

ICAR-CENTRAL INSTITUTE FOR RESEARCH ON BUFFALOES  
SIRSA ROAD, HISAR (HARYANA)

F.No.3-170/E.I/90

Dated the 02<sup>nd</sup> April, 2024

OFFICE ORDER

On the recommendations of a duly constituted committee and with the approval of Director, CIRB, it has been decided to adopt the following criteria for selection of Young Professionals, JRFs, SRFs, RAs etc. through interviews under various projects/schemes at CIRB with immediate effect and until further orders :-

| S.No                                    | Criteria                             | Weightage (marks) | Assessment   | Remarks   |
|---|--------------------------------------|-------------------|--|---|
| <b>Young Professionals – I &amp; II</b> |                                      |                   |  |   |
| 1.                                      | Academic performance                 | 60                | Basic eligible qualifications.   | As per marks obtained in qualifying degree/diploma.   |
| 2.                                      | Working experience in relevant field | 10                | 2.5 marks for each year of working experience, over and above the prescribed qualifications. | In case of fraction in year, marks will be awarded on proportionate basis for completed months of working experience. |
| 3.                                      | Interview                            | 30                |  |   |
| <b>Total</b>                            |                                      | <b>100</b>        |  |   |
| <b>J.R.F.</b>                           |                                      |                   |  |   |
| 1.                                      | Academic performance                 | 50                | Basic eligible qualifications.   |   |
| 2.                                      | Higher Qualification                 | 05                | Over and above the prescribed qualifications.  |   |
| 3.                                      | Working experience in relevant field | 15                | 5 marks for each year over and above the prescribed qualifications.                          | In case of fraction in year, marks will be awarded on proportionate basis for completed months of working experience. |
| 4.                                      | Interview                            | 30                |  |   |
| <b>Total</b>                            |                                      | <b>100</b>        |  |   |
| <b>S.R.F.</b>                           |                                      |                   |  |   |
| 1.                                      | Academic performance                 | 50                | Basic eligible qualifications.   |   |
| 2.                                      | Higher Qualification                 | 05                | Over and above eligible qualifications.  |   |
| 3.                                      | Research Publication                 | 05                | 1 mark for each published/accepted paper in reputed journal.                                 |   |
| 4.                                      | Working experience in relevant field | 10                | 5 marks for each year over higher qualifications.  | In case of fraction in year, marks will be awarded on proportionate basis for completed months of working experience. |
| 3.                                      | Interview                            | 30                |  |   |
| <b>Total</b>                            |                                      | <b>100</b>        |  |   |
| <b>R.A.</b>                             |                                      |                   |  |   |
| 1.                                      | Academic performance                 | 50                |  |   |
| 3.                                      | Research Publication                 | 05                | 1 mark for each published/accepted paper in reputed journal.                                 | Marks to be awarded only for research publications, which are over and above the minimum eligible qualifications.     |
| 4.                                      | Working experience in relevant field | 15                | 5 marks for each year over higher qualification  | In case of fraction in year, marks will be awarded on proportionate basis for completed months of working experience. |
| 3.                                      | Interview                            | 30                |  |   |
| <b>Total</b>                            |                                      | <b>100</b>        |  |   |

Note:-

- Marks of higher qualification will be added in respective head and not under working experience.
- Working experience will only be counted which is over and above minimum basic eligible qualifications.
- Only those relevant working experience will be considered valid which is supported by the certificate(s) issued by the organized institutions/departments owned/controlled by the Central/State Governments, autonomous bodies including private organizations/companies/firms of organized sectors and also supported by remuneration/pay scales etc. No experience which is issued by an individual will be considered as valid.
- Screening/Selection committees may adopt similar criteria for hiring of similar project positions which are not covered above.

This supersedes the previous Office Order of even number dated 30.11.2022.

  
Asstt. Admin. Officer

Distribution :-

1. All Heads of Divisions.
2. Officer Incharge, CIRB, Sub-Campus, Nabha.
3. I/c Purchase.
4. I/c AKMU with the request to please arrange to upload the same in CIRB website.
5. PS to Director