marks / award;</p> <p>(b) Fellowship of any of the National or International academies (as per Annexure – A1): 01 mark per fellowship;</p> <p>(c) Any other award of National / International stature (as per Annexure – A2): 01 mark per award;</p> <p>(d) Post-doctoral fellowship (PDF): (I) Award 02 marks for pdf of duration 365 days or more; (II) Award 01 mark for pdf of duration between 180 to 364 days.</p>	05	Certificates / Relevant Documents
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Part F: Teaching / Coordination / Extension contributions

Teaching Traits	Teaching Learning experience	12	-
F.6.1(T)	<p>Teaching Experience: Years teaching graduate / post-graduate courses in agricultural sciences or related fields including PGD courses from UGC / AICTE recognized institutions or similar institutions with recognition from international equivalents.</p> <p>(a) Award 0.50 marks per year beyond initial 05 years of service as Scientist / equivalent position.</p>	07	Course syllabi, university records

F.6.2(T)	<p>Development of Teaching Learning materials: Courses developed or innovative teaching methods implemented with measurable outcomes (e.g., student success rates $\geq 90\%$).</p> <p>(a) Award 01 mark per major contribution.</p>	05	Curriculum documents, student performance data
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OR

Research Coordination Traits	Multi-Institutional Project coordination	12	-
F.6.1(C)	<p>Coordination of Projects: Multi-institutional research projects coordinated / evaluated.</p> <p>(a) Award 01 mark per project with ≥ 4 partners with verifiable outputs (e.g., joint publications, reports, etc.).</p>	04	Project agreements, Output reports
F.6.2(C)	<p>Interdisciplinary Collaboration: Leading cross-disciplinary teams with impact (e.g., integrated research outcomes).</p> <p>(a) Award 01 mark per collaboration with measurable results.</p>	04	Team reports, interdisciplinary output evidence
F.6.3(C)	<p>General Coordination: Coordination activities related to preparation / compilation of information for replying to Parliamentary questions or preparation of Cabinet notes, Data Management & Evaluation / IPR / Management / Technology Management Skill Development / Human Resource Management initiatives / Knowledge Management / e-Governance / Formulation & Processing of EFC / SFC, etc.</p> <p>(a) Award 01 mark per year for performing above duties.</p>	04	Employment Records and Role descriptions

OR

Extension Traits	Outreach Impact	12	-
F.6.1(E)	<p>Outreach Programs: Extension programs led or coordinated at different levels (e.g., farmers training, technical demonstrations, or community / stakeholder engagements, etc.).</p> <p>(a) Award 0.50 marks per program for leading such major extension activities having visible impact;</p> <p>(b) Award 0.25 marks for being a key member of such an activity / program.</p>	04	Impact reports, Responsibility assignment and Beneficiary data
H.6.2(E)	<p>Knowledge Dissemination: Training modules or materials developed (e.g., manuals, apps).</p> <p>(a) Award 0.5 marks per output with $\geq 1,000$ users / downloads.</p>	04	Usage data, Training records
H.6.3(E)	<p>Community Impact: About 5% of yield increase or stability of performance in drought regions or in intensive agricultural regions or in aspirational districts.</p> <p>(a) Award 0.50 marks per 500 farmers / stakeholders who are involved in any agricultural or allied activity per year.</p>	04	Survey / evaluation data, third-party reports

Score Card for HoDs / PCs / HORS

(or Equivalent Research Positions)

Item No.	Attributes / Accomplishments / Performance Indicators	Max. Marks	Evidence Required
Part A: Management & Administrative Traits	Strategic Research, Resource Mobilization & Policy	12	-
A.1.1	<p>Research Experience: Years in research roles (e.g., Divisional Head / Station Head / Project Coordinator / Principal Scientists / Professors in Research Institutes / Organizations / Universities / CGIAR / FAO equivalents).</p> <p>(a) Award 0.50 marks per year as Divisional Head / PC or equivalent level;</p> <p>(b) Award 0.50 marks per year beyond minimum 03 years as Principal Scientist / Professor or equivalent level.</p>	04	Employment records, Appointment letters
A.1.2	<p>Resource Mobilization: Total external grants secured under her / his leadership.</p> <p>(a) Award 0.50 marks for every Rs. 10 lakh per year secured in last 08 years</p>	04	Grant award letters / funding agency reports
A.1.3	<p>Policy: Number of policies formulated.</p> <p>(a) Award 01 mark per Policy.</p>	02	Policy documents, Impact reports

A.1.4	<p>Partnerships: Number of partnerships led with National and International organizations of repute.</p> <p>(a) Award 01 mark per partnership with evidence of implementation impact as PI or as Head of Division / Unit / Section.</p>	02	Partnership agreements, Impact reports
Part B: Scientific Traits	Research & Innovation	20	-
B.2.1	<p>Publication Impact: H-index (Scopus / Web of Science).</p> <p>(a) Award 01 mark per 4.00 points of h-index.</p>	08	Scopus / Google Scholar profiles, publication DOIs
B.2.2	<p>Research Output: Peer-reviewed publications in high-impact journals (NAAS Rated journals with Impact Factor > 6 or Clarivate impact factor or equivalent).</p> <p>(a) Award 0.40 marks per publication (list 20 best only). First / Corresponding Author: full marks if they are the PIs & 50% where they are the Co-PIs.</p>	08	Publication list with DOIs, NAAS rated Journal impact factors / Clarivate Impact factor
B.2.3	<p>Working in Inter-disciplinary teams: Years leading or being part of inter-disciplinary projects</p> <p>(a) Award 01 mark per year with evidence of outputs.</p>	04	Project reports / Funding agency records

Part C: Technology Development & Commercializa- tion Traits	Impactful Innovation	20	-
C.3.1	<p>Technologies Developed:</p> <p>(I) Crop varieties, tools or processes or products developed and adopted</p> <p>(a) Award 1.50 marks per variety having adoption evidence;</p> <p>(b) Award 01 mark per technology / product / process with adoption evidence;</p> <p>(c) For technologies / products / processes developed and approved other than (I) (b) above – 0.10 marks per technology.</p> <p>(II) For Germplasm collection</p> <p>(a) 0.02 marks per germplasm collected</p> <p>(III) For Germplasm Registration</p> <p>(a) 0.20 marks per germplasm registered</p> <p>(IV) For Animal Breeds / Fish Species / Perennial fruit crops</p> <p>(a) Award 03 marks per breed / species / perennial crop variety registered with adoption.</p> <p>(V) For each new animal trait identified or new animal gene isolated</p> <p>(a) 0.05 marks per trait / gene isolated</p> <p>(VI) For each new animal trait or new animal gene registered by the National and International Bureaus</p> <p>(a) 0.20 marks per trait or gene registered</p>	12	Adoption Reports, Institutional Certifications

	<p>(VII) Contribution made for the development & establishment of a Value Chain / a Model Village / a Seed Village / a Custom Hiring Centre / a Contract Farming Arrangement / a Climate Smart Village / a Watershed Model or similar community / rural development initiative.</p> <p>(a) Award 0.05 Mark for each such activity with certificate from concerned Head of Institution.</p> <p>(VIII) Extension Methodologies or Approaches adopted in at least 05 villages / Farmer Field Schools / Farmer Interest Groups or similar community groups established with documentation of success stories duly verified & certified by institution / organization.</p> <p>(a) Award 0.20 Mark for each such activity spanning a minimum of 05 villages.</p>		
C.3.2	<p>Patents & Commercialization: Patents / Copyrights granted.</p> <p>(a) 02 marks per patent commercialized with generated revenue;</p> <p>(b) 01 mark per patent granted other than (a) above;</p> <p>(c) 0.25 marks for each copyright.</p>	04	Patent / copyright certificates, Licensing agreements, financial reports
C.3.3	<p>Institutional Impact: Quantifiable impact of Innovations (in terms of values, beneficiaries, etc.)</p> <p>(a) Award 01 mark per innovation with measurable impact.</p>	04	Independent Impact Assessments / Economic Analysis
<p>Part D: Desirable</p>	<p>Additional credentials in the desired</p>	15	-

Qualifications	field of expertise		
D.4.1	Area of Expertise: (a) Award 0.50 marks for each completed year in the desired area of specialization as per requirement of post beyond initial two years.	08	Certified by PME Cell / Institutional Head as per Project files
D.4.2	Degree / Certifications / Training: Relevant professional degree, certifications or executive trainings. (a) Award 02 marks if Ph.D. degree is in the desired field of specialization; (b) Award 0.50 marks per certificate or training in desired field of expertise (other than EQs).	03	Copy of Degree / Transcript / Certificate
D.4.3	Strategic Experience: Evidence of strategic roles in National / global initiatives (e.g., leading National Missions / Policy Groups of the Govt. / National consultative teams / international consortia & task forces) in desired field of expertise. (a) Award 02 mark per leadership role with impact; (b) Award 01 mark for being a member of such groups / teams.	04	Role descriptions, impact reports
Part E: Other Important Traits	Exposure, Relevance, Sustainability & performance	16	-
E.5.1	Outside Exposure & Experience: Working in multicultural settings in National and International organizations. (a) Award 0.50 marks per completed six-monthly period.	02	Employment records, Project reports

E.5.2	<p>Mentorship: Ph.D. / M.Sc. students supervised to completion as major guide.</p> <p>(a) Award 0.40 marks per Ph.D. student;</p> <p>(b) Award 0.20 marks per M.Sc. student.</p>	02	Thesis certificate & degree
E.5.3	<p>Annual Performance Appraisal Report (APAR): Average APAR rating over the last 10 years.</p> <p>(a) Award 0.60 marks per year with "Outstanding" rating (or equivalent in international systems, e.g., exceeds expectations);</p> <p>(b) Award 0.30 marks per year for each "Very Good" rating (or equivalent in international systems e.g., meets expectation) based on verifiable performance scales.</p>	06	Certified APAR grading or equivalent performance evaluations from concerned / current employer
E.5.4	<p>Service in Remote / Difficult Areas: Years of service in challenging or underserved regions (e.g., rural areas, conflict zones or international equivalents of remote CGIAR sites).</p> <p>(a) Award 0.50 marks for each completed year with evidence of contributions to local development or research adaptation.</p>	02	Employment records, Impact reports from remote postings, notifications
E.5.5	<p>Awards / Fellowships / Recognition at National / International level:</p> <p>(a) Shanti Swaroop Bhatnagar Award / Rafi Ahmed Kidwai Award / ICAR Norman Borlaug Award / Rashtriya Krishi Vigyan Puraskar / Rashtriya Vigyan Puraskar: 03 marks / award;</p>	04	Certificates / Relevant Documents

	<p>(b) Fellowship of any of the National or International academies (as per Annexure - A1): 01 mark per fellowship;</p> <p>(c) Any other award of International / National stature (as per Annexure - A2): 01 mark per award;</p> <p>(d) Post-doctoral fellowship (PDF): (I) Award 02 marks for pdf of duration 365 days or more; (II) Award 01 mark for pdf of duration between 180 to 364 days.</p>		
Part F: Organizational Development Activities	CONTRIBUTION TOWARDS INSTITUTIONAL VISIBILITY	05	-
F.6.1	<p>Popular Articles published in Magazines & Newspapers.</p> <p>(a) Award 0.25 marks per article.</p>	03	List of articles to be verified by the Head of Institution
F.6.2	<p>Institute Building & Personal Development Activities:</p> <p>(I) Organizing Secretary / Convener of National / International level Conference / Seminar / Workshop / Symposia</p> <p>(a) 0.50 marks for each such event organized</p> <p>(II) Course Director / Coordinator of Winter / Summer Schools / CAFT or other similar training programmes</p> <p>(a) Award 01 mark for coordinator of at least 21 day's programme;</p>	02	Relevant Certificates / Orders / Verification by the Head of Institute / Organization

	<p>(b) Award 0.50 marks for coordinator of such a programme when it is of minimum duration of 10 days upto a maximum of 20 days.</p> <p>(III) Discharging different duties only related to Scientific activities in Institute i.e. as Scientist-in-charge, PME Cell or Member Secretary of RAC or Member Secretary of QRT or Member of RAC of another ICAR Institute / University or Member of IMC / BOM of an ICAR Institute / University or an equivalent scientific / educational institution.</p> <p>(a) 01 mark for each such assignment when it has been discharged at least for a period of more than one year.</p> <p>(IV) Attending EDP / MDP programme of Middle / Senior Management level of minimum 05 days duration</p> <p>(a) Award 0.50 marks per such programme attended.</p> <p>V) Discharging different duties related to semi-Scientific institutional development activities i.e. as Hostel Warden, Library In-charge, Laboratory In-charge, Farm In-charge, CPIO for Scientific / Technical matters, Nodal Officer for STC (TSP) / SCSP, Nodal Officer for SBA, etc. (but excluding the duties as of Administration, Finance, Vehicle In-charge, Guest House In-charge, Security, Estate, etc.)</p> <p>(a) 0.50 mark for each such assignment when it has been discharged at least for a period of more than one year.</p>		
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Part G: Teaching / Coordination / Extension contributions

Teaching Traits	Teaching Learning experience	12	-
G.7.1(T)	<p>Teaching Experience: Years teaching graduate / post-graduate courses in agricultural sciences or related fields including PGD courses from UGC / AICTE recognized institutions or similar institutions with recognition from international equivalents.</p> <p>(a) Award 0.75 marks per year beyond initial 03 years of service as Scientist / equivalent position.</p>	06	Course syllabi, university records
G.7.2(T)	<p>Development of Teaching Learning materials: Courses developed or innovative teaching methods implemented with measurable outcomes (e.g., student success rates $\geq 90\%$).</p> <p>(a) Award 1.50 marks per major contribution.</p>	06	Curriculum documents, student performance data
OR			
Research Coordination Traits	Multi-Institutional Project coordination	12	-
G.7.1(C)	<p>Coordination of Projects: Multi-institutional research projects coordinated / evaluated.</p> <p>(a) Award 1.50 marks per project with ≥ 3 partners with verifiable outputs (e.g., joint publications, reports, etc.).</p>	06	Project agreements, Output reports

G.7.2(C)	<p>Interdisciplinary Collaboration: Leading cross-disciplinary teams with impact (e.g., integrated research outcomes).</p> <p>(a) Award 01 mark per collaboration with measurable results.</p>	04	Team reports, interdisciplinary output evidence
G.7.3(C)	<p>General Coordination: Coordination activities related to preparation / compilation of information for replying to Parliamentary questions or preparation of Cabinet notes, Data Management & Evaluation / IPR Management / Technology Management / Skill Development / Human Resource Management initiatives / Knowledge Management / e-Governance / Formulation & Processing of EFC / SFC, etc.</p> <p>(a) Award 01 mark per year for performing above duties.</p>	02	Employment Records and Role descriptions

OR

Extension Traits	Outreach Impact	12	-
G.7.1(E)	<p>Outreach Programs: Extension programs led or coordinated at different levels (e.g., farmers training, technical demonstrations, or community / stakeholder engagements, etc.).</p> <p>(a) Award 01 mark per program for leading such major extension activities having visible impact;</p> <p>(b) Award 0.50 marks for being a key member of such an activity / program.</p>	05	Impact reports, Responsibility assignment and Beneficiary data

G.7.2(E)	<p>Knowledge Dissemination: Training modules or materials developed (e.g., manuals, apps).</p> <p>(a) Award 0.5 marks per output with $\geq 1,000$ users / downloads.</p>	03	Usage data, Training records
G.7.3(E)	<p>Community Impact: About 5% of yield increase or stability of performance in drought regions or in intensive agricultural regions or in aspirational districts.</p> <p>(a) Award 0.50 marks per 500 farmers / stakeholders who are involved in any agricultural or allied activity per year.</p>	04	Survey / evaluation data, third-party reports

Score Card for the Principal Scientists

Item No.	Attributes / Accomplishments / Performance Indicators	Max. Marks	Evidence Required
Part A: General Traits	Academic Achievements and Personal Development	12	-
A.1.1	<p>Academic performance:</p> <p>(I) First Position / Gold medal at University / Institution level (a) Award 01 mark for first position / gold medal at University / Institute level in M.Sc. / Ph.D. courses.</p> <p>(II) ICAR NET or UGC-CSIR NET or GATE or equivalent national / international qualifying examinations or candidates with Ph.D. degree from a reputed foreign University / Institution (a) Award 01 mark for having qualified JRF / SRF either through UGC – CSIR NET or through ICAR – AIEE, national / international equivalent or GATE with at least 95 percentiles in the relevant subject or Ph.D. degree from a reputed foreign University / Institution.</p> <p>(III) Best Ph.D. thesis award (a) Award 02 marks for ICAR – Jawaharlal Nehru award for best Ph.D. thesis; (b) Award 01 mark for best Ph.D. thesis award given by concerned University / Institution or equivalent national / international recognition.</p>	05	Academic Certificates / Degrees

	<p>(IV) OGPA / CGPA / Percentage obtained at Ph.D. level.</p> <p>(a) Award 01 mark for 90% or above marks or 9.0 or more CGPA on a scale of 10 or 3.6 or more OGPA on a scale of 4 or equivalent grades;</p> <p>(b) Award 0.50 marks for 80% or more but upto 90% marks or 8.0 or more CGPA but upto 9.0 on a scale of 10 or 3.2 or more OGPA but upto 3.6 on a scale of 4 or equivalent grades;</p> <p>(c) 0.50 marks also to be awarded where there is no system of grading or percentage for award of a Ph.D. degree.</p> <p>(V) OGPA / CGPA / Percentage obtained at M.Sc. level</p> <p>a) Award 01 mark for 90% or above marks or 9.0 or more CGPA on a scale of 10 or 3.6 or more OGPA on a scale of 4 or equivalent grades.</p> <p>(b) Award 0.50 marks for 80% or more but upto 90% marks or 8.0 or more CGPA but upto 9.0 on a scale of 10 or 3.2 or more OGPA but upto 3.6 on a scale of 4 or equivalent grades.</p> <p>(c) 0.50 marks also to be awarded where there is no system of grading or percentage for the award of a M.Sc. degree.</p>		
A.1.2	<p>Self-development: Trainings / Capacity building programmes attended on various research & management aspects from National / International Institutions of repute</p> <p>(a) Award 1.50 marks for each training programme / winter school, etc. of minimum 21 days duration that is directly related to the field of specialisation.</p>	04	Training certificates

	<p>(b) Award 01 mark for each capacity building programme / training programme of minimum 10 days duration but upto 20 days which is directly related to the field of specialisation;</p> <p>(c) Award 0.50 marks for each MDP / EDP training programme of minimum 05 days duration from a recognised management institution of repute.</p>		
A.1.3	<p>Resource Mobilization: Total external grants secured under her / his leadership.</p> <p>(a) Award 0.50 marks for every Rs. 10 lakh secured (or equivalent).</p>	03	Grant award letters / funding agency reports
Part B: Scientific Traits	Research & Innovation	24	-
B.2.1	<p>Research potential / Operational Expertise: Number of Research Projects of minimum 03 years duration completed (including both internally and externally funded)</p> <p>(a) Award 03 marks if at least 06 such research projects of 03 years duration completed</p> <p>(b) Award 02 marks if at least 04 such research projects of 03 years duration completed</p> <p>(c) Award 01 mark if at least 02 such research projects of 03 years duration completed.</p>	03	Project Completion Certificates issued by the Technical / PME Cell or the Head of Institution where working / worked earlier
B.2.2	<p>Publication Impact: H-index (Scopus / Web of Science).</p> <p>(a) Award 01 mark per 4.0 points of h-index.</p>	09	Scopus / Google Scholar profiles, publication DOIs

B.2.3	<p>Research Output: Peer-reviewed publications in high-impact journals (NAAS Rated journals with Impact Factor > 6 or Clarivate Impact factor or equivalent).</p> <p>(a) Award 0.60 marks per publication (list 15 best only). First / Corresponding Author: full marks if they are the PIs & 50% where they are the Co-PIs.</p>	09	Publication list with DOIs, NAAS rated journal impact factors / Clarivate Impact factor
B.2.4	<p>Working in Inter-disciplinary teams: Years leading or being part of interdisciplinary projects.</p> <p>(a) Award 01 mark per year with evidence of outputs.</p>	03	Project reports / funding agency records
Part C: Technology Development & Commercialization Traits	<p style="text-align: center;">Impactful Innovations</p>	20	-
C.3.1	<p>Technologies Developed:</p> <p>(I) Crop varieties, tools or processes or products developed and adopted</p> <p>(a) Award 2.50 marks per variety having adoption evidence;</p> <p>(b) Award 1.50 mark per technology / product / process with adoption evidence;</p> <p>(c) For technologies / products / processes developed and approved other than (I) (b) above – 0.20 marks per technology.</p> <p>(II) For Germplasm collection</p> <p>(a) 0.05 marks per germplasm collected</p>	12	Adoption Reports, Government Certifications

	<p>(III) For Germplasm Registration</p> <p>(a) 0.50 marks per germplasm registered</p> <p>(IV) For Animal Breeds / Fish Species / Perennial fruit crops</p> <p>(a) Award 05 marks per breed / species / perennial crop variety registered with adoption.</p> <p>(V) For each new animal trait identified or new animal gene isolated</p> <p>(a) 0.10 marks per trait / gene isolated</p> <p>(VI) For each new animal trait or new animal gene registered by the National and International Bureaus</p> <p>(a) 0.50 marks per trait or gene registered</p> <p>(VII) Contribution made for the development & establishment of a Value Chain / a Model Village / a Seed Village / a Custom Hiring Centre / a Contract Farming Arrangement / a Climate Smart Village / a Watershed Model or similar community / rural development initiative.</p> <p>(a) Award 0.10 Mark for each such activity with certificate from concerned Head of Institution.</p> <p>(VIII) Extension Methodologies or Approaches adopted in at least 05 villages / Farmer Field Schools / Farmer Interest Groups or similar community groups established with documentation of success stories duly verified & certified by institution / organization.</p> <p>(a) Award 0.40 Mark for each such activity spanning a minimum of 05 villages.</p>		
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C.3.2	<p>Patents & Commercialization: Patents / copyrights granted. (a) 03 marks per patent commercialized; (b) 02 marks per patent granted other than (a) above; (c) 0.50 marks for each copyright.</p>	04	Patent / copyright certificates, Licensing agreements, financial reports
C.3.3	<p>Institutional Impact: Quantifiable impact of Innovations (in terms of values, beneficiaries, etc.) (a) Award 02 marks per innovation with measurable impact.</p>	04	Independent Impact Assessments, Economic Analysis
Part D: Desirable Qualifications	Additional credentials in the desired field of expertise	15	-
D.4.1	<p>Area of Expertise: (a) Award 0.50 marks for each completed year in the desired area of specialization as per requirement of post (only post Ph.D. experience to be counted).</p>	10	Certified by the Technical or PME Cell or Head of Institution as per Research project files
D.4.2	<p>Degree / Certifications / Training: Relevant professional degree, certifications or executive trainings. (a) Award 02 marks if Ph.D. degree is in the desired field of specialization; (b) Award 0.50 marks per certificate or training in desired field of expertise (other than EQs and excluding those mentioned in A.1.2).</p>	03	Additional relevant qualifications
D.4.3	<p>Strategic Research Experience: Evidence of strategic roles in National / global initiatives (e.g., leading or participating in National or State Missions / Policy Groups of the Govt. /</p>	02	Role descriptions, impact reports

	<p>National or State consultative teams / international consortia & task forces) in desired field of expertise.</p> <p>(a) Award 02 mark per leadership role with impact;</p> <p>(b) Award 01 mark for being a member of such groups / teams.</p>		
Part E: Other Important Traits	Performance & Sustainability	15	-
E.5.1	<p>Mentorship: Ph.D. / M.Sc. students supervised to completion as Guide / Co-guide.</p> <p>(a) Award 0.50 marks per Ph.D. student;</p> <p>(b) Award 0.25 marks per M.Sc. student.</p>	02	Research Board's approval letter, Thesis certificate & degree
E.5.2	<p>Annual Performance Appraisal Report (APAR): Average APAR rating over the last 05 years.</p> <p>(a) Award 01 mark per year with "Outstanding" rating (or equivalent in international systems, e.g., exceeds expectations);</p> <p>(b) Award 0.50 marks per year for each "Very Good" rating (or equivalent in international systems e.g., meets expectation) based on verifiable performance scales.</p>	05	Certified APAR gradings or equivalent performance evaluations from concerned / current employer
E.5.3	<p>Service in Remote / Difficult Areas: Years of service in challenging or underserved regions (e.g., rural areas, conflict zones or international equivalents of remote CGIAR sites).</p> <p>(a) Award 0.50 marks for each completed year with evidence of contributions to local development or research adaptation.</p>	02	Employment records, Impact reports from remote postings, notifications

E.5.4	<p>Awards / Fellowships / Recognition at National / International level:</p> <p>(a) Shanti Swaroop Bhatnagar Award / Rafi Ahmed Kidwai Award / ICAR Norman Borlaug Award / Rashtriya Krishi Vigyan Puraskar / Rashtriya Vigyan Puraskar: 04 marks / award;</p> <p>(b) Fellowship of any of the National or International academies (as per Annexure-A1): 02 marks per fellowship;</p> <p>(c) Associateship of any of the National or International academies (as per Annexure – A1): 01 mark per associateship;</p> <p>(d) Any other award of National / International stature (as per Annexure – A2): 02 marks per award;</p> <p>(e) Post-doctoral fellowship (PDF): (I) Award 02 marks for pdf of duration 365 days or more; (II) Award 01 mark for pdf of duration between 180 to 364 days.</p> <p>(f) Award 01 mark for having been conferred with an Award given by a NAAS 'A' rated society or any CGIAR institution.</p>	06	Certificates / Relevant Documents
Part F: Organizational Development Activities	CONTRIBUTION TOWARDS INSTITUTIONAL VISIBILITY	08	-
F.6.1	<p>Other Publications and Editorial Works:</p> <p>(I) Popular Articles published in Magazines & Newspapers.</p>	03	Verification by the Head of Institution

	<p>(a) Award 0.30 marks per article.</p> <p>(II) Chief Editor / Member of Editorial Board of NAAS / Clarivate rated journals</p> <p>(a) Award 01 mark for working as Chief Editor or Editor;</p> <p>(b) Award 0.50 marks for working as Associate Editor or Member of Editorial board.</p> <p>(III) Chief Editor / Member of Editorial Board for Institutional publications like the Annual Reports, Newsletters, <i>Rajbhasha Patrikas</i>, Institutional magazines, etc.</p> <p>(a) Award 0.50 marks for each such publication which is of 100 or more pages;</p> <p>(b) Award 0.25 marks for each such publication of minimum 08 pages and upto 100 pages.</p> <p>(IV) Publication & release of Technical or Extension bulletins.</p> <p>(a) Award 0.25 marks for each bulletin that has been published and released in Hindi or English or other languages;</p> <p>(b) Award additional 0.10 marks per technical / extension bulletin if it has also been released in another local language.</p>		
F.6.2	<p>Institute Building Activities:</p> <p>(I) Organizing Secretary / Convener of National / International level Conference / Seminar / Workshop / Symposia</p> <p>(a) 0.50 marks for each such event organized as Convener / Organizing Secretary;</p> <p>(b) 0.25 mark for each such event organizing as Co-convener or Co-organizing secretary.</p>	05	Relevant Certificates / Orders / Verification by the Head of Institute / Organization

	<p>(II) Course Director / Coordinator of Winter / Summer Schools / CAFT or other similar training programmes</p> <p>(a) Award 01 mark for coordinator of at least 21 day's programme;</p> <p>(b) Award 0.50 marks for coordinator of programme when it is of minimum duration of 10 days upto a maximum of 20 days.</p> <p>(III) Discharging different duties only related to Scientific activities in Institute i.e. as Scientist-in-charge, PME Cell or Research Coordination Unit or Member Secretary of RAC or Member Secretary of QRT or Member of RAC of another ICAR Institute / University or Member of IMC / BOM of an ICAR Institute / University or an equivalent scientific / educational institution.</p> <p>(a) 01 mark for each such assignment when it has been discharged at least for a period of more than one year</p> <p>IV) Discharging different duties related to semi-Scientific institutional development activities i.e. as Hostel Warden, Library In-charge, Laboratory In-charge, Farm In-charge, CPIO for Scientific / Technical matters, Nodal Officer for STC (TSP) / SCSP, Nodal Officer for SBA, Information Officer for Technical matters or Nodal Officer for outreach / special programmes, etc. (but excluding the duties as of Administration, Finance, Vehicle In-charge, Guest House In-charge, Security, Estate, etc.)</p> <p>(a) 0.50 mark for each such assignment when it has been discharged at least for a period of more than one year.</p>		
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	<p>(V) Best paper or best poster presentation award in symposium / conference</p> <p>(a) Award 0.50 marks for each best paper or best poster presentation award in International Conferences / symposia;</p> <p>(b) Award 0.25 marks for each best paper or best poster presentation award in National level Conferences / symposia</p> <p>(VI) Development of laboratory facility / equipment facility / farm development / hostel facilities / interactive classroom facility / demonstration unit for underprivileged communities as part of DAPSC / DAPST / NEH area targeted activity or targeted outreach programmes / technology window or any other facility having measurable impact w.r.t. supporting research, extension or educational activities of the Institution / organization.</p> <p>(a) Award 0.50 marks for each such facility with a minimum investment of Rs. 5.0 lakh (or equivalent).</p>		
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Part G: Teaching / Coordination / Extension contributions

Teaching Traits	Teaching Learning experience	06	-
G.7.1(T)	<p>Teaching Experience: Years teaching graduate / post-graduate courses in agricultural sciences or related fields including PGD courses from UGC / AICTE recognized institutions or similar institutions with recognition from international equivalents.</p> <p>(a) Award 0.50 marks per year beyond initial 03 years of service as Scientist / Assistant Professor or equivalent position.</p>	03	Course syllabi, university records

G.7.2(T)	<p>Development of Teaching Learning materials: Courses developed or innovative teaching methods implemented with measurable outcomes (e.g., student success rates $\geq 90\%$).</p> <p>(a) Award 01 mark per major contribution.</p>	03	Curriculum documents, student performance data
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OR

Research Coordination Traits	Multi-Institutional Project coordination	06	-
G.7.1(C)	<p>Coordination of Projects: Multi-institutional research projects coordinated / evaluated.</p> <p>(a) Award 1.50 marks per project with ≥ 3 partners with verifiable outputs (e.g., joint publications, reports, etc.).</p>	03	Project agreements, Output reports
G.7.2(C)	<p>Interdisciplinary Collaboration: Member of cross-disciplinary teams with impact (e.g., integrated research outcomes).</p> <p>(a) Award 01 mark per collaboration with measurable results.</p>	03	Team reports, interdisciplinary output evidence

OR

Extension Traits	Outreach Impact	06	-
G.7.1(E)	<p>Outreach Programs: Extension programs led or coordinated at different levels (e.g., farmers training, technical demonstrations, or community / stakeholder engagements, etc.).</p>	03	Impact reports, Responsibility assignment and Beneficiary

	<p>(a) Award 01 mark per program for leading such major extension activities having visible impact;</p> <p>(b) Award 0.50 marks for being a key member of such an activity / program.</p>		data
G.7.2(E)	<p>Knowledge Dissemination: Training modules or materials developed (e.g., manuals, apps).</p> <p>(a) Award 01 mark per output with $\geq 1,000$ users / downloads.</p>	03	Usage data, Training records

Score Card for Senior Scientists & Sr. Scientists-cum-Head, KVks

Item No.	Attributes / Accomplishments / Performance Indicators	Max. Marks	Evidence Required
Part A: General Traits	Academic Achievements and Personal Development	15	-
A.1.1	<p>Academic performance:</p> <p>(I) First Position / Gold medal at University / Institution level (a) Award 02 marks for first position / gold medal at University / Institute level in M.Sc. / Ph.D. courses.</p> <p>(II) ICAR NET or UGC-CSIR NET or GATE or equivalent national / international qualifying examinations or candidates with Ph.D. degree from a reputed foreign University / Institution (a) Award 02 marks for having qualified JRF / SRF either through UGC – CSIR NET or through ICAR – AIEE, national / international equivalent or GATE with at least 95 percentiles in the relevant subject Ph.D. degree from a reputed foreign University / Institution.</p> <p>(III) Best Ph.D. thesis award (a) Award 03 marks for ICAR – Jawaharlal Nehru award for best Ph.D. thesis; (b) Award 02 marks for best Ph.D. thesis award given by concerned University / Institution or equivalent national / international recognition.</p>	10	Academic Certificates / Degrees

	<p>(IV) OGPA / CGPA / Percentage obtained at Ph.D. level</p> <p>(a) Award 02 marks for 90% or above marks or 9.0 or more CGPA on a scale of 10 or 3.6 or more OGPA on a scale of 4 or equivalent grades;</p> <p>(b) Award 01 mark for 80% or more but upto 90% marks or 8.0 or more CGPA but upto 9.0 on a scale of 10 or 3.2 or more OGPA but upto 3.6 on a scale of 4 or equivalent grades;</p> <p>(c) 01 mark also to be awarded where there is no system of grading or percentage for award of a Ph.D. degree.</p> <p>(V) OGPA / CGPA / Percentage obtained at M.Sc. level</p> <p>a) Award 01 mark for 90% or above marks or 9.0 or more CGPA on a scale of 10 or 3.6 or more OGPA on a scale of 4 or equivalent grades;</p> <p>(b) Award 0.50 marks for 80% or more but upto 90% marks or 8.0 or more CGPA but upto 9.0 on a scale of 10 or 3.2 or more OGPA but upto 3.6 on a scale of 4 or equivalent grades;</p> <p>(c) 0.50 marks also to be awarded where there is no system of grading or percentage for award of a M.Sc. degree.</p>		
A.1.2	<p>Self-development: Trainings / Capacity building programmes attended on various research & management aspects from National / International Institutions of repute</p> <p>(a) Award 02 marks for each training programme / winter school, etc. of minimum 21 days duration that is directly related to the field of specialization;</p>	03	Training certificates

	<p>(b) Award 01 mark for each training programme / capacity building programme of minimum 10 days duration but upto 20 days which is directly related to the field of specialization;</p> <p>(c) Award 01 mark for each MDP / EDP training programme of minimum 05 days duration from a recognized management institution of repute.</p>		
A.1.3	<p>Resource Mobilization: Total external grants secured under her / his leadership.</p> <p>(a) Award 01 mark for each externally funded project awarded.</p>	02	Grant award letters / funding agency reports
Part B: Scientific Traits	Research & Innovation	24	-
B.2.1	<p>Research potential / Operational Expertise: Number of Research Projects of minimum 03 years duration completed (including both internally & externally funded)</p> <p>(a) Award 01 mark each for completing every such research project of 03 years duration that has been completed as per Institution's mandate with due approval.</p>	04	Project Completion Certificates issued by the Technical / PME Cell or the Head of Institution where working / worked earlier
B.2.2	<p>Publication Impact: H-index (Scopus / Web of Science).</p> <p>(a) Award 01 mark per 3.5 points of h-index.</p>	08	Scopus / Google Scholar profiles, publication DOIs

B.2.3	<p>Research Output: Peer-reviewed publications in high-impact journals (NAAS Rated journals with Impact Factor > 6 or Clarivate Impact factor or equivalent).</p> <p>(a) Award 0.75 marks per publication (list 12 best only). First / Corresponding Author: full marks if they are the PIs & 50% where they are the Co-PIs.</p>	09	Publication list with DOIs, NAAS rated journal impact factors / Clarivate Impact factor
B.2.4	<p>Working in Inter-disciplinary teams: Years leading or being part of inter-disciplinary projects.</p> <p>(a) Award 01 mark per year with evidence of outputs.</p>	03	Project reports / funding agency records
Part C: Technology Development & Commercialization Traits	Impactful Innovations	15	-
C.3.1	<p>Technologies Developed:</p> <p>(I) Crop varieties, tools or processes or products developed and adopted</p> <p>(a) Award 2.50 marks per variety with adoption evidence;</p> <p>(b) Award 1.50 mark per technology / product / process with adoption evidence;</p> <p>(c) For technologies / products / processes developed and approved other than (I) (b) above – 0.20 marks per technology.</p> <p>(II) For Germplasm collection</p> <p>(a) 0.05 marks per germplasm collected</p>	10	Adoption Reports, Government Certifications

	<p>(III) For Germplasm Registration</p> <p>(a) 0.50 marks per germplasm registered</p> <p>(IV) For Animal Breeds / Fish Species / Perennial fruit crops</p> <p>(a) Award 05 marks per breed / species / perennial crop registered with adoption.</p> <p>(V) For each new animal trait identified or new animal gene isolated</p> <p>(a) 0.10 marks per trait / gene isolated</p> <p>(VI) For each new animal trait or new animal gene registered by the National and International Bureaus</p> <p>(a) 0.50 marks per trait or gene registered</p> <p>(VII) Contribution made for the development & establishment of a Value Chain / a Model Village / a Seed Village / a Custom Hiring Centre / a Contract Farming Arrangement / a Climate Smart Village / a Watershed Model or similar community / rural development initiative.</p> <p>(a) Award 0.10 Mark for each such activity with certificate from concerned Head of institution.</p> <p>(VIII) Extension Methodologies or Approaches adopted in at least 05 villages / Farmer Field Schools / Farmer Interest Groups or similar community groups established with documentation of success stories duly verified & certified by institution / organization.</p> <p>(a) Award 0.40 Mark for each such activity spanning a minimum of 05 villages.</p>		
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C.3.2	<p>Patents & Commercialization: Patents / copyrights granted.</p> <p>(a) 03 marks per patent commercialized;</p> <p>(b) 02 marks per patent granted other than (a) above;</p> <p>(d) 0.50 marks for each copyright.</p>	03	Patent / copyright certificates, Licensing agreements, financial reports
C.3.3	<p>Institutional Impact: Quantifiable impact of Innovations (in terms of values, beneficiaries, etc.)</p> <p>(a) Award 02 marks per innovation with measurable impact.</p>	02	Independent Impact Assessments, Economic Analysis
Part D: Desirable Qualifications	Additional credentials in the desired field of expertise	15	-
D.4.1	<p>Area of Expertise: (a) Award 01 mark for each completed year in the desired area of specialization as per requirement of post (only post Ph.D. experience to be counted).</p>	10	Certified by the Technical or PME Cell or Head of Institution as per Research project files
D.4.2	<p>Degree / Certifications / Training: Relevant professional degree, certifications or executive trainings.</p> <p>(a) Award 03 marks if Ph.D. degree is in the desired field of specialization;</p> <p>(b) Award 01 mark per certificate or training in desired field of expertise (other than EQs and excluding those mentioned in A.1.2).</p>	05	Additional relevant qualifications

Part E: Other Important Traits	Performance & Sustainability	15	-
E.5.1	<p>Mentorship: Ph.D. / M.Sc. students supervised to completion as Guide / Co-guide.</p> <p>(a) Award 01 mark per Ph.D. student;</p> <p>(b) Award 0.50 marks per M.Sc. student.</p>	02	Research Board's approval letter, Thesis certificate & degree
E.5.2	<p>Annual Performance Appraisal Report (APAR): Average APAR rating over the last 05 years.</p> <p>(a) Award 01 mark per year with "Outstanding" rating (or equivalent in international systems, e.g., exceeds expectations);</p> <p>(b) Award 0.50 marks per year for each "Very Good" rating (or equivalent in international systems e.g., meets expectation) based on verifiable performance scales.</p>	05	Certified APAR gradings or equivalent performance evaluations from concerned / current employer
E.5.3	<p>Service in Remote / Difficult Areas: Years of service in challenging or underserved regions (e.g., rural areas, conflict zones or international equivalents of remote CGIAR sites).</p> <p>(a) Award 0.50 marks for each completed year with evidence of contributions to local development or research adaptation.</p>	02	Employment records, Impact reports from Remote postings, notifications

<p>E.5.4</p>	<p>Awards / Fellowships / Recognition at National / International level:</p> <p>(a) Shanti Swaroop Bhatnagar Award / Rafi Ahmed Kidwai Award / ICAR Norman Borlaug Award / Rashtriya Krishi Vigyan Puraskar / Rashtriya Vigyan Puraskar: 04 marks / award;</p> <p>(b) Fellowship of any of the National or International academies (as per Annexure – A1): 02 marks per fellowship;</p> <p>(c) Associateship of any of the National or International academies (as per Annexure – A1): 01 mark per associateship;</p> <p>(d) Any other award of National / International stature (as per Annexure – A2): 02 marks per award;</p> <p>(e) Post-doctoral fellowship (PDF):</p> <p>(I) Award 02 marks for pdf of duration 365 days or more;</p> <p>(II) Award 01 mark for pdf of duration between 180 to 364 days.</p> <p>(f) Award 01 mark for having been conferred with an Award given by a NAAS 'A' rated society or any CGIAR institution.</p>	<p>06</p>	<p>Certificates / Relevant Documents</p>
<p>Part F: Organizational Development Activities</p>	<p>CONTRIBUTION TOWARDS INSTITUTIONAL VISIBILITY</p>	<p>10</p>	<p>-</p>
<p>F.6.1</p>	<p>Other Publications & Editorial Works:</p> <p>(I) Popular Articles published in Newspapers, Magazines. Only such items that have been published with the approval of appropriate authority to be listed.</p> <p>(a) Award 0.40 marks per article.</p>	<p>04</p>	<p>Verification by the Head of Institution</p>

	<p>(II) Chief Editor / Member of Editorial Board of NAAS / Clarivate rated journals</p> <p>(a) Award 01 mark for working as Chief Editor or Editor;</p> <p>(b) Award 0.50 marks for working as Associate Editor or Member of Editorial board</p> <p>(III) Chief Editor / Member of Editorial Board for Institutional publications like the Annual Reports, Newsletters, <i>Rajbhasha Patrikas</i>, Institutional magazines, etc.</p> <p>(a) Award 0.50 marks for each such publication which is of 100 or more pages;</p> <p>(b) Award 0.25 marks for each such publication of minimum 08 pages and upto 100 pages.</p> <p>(IV) Publication & release of Technical or Extension bulletins.</p> <p>(a) Award 0.25 marks for each bulletin that has been published and released in Hindi or English or other languages;</p> <p>(b) Award additional 0.10 marks per technical / extension bulletin if it has also been released in another local language.</p>		
F.6.2	<p>Institute Building Activities:</p> <p>(I) Organizing Secretary / Convener of National / International level Conference / Seminar / Workshop / Symposia</p> <p>(a) 0.50 marks for each such event organized as Convener / Organizing Secretary;</p> <p>(b) 0.25 mark for each such event organizing as Co-convener or Co-organizing secretary.</p>	06	Relevant Certificates / Orders / Verification by the Head of Institute / Organization

	<p>(II) Course Director / Coordinator of Winter / Summer Schools / CAFT / advanced training programmes or other similar training programmes</p> <p>(a) Award 01 mark for coordinator of at least 21 day's programme;</p> <p>(b) Award 0.50 marks for coordinator of such programmes when it is of minimum duration of 10 days upto a maximum of 20 days.</p> <p>(III) Discharging different duties only related to Scientific activities in Institute i.e. as Scientist-in-charge, PME Cell or Research Coordination unit or Member Secretary of RAC or Member Secretary of QRT or Member of RAC of another ICAR Institute / University or Member of IMC / BOM / governing board of an ICAR Institute / University or an equivalent scientific / educational institution.</p> <p>(a) 01 mark for each such assignment when it has been discharged at least for a period of more than one year</p> <p>(IV) Discharging different duties related to semi-Scientific institutional development activities i.e. as Hostel Warden, Library In-charge, Laboratory In-charge, Farm In-charge, CPIO for Scientific / Technical matters, Nodal Officer for STC (TSP) / SCSP, Nodal Officer for SBA, Information Officer for Technical matters, Nodal Officer for outreach / special programmes, etc. (but excluding the duties as of Administration, Finance, Vehicle In-charge, Guest House In-charge, Security, Estate, etc.)</p> <p>(a) 0.50 mark for each such assignment when it has been discharged at least for a period of more than one year.</p>		
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<p>(V) Best paper or best poster presentation award in symposium / conference</p> <p>(a) Award 0.50 marks for each best paper or best poster presentation award in International Conferences / symposia;</p> <p>(b) Award 0.25 marks for each best paper or best poster presentation award in National level Conferences / symposia.</p> <p>(VI) Development of laboratory or equipment facility / farm development / hostel facilities / interactive classroom facility / demonstration unit for underprivileged communities as part of DAPSC / DAPST / NEH area targeted activity or targeted outreach programmes / technology window or any other facility having measurable impact w.r.t. supporting research, extension or educational activities of the Institution / organization.</p> <p>(a) Award 01 mark for each such facility with a minimum investment of Rs. 5.0 lakh (or equivalent).</p> <p>(VII) Coordination of Institute level activities for the flagship programmes of Government of India or the State Governments like MGMSG, Kisan Melas, RKVY, Skill Development Programmes, NMSA, NMSF, NLM, NHM, skill programmes or mission projects or similar programmes of CGIAR institutions, UN bodies and other foreign governments.</p> <p>(a) Award 0.50 marks for coordinating each such activity at least for a period of one year.</p>		
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Part G: Teaching / Coordination / Extension contributions

Teaching Traits	Teaching Learning experience	06	-
G.7.1(T)	<p>Teaching Experience: Years teaching graduate / post-graduate courses in agricultural sciences or related fields including PGD courses from UGC / AICTE recognized institutions or similar institutions with recognition from international equivalents.</p> <p>(a) Award 0.50 marks per year beyond initial 03 years of service as Scientist / Assistant Professor or equivalent position.</p>	03	Course syllabi, university records
G.7.2(T)	<p>Development of Teaching Learning materials: Courses developed or innovative teaching methods implemented with measurable outcomes (e.g., student success rates $\geq 90\%$).</p> <p>(a) Award 1.50 marks per major contribution.</p>	03	Curriculum documents, student performance data
OR			
Research Coordination Traits	Multi-Institutional Project coordination	06	-
G.7.1(C)	<p>Coordination of Projects: Multi-institutional research projects coordinated / evaluated.</p> <p>(a) Award 02 marks per project with ≥ 3 partners with verifiable outputs (e.g., joint publications, reports, etc.);</p>	03	Project agreements, Output reports

	(b) Award 01 mark per project with ≥ 2 partners with verifiable outputs (e.g., joint publications, reports, etc.).		
G.7.2(C)	Interdisciplinary Collaboration: Member of cross-disciplinary teams with impact (e.g., integrated research outcomes). (a) Award 1.50 mark per collaboration with measurable results.	03	Team reports, interdisciplinary output evidence

OR

Extension Traits	Outreach Impact	06	-
G.7.1(E)	Outreach Programs: Extension programs led or coordinated at different levels (e.g., farmers training, technical demonstrations or community / stakeholder engagements, etc.). (a) Award 02 marks per program for leading such major extension activities having visible impact; (b) Award 01 marks for being a key member of such an activity / program.	03	Impact reports, Responsibility assignment and Beneficiary data
G.7.2(E)	Knowledge Dissemination: Training modules or materials developed (e.g., manuals, apps). (a) Award 1.50 marks per output with $\geq 1,000$ users / downloads.	03	Usage data, Training records

List of Reputed National / International Academies

1. Indian National Science Academy, New Delhi
2. National Academy of Sciences (India), Prayagraj (Allahabad)
3. National Academy of Agricultural Sciences, New Delhi
4. Indian Academy of Sciences, Bengaluru
5. Indian National Academy of Engineering, New Delhi
6. National Academy of Biological Sciences (NABS) — Chennai
7. National Academy of Medical Sciences (NAMS) — New Delhi
8. National Academy of Veterinary Sciences (NAVS) — New Delhi
9. National Environmental Science Academy (NESA) — New Delhi
10. Indian National Young Academy of Science (INYAS), New Delhi
11. The Academy of Sciences for the Developing World, Trieste, Italy
12. Japan Academy of Sciences, Tokyo, Japan
13. Russian Academy of Agricultural Sciences, Moscow, Russia
14. The US National Academy of Sciences, Washington D.C., USA
15. The Royal Society, London, UK
16. World Academy of Art & Science (WAAS), California, USA
17. International Science Council (ISC), Paris, France
18. Global Young Academy (GYA), Halle, Germany
19. Academia Europaea, London, UK
20. European Academy of Sciences and Arts, Salzburg, Austria
21. World Council of Fisheries Societies (WCFS), Maryland, USA

List of other awards of National / International stature in the relevant fields

(I) National Awards

A. ICAR awards:

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

B. CSIR Awards:

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

C. Ministry of Earth Sciences:

1. National Earth System Science Award

D. Department of Science and Technology (DST)

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

E. Department of Biotechnology (DBT)

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

F. Ministry of Environment, Forest and Climate Change

1. India Biodiversity Award
2. K. Janaki Ammal National Award on Taxonomy
3. Pitamber Pant National Environment Fellowship Award
4. Dr. B.P. Pal National Environment Fellowship Award for Biodiversity
5. ICFRE Agroforestry Award
6. ICFRE Lifetime Achievement Award in Forestry.

G. Ministry of Earth Science:

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

H. Ministry of Skill Development:

1. National Entrepreneurship award

I. Ministry of AYUSH:

1. Lifetime Achievement Award

J. Indian Space Research Organisation (ISRO)

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

K. Ministry of Electronics & Information Technology:

- Digital India Award

L. Awards of Reputed Academies:

1. Indian National Science Academy, New Delhi

I. International Awards:

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

II. General Medals and Awards

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

III. Subject wise Medals / Awards (Medals Instituted by the Academy)

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

IV. Awards for Young Scientists

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

V. INSA Teacher Award

2. National Academy of Sciences (India), Prayagraj (Allahabad)

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

- Millennium Awards
- NASI Science Teacher Award

3. National Academy of Agricultural Sciences, New Delhi

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

4. The Academy of Sciences for the Developing World

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

5. Japan Academy of Sciences

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

6. Russian Academy of Agricultural Sciences

- Lomonosov Gold Medal.
- Landau Gold Medal.
- Kurchatov Medal.
- Demidov Prize.
- Lobachevsky Prize
- Kovalevskaya Prize
- Pushkin Prize
- Lebedev Prize

7. US National Academy of Sciences

a) Behavioural and Social Sciences

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

b) Biology and Medicine

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

c) Earth and Environmental Sciences

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

d) Engineering and Applied Sciences

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

e) Physical Sciences and Mathematics

- Alexander Hollaender Award in Biophysics
- Arctowski Medal
- Comstock Prize in Physics
- Henry Draper Medal
- J. Lawrence Smith Medal
- James Craig Watson Medal
- Maryam Mirzakhani Prize in Mathematics (formerly the NAS Award in Mathematics)
- Michael and Sheila Held Prize
- NAS Award for Scientific Discovery
- NAS Award in Chemical Sciences
- NAS Award for Chemistry in Service to Society

8) The Royal Society, London, UK

Royal Society medal, award and prize winners Medallists and Award

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

9. Other Awards

- University / Deemed Universities of ICAR / IIT / IIM Gold Medal for excellence in Academics
- Best Teacher Awards of University / Deemed Universities of ICAR

(II) International Awards

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