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सचिव (डेयर) एवं महानिदेशक (भाकृअनुप)

Dr. M. L. Jat

SECRETARY (DARE) & DIRECTOR GENERAL (ICAR)

भारत सरकार

कृषि अनुसंधान और शिक्षा विभाग एवं

भारतीय कृषि अनुसंधान परिषद,

कृषि एवं किसान कल्याण मंत्रालय, कृषि भवन, नई दिल्ली 110 001

GOVERNMENT OF INDIA

DEPARTMENT OF AGRICULTURAL RESEARCH & EDUCATION (DARE)

AND

INDIAN COUNCIL OF AGRICULTURAL RESEARCH (ICAR)

MINISTRY OF AGRICULTURE & FARMERS WELFARE

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Dated the 10th September, 2026

Dear Directors,

As you are aware, ICAR is presently undertaking an exercise for cadre review of Scientists. The exercise is envisaged not merely as a numerical adjustment involving addition, deletion or rationalization of posts, but as a strategic exercise for restructuring and repositioning scientific manpower in response to emerging requirements of agricultural research and education.

Human capital is the key strategic resource of a knowledge-based research organization. The quality, specialization, composition and deployment of scientific manpower determine an Institute's research capabilities, performance and long-term relevance. Accordingly, the cadre review should be undertaken as a forward-looking human resource planning exercise, taking into account advances in emerging science and technology, changing national and global priorities, interdisciplinary and multidisciplinary research and the development of specialized capabilities and centres of excellence in strategically important areas.

In this context, each ICAR Institute is required to identify one specific niche area / domain / theme of scientific work in which it proposes to emerge as a Global Leader. The identified niche should be aligned with the Institute's mandate and core strengths, while reflecting emerging technologies, future opportunities, national priorities and the objectives of *Viksit Bharat @2047*. It should represent an area in which the Institute has the potential to develop distinctive and globally competitive capabilities and establish international recognition.

The identified niche area shall serve as the primary basis for projecting the Institute's future scientific manpower requirements and consequently, its future cadre strength and disciplinary composition. The proposal should, therefore, clearly establish the scientific capabilities, specialized expertise, infrastructure, collaborations and human resources required to achieve the stated global leadership objective. The assessment should be based on the Institute's existing strengths, expertise, infrastructure, research outputs, emerging opportunities and gaps in its present scientific cadre.

Keeping the above aspects in mind, following information may be furnished:

- (i) Name of the targeted niche area / domain / theme
- (ii) Brief justification for its identification with reference to the Institute's mandate, emerging technologies, national and global priorities and the vision of *Viksit Bharat @2047* (not exceeding 200–250 words) and
- (iii) Existing strengths and future potential of the Institute to attain global leadership in the identified area, including the broad scientific capabilities, specialized expertise and human resources required to realize the proposed vision (not exceeding 200–250 words).

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The information furnished should provide a clear and evidence-based basis for determining the future scientific manpower, disciplinary requirements and cadre strength of the Institute. The eventual cadre review proposals should, therefore, be developed at the Institute level and examined holistically at the SMD level, with the focus being on building a future ready scientific cadre aligned with the identified niche and the Institute's long term global leadership ambition, rather than merely adjusting existing posts or disciplines.

The matter may kindly be accorded priority and personal attention. The above information may be furnished latest by 18th September 2026 at persicarhqs@gmail.com without fail.

Yours



(M. L. Jat)

All Directors of ICAR Institutes / NRCs / Bureaus / PDs / ATARIs

Copy to:

All DDGs, ICAR with the request to provide necessary guidance to the respective Institutes, so as to facilitate formulation of realistic and forward-looking ideas / proposals in identified areas, keeping in view national priorities, emerging technologies and the vision of *Viksit Bharat @2047*.