



**Sher-i-Kashmir
University of Agricultural Sciences
& Technology of Kashmir**

Main Campus, Shalimar, Srinagar-190025

**ADVERTISEMENT FOR
FILLING OF VARIOUS POSITIONS OF
OFFICERS OF THE UNIVERSITY**

Advertisement Notice No. 02 of 2026

Dated: 24. 02. 2026



0194-2461271 | registrar@skuastkashmir.ac.in

Handwritten signature and date: 24/02

Sher-i-Kashmir University of Agricultural Sciences & Technology, Kashmir invites Online applications through University website www.skuastkashmir.ac.in from exceptionally bright & motivated Indian Nationals possessing established record of high quality Research, Teaching & outreach activities, for filling up of below mentioned positions through direct recruitment on tenure basis for a period of three(03) years extendable by another two(02) years.

Details of the post(s) are given below:

S. No.	Position	No. of post
1.	Director Education Pay Level (RL-14 Rs.144200-218200) UGC Scale	01

Essential Qualification:

- i) Doctorate degree in any branch of Agriculture/ Veterinary or allied Sciences.
- ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/ Chief Scientist or equivalent in an Agricultural University or Research Institute.

Desirable:

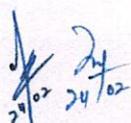
- i) Evidence of leadership and outstanding achievements in teaching and organizing teaching
- ii) Good knowledge of modern agricultural educational system

Roles:

- Provide leadership by outstanding instructional programmes at UG, PG and PhD level.
- Align the university education system to basic tenants of NEP-2020.
- Champion the provision of high-quality teaching and scholarly activities within the university ensuring a stimulating, collegial and well-managed environment.
- Contribute to the delivery of the University's strategy including promoting excellence and in the University's Knowledge Creation and Exchange, Learning & Teaching and Internationalization strategies.
- Lead, develop and motivate an educational ecosystem that engenders a culture of excellence, accountability and transparency, equity and diversity ensuring alignment with the University's Strategic Academic Plans.

Responsibilities:

- Make SKUAST-K a preferred destination for higher education in agriculture by attracting bright minds from diverse backgrounds.
- Create an international outlook of SKUAST-K by attracting foreign students as well as encouraging our students to land in international institutions of higher learning.
- Develop a Multidisciplinary education system that embraces diversity of options, degree by design and addresses skill disconnect.
- Attracting extramural funding for developing matching physical and technological infrastructure for promoting global learning ambience and digital education.
- Developing networks between the SKUAST-K, global education leaders and industry in the field in the public and private sectors, locally, nationally and internationally to create a locally engaged but globally networked ecosystem.

 24/02

Key performance Indicators:

1. Deploy Academic Management System for automation of student related affairs from admission to award of degrees
2. Increased Gross Student Enrolment by 20% per year.
3. Increase university revenue from admissions by 400% by developing new programmes and internationalization.
4. Increased course diversity by developing tailored and customized courses (20 certificate, 10 diploma and 1-2 degree programmes/year)
5. Develop a system of flexible choice based education
6. New Postgraduate Sandwich programmes (10 programmes/year)
7. Develop effective outcome oriented Examination and Evaluation System.
8. Enhance faculty diversity by creating an institutional mechanism for honorary adjunct/visiting professors
9. Improve student diversity upto 40 % by encouraging students from other states and countries.

Coordination:

Director Education will coordinate with Deans of Subject matter Faculties, Registry Controller of Examinations in the matters of Academics and Examinations.

 24/02
 24/02

S.No.	Position	No. of post
2.	Director Research Pay Level (RL-14 Rs.144200-218200) UGC Scale	01

Essential Qualification:

- i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences
- ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/ Chief Scientist or equivalent in an Agricultural University or Research Institute.

Desirable:

- Evidence of leadership and outstanding achievements in research and organizing research.

Roles:

- Generate excitement for innovative ideas for technology development.
- Provide leadership for outstanding research for public benefit and development in agriculture and allied fields for increasing productivity, efficiency and impact.
- Champion the provision of high-quality research and scholarly activities within the University, ensuring a stimulating, collegial and well-managed environment.
- Contribute to the delivery of the University's strategy, including promoting excellence in the University's Research & Innovation strategies.
- Lead, develop and motivate a research ecosystem that engenders a culture of excellence, accountability and transparency, ensuring alignment with the University's Strategic Plan.
- Be responsible for the effective and efficient use of allocated resources to maximize contribution to the University's state and national commitments.

Responsibilities:

- Develop an action framework for creating the first Knowledge-Based and Technology-Driven Bio-Economy Model in the country, driven by socially relevant, need-based and location-specific research.
- Ensure effective and efficient use of allocated resources to maximize contribution to the University's state and national commitments.
- Cooperate and collaborate with Heads of Development Departments for identification of challenges in agriculture.
- Encourage, motivate and inspire a pool of scientists for:
 1. Attraction of extramural funding for boosting R&D efforts in the University.
 2. Impactful and innovative research on problems challenging agriculture in J&K
 3. Technology development for sustainable and commercial agriculture for building a Model Bio-Economy State.
 4. Developing networks between the research centers and industry in the field in the public and private sectors, locally, nationally and internationally.
 5. Pursuing the equity goals of the University in the operations of research.

 24/02 24/02

Key Performance Indicators:

1. Increased extramural research funding through external funding by 10–20% per year.
2. Increased industry-sponsored research by 10–20% per year.
3. Filing of 10–15 patents per year.
4. Sustained varietal development for higher yield, better quality and climate resilience.
5. Technology development for field-based problems.
6. Commercialization of five technologies/research products/prototypes per year.
7. Increasing revenue generation by Research Stations commensurate with available resources of land, technology and human power.
8. Two international and five national research collaborations per year.
9. Deployment of PMIS in the first year for effective monitoring of internal and external research projects.
10. Increase in the University's H-index by five points per year.
11. Restructuring of RCM for addressing short-term technology needs of the farm sector.

Coordination and Control:

The Director Research shall coordinate with Deans of Subject Matter Faculties in matters of interdisciplinary research and shall exercise technical and administrative control over Research Stations, Institutes and Centres of the University.


21/02


24/02

S.No.	Position	No. of post
3.	Director Planning & Monitoring Pay Level (RL-14 Rs.144200-218200) UGC Scale	01

Essential Qualification:

- i) Doctorate degree in any branch of Agriculture/Veterinary or allied Sciences.
(Basic and postgraduate degree in the concerned subject will be essential)
- ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/ Chief Scientist or equivalent in an Agricultural University or Research Institute.
- iii) Experience of Project Planning in the field of Agricultural Education/ Research/Extension.

Desirable:

- Evidence of leadership & outstanding achievements in teaching, planning, research & organizing teaching/students' welfare activities.
- Good knowledge of modern agricultural educational system.

Roles:

- Provide leadership in strategic and perspective planning of resources (Infrastructure, Capital and Human).
- Develop a framework for pre, midterm and post programme monitoring.
- Direct preparation of DPRs, blueprints and development plans for acquiring infrastructure (land, buildings & equipment/machinery) and intellectual (human resource) assets.
- Liaison with University officers for system efficiency.

Responsibilities:

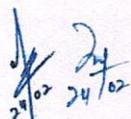
- Build the e-repository of university assets (infrastructure, intellectual & human resource).
- Create a dynamic database of physical, financial, academic, research and outreach activities for timely reporting.
- Put in place an internal quality evaluation and control mechanism for the University.
- Prepare University quarterly, half-yearly and annual progress reports.
- Develop vision documents, perspective plans and evaluation reports for the University.
- Ensure timely and effective participation of the University in different national and international ranking systems.

Key Performance Indicators:

- Digital Archiving of University Assets
- Develop an efficient and interactive human resource management system
- Updation of personnel, physical and financial status of University
- Timely compilation and of University Reports
- Apply for university rankings, Institutional Awards and accreditation of Laboratories, Research centres and Facilities
- Timely preparation and submission of DPRs

Coordination:

DP&M will take a lead & coordinate with Directors, Deans of Subject matter Faculties, & Estates Officer in the matters of Strategic Planning, Goal Setting, Pre & Post Plan monitoring and preparation of DPRs and Activity Reports for presentation to Government and Funding Agencies.

 24/02

S. No.	Position	No. of posts
4.	Dean, Subject Matter Faculty(ies) (Pay Level RL-14 Rs.144200-218200) UGC Scale	
	i) Faculty of Veterinary Sciences & Animal Husbandry	01
	ii) Faculty of Horticulture	01
	iii) Faculty of Agriculture	01
	iv) Faculty of Fisheries	01

Essential Qualification:

- i) Doctorate degree in any discipline/ subject of the concerned faculty.
- ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Research Institute.

Desirable:

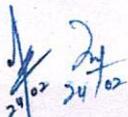
- i) Evidence of Leadership & outstanding achievements in teaching & organizing teaching.
- ii) Good knowledge of modern agricultural educational system.
- iii) Basic and post graduate degree in the concerned faculty.

Roles:

- Create a system for Dynamic updation of curriculum content and its delivery for churning Next-Gen graduates who are industry ready, entrepreneurial and ready to fang around the world
- Provide Leadership in internationalization of education in respective disciplines with a target of 30% students from other countries and 40% from other states in next three years.
- Provide leadership in developing constituent faculty as a self-sustaining unit with efficient and transparent system of administration.
- Promote high-quality teaching and scholarly activities within the Faculty/College with focus on scholarly excellence and seam-less learning.
- Lead, develop and motivate a research ecosystem that engenders a culture of innovation, excellence, accountability and transparency
- Effective and efficient use of allocated resources to enhance revenues of faculty from seed/planting material/consultancy services/other products.
- Provide leadership by outstanding stakeholder outreach delivery of the Technologies developed among concerned stakeholders and impact their analysis.

Responsibilities:

- Develop a Multidisciplinary education system that embraces diversity of options, degree by design and addresses skill disconnect with matching physical and technological infrastructure for promoting global learning with local ambience and digital education.
- Networking with national and global education leaders and industry in concerned field create a locally engaged but globally networked ecosystem.
- Promote relevant, need based research to generate transferable technologies with potential for commercialization.

 29/02 24/02

- Liaison with concerned Development Department and Industry for technology transfer and effective social and stake-holder engagement.

Key Performance Indicators:

1. Increased Student Enrolment by 20% per year.
2. Increased course diversity (10 certificate, 2 diploma/degree programmes/year)
3. New Sandwich programmes (2 programmes/year)
4. Increased Research Funding through external funding by 20% per year.
5. Filing of patents, commercialization of technology and student/faculty start-up every year
6. Capacity building of Faculty through National & International Trainings (10% of Faculty every year)
7. JRFs, SRFs NET and ARS qualifying students to increase every year
8. Increased digital /e-resource for teaching and online delivery of curriculum by 10% per year.

Coordination and Control:

Deans will coordinate & control in respect to Administration, Education, Examination, Research, Extension & Planning of respective Faculties with Registrar, Controller Examination & Directors of Education, Research, Extension & Planning and exercise direct control over subject matter divisions/departments of the concerned Faculty/College.

 21/02 24/02

S. No.	Position	No. of post
5.	Dean Students Welfare Pay Level (RL-14 Rs.144200-218200) UGC Scale	01

Essential Qualification:

- i) Doctorate degree in any discipline/ subject in Agriculture/Veterinary or allied sciences
- ii) 15 years' experience of teaching/ research and/or extension/ students' welfare of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Research Institute.

Desirable:

- i) Evidence of Leadership & outstanding achievements in teaching & organizing teaching/ students' welfare activities.
- ii) Good knowledge of modern agricultural educational system.
- iii) Basic and post graduate degree in the concerned discipline/subject in Agriculture or allied sciences.

Roles:

- To make arrangements and supervise management of students hostel, cafeteria and mess;
- To plan and organize students extra curricular activities such as sports, cultural and other recreational activities national cadet corps and other allied activities of the University;
- To plan and direct the programme of students advisement and counseling and / to enlist the co-operation of prospective employers and employment agencies to assist in the placement of graduates of the University, to promote discipline amongst the students of the University;
- To supervise and control medical and health services and other welfare measures in the University;
- To make arrangements for scholarships, stipends, part-time employments and travel facilities for the study tour of the students.

Responsibilities:

- Ensuring the overall welfare, well-being, and holistic development of students
- Creating and maintaining a safe, inclusive, and supportive campus environment
- Addressing student grievances, complaints, and welfare-related issues
- Maintaining discipline and overseeing matters related to student conduct
- Supervising cultural, sports, literary, and co-curricular activities
- Encouraging student clubs, societies, and leadership development programs
- Facilitating academic, career, and psychological counseling services
- Promoting mental health awareness and stress-management initiatives
- Overseeing hostel administration and student residential facilities
- Ensuring proper health services, safety measures, and emergency support
- Coordinating scholarships, financial assistance, and student awards
- Acting as a link between students and university administration
- Guiding student councils and representative bodies
- Implementing student welfare policies and recommending improvements
- Supporting outreach, extension, and community engagement activities

Key Performance Indicators:

- Student grievance resolution rate and turnaround time
- Overall student satisfaction with welfare services
- Participation levels in student activities and programs
- Effectiveness and utilization of counseling and support services
- Hostel safety, compliance, and resident satisfaction
- Efficiency and timeliness of scholarships and financial aid delivery

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24/02

I. General Conditions:

Age of the Candidate	Not less than 22 years & not more than 55 years as on 01.01.2026 Upper age limit relaxable in case of persons already in employment of SKUAST-Kashmir
Date of Commencement of Online Application Forms	01.03.2026 (10: 00 AM)
Last date of submission of Online Application Forms	31.03.2026(11:59 PM)
Application Fee	Rs. 3000/- (three thousand only) per application. (Fee can be paid only through Net Banking, Credit and Debit Card)
Nature of Appointment	Tenure basis for a period of three(03) years extendable by another two(02) years.
Mode of Application	Online Applications through University www.skuastkashmir.ac.in

II. Submission of Application Forms:

- After filling-up of Online Application Form, the Candidates are required to take print-out of the Online Application Form & submit/send the downloaded application form(s) along with filled-in Score Card attached as per Score Card attached as Annexure to this Notification together with self-attested copies of all the supporting documents/certificates/testimonials etc. to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K 190025 by or before **15th of April, 2026**.
- The last date for submission of Application Form(s), through proper channel, to the Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K-190025, shall be on or before **25th of April, 2026**.

Note: Candidates must enter the relevant API score in the Performance Based Appraisal System (PBAS) pro-forma. API must be supported by the documentary evidence (duly self-attested) without which no claim on account of API Score will be entertained. It shall be mandatory for the candidate to mark Page No.(s) on all the supporting documents and refer that page no under concerned activity(s) and as is in the Application Form, wherever required.

- Candidates should clearly mention following details on the envelope containing Hard Copy of Application Form:

"Application for the Post of _____ Faculty/College _____ Advt. Notice No. _____."

III. Other Conditions:

- The service conditions including mode of appointment shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments or as may come into force from time to time, together read with provisions of J&K CSR, wherever applicable at the time of appointment;
- The issue regarding counting of period of active service spent on pursuing Ph.D degree shall be considered in light of UGC notification issued from time to time, and its clarification thereof.
- Reservation is as specified by the guidelines of University Grants Commission/Ministry of Human Resource Department(as amended from time to time);
- Mere submission of Application Form(s) for the positions advertised here-in-above does not by itself entitle the applicant to be called for interview;
- Application Form(s) which shall have the attachment(s) without marked page No.(s)/self-attestation, shall be summarily rejected on the risk and responsibility of the candidate;
- The last date of receipt of applications form(s), as stipulated above, shall be the cut-off date for determining the eligibility for the post. Any qualification/experience acquired thereafter shall not be considered;
- Certificates in support of qualification must have been obtained from duly recognized University/Institutions or organizations/departments, as the case may be;

- The number of post(s) indicated here-in-above are subject to increase/decrease at the sole discretion of the University;
- University reserves the right to withdraw and/or defer filling up of the post at any time, without assigning any reason thereof;
- Applicant shall necessarily indicate their active Mobile No. & E-mail ID in the relevant column of the Application Form and inform the University about any change in his/her correspondence or permanent/residential address, failing which University shall not be held responsible for any communication error;
- Canvassing in any form shall render the applicant ineligible;
- Candidates may note that their candidature shall remain provisional till the genuineness of their qualification/category certificate(s) is/are verified by the University;
- The candidature of any candidate found indulging in any irregularity/misconduct /malpractice at any stage of selection process shall be cancelled forthwith & such candidate shall be debarred from the applying to any post advertised by the University in the future & any action as deemed appropriate under rules shall also be taken;
- Schedule of interview shall be placed on University website www.skuastkashmir.ac.in for general information. However, the call letter for appearing before the Selection Committee for interview shall be separately emailed to the Eligible/shortlisted candidates on the e-mail recorded on the Application form. University shall not be held responsible for any communication error due to incorrect email address /working cell No.;
- Selected candidates(s) can be posted at any Constituent Unit of the University;
- No TA/DA will be paid to the candidates for participation in the selection process;
- In case of any dispute, any suit or legal proceedings against University, the jurisdiction for such proceeding(s) shall be restricted to the Courts at Srinagar, UT of J&K only;
- Candidates, in their own interest, are advised to keep visiting University website for updates in this regard;
- Any other details if required, can be had from the Office of Registrar, SKUAST-K, Shalimar, Srinagar-190025 on any working day during office hours.

Sd/-
(Prof. Azmat Alam Khan)
Registrar

No: Au/Adm(GAD)/Adv-UO/2025-26/21241-21301

Dated: 24.02.2026

Copy for information and necessary action to the:

- Financial Commissioner (Adl. Chief Secretary), Agriculture Production Deptt. GoJK, Civil Secretariat, Jammu
- All Deputy/Assistant Director Generals of ICAR, New Delhi
- All Officers of the University
- Registrars of all Agricultural Universities and ICAR Institutes with the request to give wide publicity to the Notice.
- Directors, Agriculture, Kashmir/Jammu
- Directors Horticulture, Kashmir/Jammu.
- Directors Animal Husbandry, Kashmir/Jammu
- Directors Sheep Husbandry, Kashmir/Jammu.
- Chief Wild Life Warden, J&K, Srinagar
- Managing Director, HPMC, J&K, Sgr./Managing Director, Agro-Industries, J&K, Sgr.
- Directors HP&M, J&K Srinagar/Director Sericulture, Kashmir/Jammu
- Directors Command Area, Kashmir/Jammu
- All HoDs/ Stations/Faculties/Centers/Institutes/ KVKs
- President, SSTA/SVSA
- Nodal Officer, Media Cell, SKUAST-K with the request to get the notice published in one National & two Local daillies of UT of J&K, each in the Division of Kashmir/Jammu for information of all concerned candidates.
- Professor Incharge, ARIS for placing the Advertisement notice on University website.
- Executive Secretary, IAUA, New Delhi.
- University Advertisement Notice file (w.3.s.c.)
- Notice Board.

(Mohd. Waseem Malik)
Assistant Registrar (GAD)

(Consolidated API score requirement of 500 points)

Minimum Scores for APIs for direct recruitment in University (Dean/Director / Equivalent cadres)

Qualification and experience as stipulated by University					
Academic record and Service Record			20 Marks		
a.	Examination	Marks	Max. Score	Marks obtained	Verification by the Screening Committee
	Graduation Level	%x0.01	1.00		
	Masters Level	%x0.01	1.00		
	Ph.D Level	%x0.01	1.00		
	National Talent Search Scholarship/ASPIRE/ or any other national scholarship at UG level	1 marks	2 marks		
	Merit Scholarship at the UG Level	1 marks			
	JRF at the M.Sc Level	1 marks			
	SRF of ICAR/CSIR or JRF of UGC at the Ph.D level or other national level fellowships or Gate	1 marks			
	Gold medal at the Graduate level	1 marks			
	Gold medal at Masters level	1 marks			
	Best Ph.D thesis award at national level	1 marks			
	b. Experience in relevant field				
	vi) Each additional year of service over and above the prescribed qualification	1 marks per year	5 marks		
	vii) For possessing desirable qualifications	1 marks	1 mark		
	viii) 5 most significant contributions that establish claim for the post being applied for (in 5 bullet points) as per specified requirement for the post applied)	1 mark for each contribution	5 marks		
	i) Major R&D initiatives launched including those relating to IPR/Patent/WTO etc./Inter institutional collaboration (National & International) / New programs started	1 mark for each	5 marks		
III	Research performance based on API score and quality of publications	60 marks			
	Assessment of domain knowledge and teaching skills.				
	Research Performance & Quality Publications	Max Points	Points Obtained		
	a) Research Performance				
	1. External projects handled/being handled <ul style="list-style-type: none"> Up to Rs 5.00 lakhs Rs 5.0-30.00 lakhs >Rs.30:00 lakhs <i>Full points for PI and 50% points for Co-PI/co-PIs/ collaborator for each project</i>	05.00 points / project 10.0 points /project 15.0,points/ project			
	2. AICRPs/Network projects <i>Full points for PI and 50% points for Co-PI/ collaborator for each project</i>	3.00 points/ year to each scientist			
	3. Divisional/Departmental projects.	2.00 points / project/product/activity			
	4. Evaluation of pesticides, pharmaceuticals, bio-pointers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc.				

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Full points for PI and 50% points for Co-PI/ collaborator for each project				
5. Service providing projects Production of quality seed/planting material, variety/production of animal/ poultry/ fish/ goat/ sheep stock etc. Spawn, beekeeping etc, or any other product/ item useful for the farming community.	2.50 points per product/item/scientist			
6. Development of process, concept, methodology, & any other relevant output, Development of Innovative technologies, unique microbes, product, vaccine, diagnostic kit	4.00 points/ contributor /item for PI			
7. Software development/Data base management/Ext system /Decision support system /models /standards developed	3.00 points/ contributor item for PI			
8. Development of variety/vaccine ○ Principal scientist ○ other associated scientists	10.00 points 07.50 points			
Other Research Activities				
9. Members of monitoring team/ Referee/Paper Reviewers	1.00 point/ activity			
10. Developing SOPs for national facility/consultancy	2.00 points/ activity			
11. Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical indications, Registered/ Protected varieties, /breeds, Designs, etc. 100% for PI and 50% for Co-PI	6.00 points/ activity			
12. Any other research activity not coursed as above	1.0 point/activity			
b) Quality Publications				
1. Research papers in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--6.0 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2 Full points for first author and 60% points for other authors. If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal.	3.00 points/ paper 2.00 points /paper 1.00 point/paper 0.50 point/paper			
2. Review article in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--5.9 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2.00 Journals (other than NAAS list) of repute Full points for first author and 60% points for other authors If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal	2.00 points/ paper 1.00 points /paper 0.50 point/paper 0.25 point/paper			
3. Conference proceedings Full Research paper Abstract or Poster presentation Equal weight-age for all authors	1.00 point/paper 0.25 point			
4. Extension publications • Popular articles in journals/magazines with ISSN/ISBN number • Popular articles in newspapers/others	1.00 point/paper 0.25 point/ article			
5. Other publications				

• Books authored	3.00 points for each		
• Books edited	2.00 points for each		
• Research technology/monograph	2.00 points for each		
• Conference proceedings edited	1.00 point for each		
• Book chapters	1.00 point/ chapter		
• Technical Bulletins	1.00 point each		
• Newsletters edited	0.50 point		
• Souvenir edited	1.00 point/ souvenir		
• Extension bulletin, training manual, etc.	0.50 point/ publication		
• Compendium/Souvenir chapters	0.50 point/chapter		
c) Peer Recognition			
1. International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow	4.0 points for each		
2. Post-Doctoral Fellowships/additional qualification/teaching assignment abroad	3.3 points each		
3. Editor/ member of editorial board of journal - Chief Editor and - Editorial Committee Member	1.52 points / year 1.00 point / year		
4. Attending of Professional Societies as member	0.52 point/ society / year		
5. Institutional or recognized professional societies award / fellowship	1.00 point each		
6. Best Paper/Posters in international conference (all contributors) - 1 st prize - 11 nd and - 111 rd prize	1.00 point 0.50 point 0.25 point		
7. Best Paper/Posters in national conference (all contributors) - 1 st prize - 11 nd	0.50point 0.25point		
8. Oral / poster presentation in national seminars / symposia / conference/ workshops	0.27 point for each		
9. International and special national assignments/ consultancies not covered anywhere else in the application	2.00 points for each assignment		
10. Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level	0.50 point for each		
11. Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies	1.0 point for each (if not claimed otherwise)		

III. Assessment of Domain Knowledge and Teaching Skills

	TEACHING SKILLS /DOMAIN KNOWLEDGE		
	c) Teaching		
	1. Teaching		
	<ul style="list-style-type: none"> ○ Undergraduate Courses taught, tracking programmes and Study Circle in a semester ○ Postgraduate Courses taught <p><i>Equal weight-age for all instructors</i></p>	2.00 points/credit hour 1.50 point/credit hour	

	2. Student guidance <ul style="list-style-type: none"> • Ph.D. <ul style="list-style-type: none"> ○ As guide for each student ○ As member of advisory committee for each student • Masters <ul style="list-style-type: none"> ○ As guide for each student ○ As member of advisory committee for each student • UG for each student 	5.00 points 1.50 points 3.00 points 1.00 points 0.25 points		
	3. External institution students (Ph.D./ Masters) guidance (For Project formulation , execution, and report writing) <ul style="list-style-type: none"> • As Guide/student • As Co-guide/student 	1.00 points 0.50 points		
	4. Other Teaching Activities <ul style="list-style-type: none"> ○ RAWE/RHWE/RFWE/FWE/RSWE and Internship organized: <ul style="list-style-type: none"> • Coordinator • Associated faculty ○ Experiential learning <ul style="list-style-type: none"> • Chief Executive Officer (dean of faculty) • Managing Director (HoD) • Manager (Faculty Member) 	3.00 points/batch 1.50 points/batch 0.10 point /credit/ semester 0.20 point /credit/ semester 0.50 point /credit/ semester		
	5. Teaching aids developed (Teaching manuals, instructional materials, web lectures etc)	3.00 points/ author		
	6. Study tour other than Course/ NCC/NSS camps arranged	2.00 points/ activity		
	7. Specialized referral diagnostic services in multidisciplinary mode	2.00 points/ scientist/ semester		
	8. Special course/ course curriculum developed	1.00 point/ activity		
	9. Conduct of examinations: External examiner/ paper setting/ thesis evaluation and viva voce/ entrance examination/ counselling for admissions etc.	1.00 points/ activity		
	10. Co-ordination of UG/ PG examination <ul style="list-style-type: none"> • Superintendent and member of examination co-ordination committee • for invigilator and 	1.00 point/semester 0.50 point/semester		
	11. Clinical/Livestock farm duties <ul style="list-style-type: none"> • Clinical ambulatory • Clinical samples collected and analyzed • Dung samples • Histo-pathological slides prepared and analyzed • Postmortems 	1.00 point/ ambulatory 1.00 point/ 50 samples 1.00 point/ 100 samples 1.00 point/ 10 slides 1.00/ 5 cases of large animals and 20 cases of poultry.		
	12. Any other academic activity not covered as above	1.0 point/ activity		
	b) Extension Education			

FLDs / Adaptive Trials, etc. *				
1. Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted -		2.00 points/ trial/ demonstration		
Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty.		1 points / semester		
2. Trainings / camps organized / coordinated / assisted (as / Institute mandate) **				
<ul style="list-style-type: none"> ○ 1-7 days training/camp <ul style="list-style-type: none"> • Coordinator and • Co-Coordinator • > 7 days to 1 month training/camp <ul style="list-style-type: none"> • Coordinator and • Co-Coordinator • > 1 month to 6 month training course <ul style="list-style-type: none"> • Organized /Co-organized • Coordinator /Co-Coordinator • Six months to one year vocational training course <ul style="list-style-type: none"> • Organized /Co-organized • Coordinator and Co-Coordinator • Clinical/animal welfare/infertility/animal birth control camps: to each specialist. • Emergency hospital duty on holidays: as / Roaster day 		1.00 points 0.50 point		
		2.00 points 1.00 point		
		3.00 points 1.50 points		
		4.0 points 2.00 points 1.00 point / camp		
		0.25 point/ duty		
3. Organization of Kissan mela (University/ distt or Research station level)				
<ul style="list-style-type: none"> • Coordinator/ In charge of the committee • Committee member 		1.50 points/mela 0.50 point/mela		
4. Organization of crop seminar/ field day/farmer scientist interaction				
<ul style="list-style-type: none"> • Coordinator/In-charge of the committee • Committee member 		1.00 points / activity 0.50 point/ activity		
5. TV / Radio talks / Lectures delivered, other advisory services, etc.				
<ul style="list-style-type: none"> ○ Radio talks, TV talks/presentations etc. ○ Organization of radio school for the farmers <ul style="list-style-type: none"> • coordinator and • associated scientist ○ Lectures delivered in trainings/workshops/ camps, etc. 		0.50points / activity 3.00 points/activity/ year 1.50 points/activity/ year 0.27 point/ lecture		
		0.27 point/ activity		
6. Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc.		0.27 point/ activity		
7. Conducting of diagnostic field visits		1.00 point/ visit		
8. Other Extension Related Activities				
<ul style="list-style-type: none"> ○ Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted (all team members) ○ Preparation of case studies/success stories , each activity / year / team member ○ Farmers helpline services through print media: 		1.00 point/ activity 1.00 point/ activity 0.25 point/ attempt		

9 Any other extension activity not covered as above	1.00 point/ activity		
c) Scientific /Administrative/ Educational Management			
1. Assistance in coordination			
• Facilitation of work of faculties in directorate/ concerned office	2.0 points/faculty/year		
• AICRPs / DBT/ S &T /UGC and other projects handled (processing of release of funds)	1.00 point/project /year		
14. Assistance in monitoring physical, financial and scientific targets) for institutional as well as externally funded project	3.0 point / project / year		
15. Scientific assistant to senior officers, meeting organization lecture and draft prepared	0.50 point/ activity		
16. Innovative/theme based trainings/ workshop conceptualized / organized ➤ for coordinator ➤ for Associate	2.00 points 1.50 points		
17. Reporting of each statutory body	1.00 point/ activity		
18. University level events conducted as organizer/ in-charge/co-organizer • Convocation • Conduct of UET-UG/ UET -PG/ UET-Ph D.	5.00 points/ event 2.00 point for each/ exam		
19. Misc. activities not covered anywhere	1.00 point / activity/year		
Under A, above a teacher/ scientist can opt for assessment either for one activity exclusively or combination of the activities, however in any case the score should be as prescribed in the point table of the scheme.			
d) Capacity Building			
1. Head of KVK/Research Station/Division/department/ Unit	2.0 point/ year		
2. Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations	1.00 point /programme /event		
4. In-charge/ Co-In-charge /committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.)	2.0 point/ activity		
4. Divisional/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College / University level reports	3.0 point/ report / year		
7. In-charge of seed/ research farm , nursery, livestock/poultry/fish units, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, In-charge academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels etc	1.00 point/ year / assignment		
7. Participatory research/extension activities organized/ coordinated/ assisted as / Institutional mandate ○ Project leader ○ Collaborator	1.00 point/ assignment 0.52 point/ assignment		
8. Nominated member/ Member of University/ college/ departmental committees/ Selection/Interview Committee.	0.27 point/ assignment		

9. Office bearers of Departmental/professional clubs/ faculty club/societies/associations.	0.52 point/ year		
10. Warden of Hostel	4.0 points / year		
11. In-charge of guest house/ farmers' hostel	1.00 point/year/ assignment		
12. Service rendered in Tribal/ backward areas <ul style="list-style-type: none"> o Service rendered in tribal areas of the state o Other backward areas of state. 	2.0 points / year 1.50 points/ year 3.0 point/year		
13. In-charge of revolving fund scheme in the Division	1.0 point/ year		
14. Staff Editor college Magazines	1.00 point/ assignment		
15. Nodal officers (e.g. NISAGNET, NATP/NAIP,IAUA, Youth Info. & Dev. Centre, etc.)	1.00 point/year/ assignment		
30. In-charge of works related to germplasm collection, conservation and documentation of plant & animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical & para-clinical related parameters of animals/birds <ul style="list-style-type: none"> • Principal investigator • Co-PI/collaborator for each project 	2.00 points/activity/ year 0.50 point/activity/ year		
31. Attending summer /winter schools <ul style="list-style-type: none"> > < 10 days duration > 10-20 days duration- > >20 days duration- 	1.00 point for each 1.50 points for each 2.00 points for each		
32. Arrangement of Veterinary clinical, para-clinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems	1.00 point/ activity		
33. Students' activities like Agri-fest/Cultural/literary activities/Vet-fair/In-charges-Sports/clubs etc	0.50 point/ activity		
34. Other international, national/ state/Univ./College/Dept. level duties /formed	1.00 point/ assignment		
35. Misc. activities of significance not covered anywhere	0.50 point / activity / year		
36. Coordination/ assisting of summer /winter school Coordination/ assisting of summer or training/teaching of students of external institutions <ul style="list-style-type: none"> • Duration of training <21 days <ul style="list-style-type: none"> - Coordinator and - Co-Coordinator • Duration of training ≥21 days <ul style="list-style-type: none"> - Coordinator and - Co-Coordinator 	1.00 point 0.50 point 2.00 points 1.00 point		

Normalization of points & calculation of marks:			
a.	Candidates securing more than 500 points in minimum eligible service will be included in the selection process.		
b.	Points secured will be divided by the total service (in months). Thus the points obtained will be per month, which will be multiplied by 180 (15 years is the minimum eligible		

	service required) 2. Two times better performance than then the ordinary performer is set as standard. 3. To convert points in to the marks, the points obtained by the candidate shall be multiplied by a factor 0.06. 4. Maximum point is set at 1000 to be eligible for 60 marks.		
IV	Interview		20 marks