



RANI LAKSHMI BAI CENTRAL AGRICULTURAL UNIVERSITY
Jhansi-Gwalior Road, Jhansi-284003

(Established under the Rani Lakshmi Bai Central Agricultural University Act, 2014)

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Advertisement No: RLBCAU/06/2018

Dated: 15.12.2018

Applications from eligible candidates are invited for recruitment on Direct/Deputation basis for the following teaching positions:-

S.No.	Position	Level	No. of vacancies
1.	Director of Extension Education	14 as per 7 th CPC pay matrix.	01 (UR)

Essential:

- Doctorate degree in any branch of Agricultural Science including Agricultural Engineering/ Fisheries/ Veterinary Science and relevant basic sciences.
- Minimum 15 years experience of Teaching/ Research/ Extension Education in the concerned discipline, out of which at least 10 years should be in Agricultural University/ICAR system and at least 5 years in the rank of Professor, or equivalent.
- Outstanding contributions in Research as evidenced by published papers in professional National/ International journals of repute/ books or technology developed.

Age: Preferably below 57 years as on 01.07.2018.

Desirable:

- Administrative experience on a responsible position in an Agricultural University/College/Institute.
- Conducting/guiding extension education programme(s).
- Familiarity with latest advances in Agricultural developments.

Note: (i) The same qualification will be applicable in case of deputation.

- (ii) The appointment to the post shall be on tenure basis for a period of 05 years or till attaining the age of superannuation (65 years), whichever is earlier. The pay scales are likely to be revised.

S.No.	Position	Level	No. of vacancies
2.	Dean, College of Veterinary & Animal Science	14 as per 7 th CPC pay matrix.	01 (UR)

Essential:

- Recognized veterinary qualification included in first and second schedule in Indian Veterinary Council Act: 1984 and must be registered with a State Veterinary Council/Veterinary Council of India.
- B.V.Sc. & A.H. with at least 55% marks or its equivalent grade in the point scale.
- Master's degrees in relevant discipline of Veterinary Science with at least 55% marks or its equivalent grade in the point scale.
- Doctorate degree in any branch of Animal and Veterinary Science including relevant basic sciences.
- Minimum 15 years experience of teaching/ research in the subject out of which at least 5 years should be in the rank of Professor or equivalent.
- Outstanding contributions in research as evidenced by published papers in National/ International journals of repute books on development of technology.

Age: Preferably below 57 years as on 01.07.2018.

Desirable:

- Administrative experience on a responsible position in an Agricultural University/College.
- Familiarity with latest advances in Agricultural developments.

Note: (i) The same qualification will be applicable in case of deputation.

- (ii) The appointment to the post shall be on tenure basis for a period of 05 years or till attaining the age of superannuation (65 years), whichever is earlier. The pay scales are likely to be revised.

S.No.	Position	Level	No. of vacancies
3.	Dean, College of Fisheries	14 as per 7 th CPC pay matrix.	01 (UR)

Essential:

- (i) Doctorate degree in the relevant subject including relevant basics sciences.
- (ii) Minimum 15 years experience of teaching/ research in the subject out of which at least 5 years should be in the rank of Professor or equivalent.
- (iii) Outstanding contributions in research as evidenced by published papers in National/ International journals of repute books on development of technology.

Age: Preferably below 57 years as on 01.07.2018.

Desirable:

- (i) Administrative experience on a responsible position in an Agricultural University/College.
- (ii) Familiarity with latest advances in Agricultural developments.

Note: (i) The same qualification will be applicable in case of deputation.

- (ii) The appointment to the post shall be on tenure basis for a period of 05 years or till attaining the age of superannuation (65 years), whichever is earlier. The pay scales are likely to be revised.

S.No.	Position	Level	No. of vacancies
4.	Librarian	14 as per 7 th CPC pay matrix.	01 (UR)

Essential:

A.

- (i) Master's degree in Library Science/ Information Science/ Documentation with at least 55% of marks or its equivalent grade of 'B' in the UGC seven points scale and consistently good academic record.
- (ii) At least 13 years' experience as Deputy Librarian in University library or any other library statutory organization or 18 years' experience as a College Librarian.
- (iii) Evidence of innovative Library service and organization of published work.

OR

B.

Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per the API scoring system and PBAS methodology developed in UGC Regulations, 2010 with a Ph.D. qualification.

Age: Preferably below 57 years as on 01.07.2018.

Desirable:

M.Phil./ Ph.D. degree in Library Science/ Information Science/ Documentation/ Archives and Manuscript Keeping.

Note: (i) The same qualification will be applicable in case of deputation.

- (ii) If a person is appointed on deputation, his/her tenure, emoluments and other terms of service shall be according to the terms of deputation. The age of superannuation for the post of Librarian is 62 years.

**Emoluments, Terms and Conditions of Service and Powers and Functions of Officers of the University shall be regulated by Rules for Emoluments, Terms and Conditions of Service, Powers and Functions of Officers of the Rani Lakshmi Bai Central Agricultural University – 2016 published in the Gazette of India (Extraordinary, Part III, Section 4, No.395 dated 02.11.2016), which are available on the University website www.rlbcau.ac.in*

Annexure I



RANI LAKSHMI BAI CENTRAL AGRICULTURAL UNIVERSITY Jhansi-Gwalior Road, Jhansi-284003

(Established under the Rani Lakshmi Bai Central Agricultural University Act, 2014)

SCORE-CARD GUIDELINES FOR DIRECTOR/DEAN/PROFESSOR

	Details	Maximum Score	Score awarded
1	Academic Qualifications	5 marks	
	One mark for first class or equivalent, ½ mark for second class or equivalent in Undergraduate level. No marks below 50% marks		
	2 marks for first class or equivalent, 1 mark for second class or equivalent in Masters Degree. No marks below 50% marks		
	2 marks for first class or equivalent 1 mark for second class or equivalent in PhD. If there is no class/grading system, he/she will get 2 marks.		
	1 mark for Post-Doctoral Fellowship both National and International, which are competitive e.g., Fellowship awarded by DBT/DST, Fulbright/ Humboldt/ Boyscast/DAAD etc. or any other additional qualification acquired relevant to the post P.S. Aggregate award under item A is limited to 5 marks		
2	Employment Record and Experience	6 marks	
	Marks are assigned for the number of years of service over and above the prescribed number of years required for a particular post. For Professor is 10 years, with at least 3 years experience as Senior Scientist or Associate Professor with AGP of 9000 is prescribed with PhD qualification. 10 years of service no marks <ul style="list-style-type: none"> • Every additional year Service 0.5 subject to a maximum of 6 marks. For the post of Dean/Director, minimum 15 years experience of teaching/ research/extension education in the subject out of which at least 5 years should be in the rank of Professor or equivalent. - No marks <ul style="list-style-type: none"> • Every additional year Service 0.5 subject to a Maximum of 6 marks. 		
3	Service in Remote Areas/ Disadvantageous area	1.5 marks	
	Marks for Service in remote areas namely, the Andaman, Nicobar, Lakshadweep, Minicoy and Amindivi islands; State/ Union Territories in the Northeastern region, Ladakh Division of J&K State, Sikkim, Pangi Sub Division of Chamba, and Lahaul & Spiti districts of Himachal Pradesh. * half mark for each year of Completed Service in a remote area subject to a maximum of 1.5 marks. Marks are assigned for Service rendered in original centre/station in disadvantageous areas (other than those in remote areas). The decision for classification of place of		

	posting shall solely depend on the screening committee in consultation with the Vice-Chancellor. *0.25 mark for each year of completed service in disadvantageous area. Maximum of 1.5 marks.		
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4	In-service Award/Recognition	3.0 marks										
	<p>One mark each for national/international award (recognized) such as by ICAR/CSIR/UGC/ DBT/National Institutes, Ministries of Central Government, FAO of the UN or reputed Foreign countries etc.)</p> <p>*A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/ Chairman/ Member/ Member Secretary of important Committees and other decision/ policy making bodies/committees of national level.(excluding official duty/assignment at institutional level); Reviewer for peer-reviewed NASS listed journals; and Conference prize/medal such as best paper or best poster.</p> <p>Maximum of 2 marks</p> <p>One marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies</p> <p>Maximum of 1 marks</p>											
5	Teaching/Research/Extension/	10 marks										
	<p>Identify one primary and one secondary area of work :</p> <table border="1"> <thead> <tr> <th>Area of Work</th> <th>Major and Minor area of function</th> <th>Marks</th> </tr> </thead> <tbody> <tr> <td>A. Teaching/ Research/ Extension</td> <td>Teaching/ Research/ Extension as major function</td> <td>7.0</td> </tr> <tr> <td>B.</td> <td>Teaching/ Research/ Extension as minor function</td> <td>3.0</td> </tr> </tbody> </table> <p>Note: Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function.</p> <p>A.1 Marks for Teaching as Major Function. Maximum 07 marks</p> <ul style="list-style-type: none"> • For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hr load during each academic year. Half mark for each year of teaching as specified herein. <p>Maximum 5 marks</p> <ul style="list-style-type: none"> • Designing of course curriculum – new courses added or revised Each programme award 0.5 mark. <p>Maximum 1 mark.</p> <ul style="list-style-type: none"> • Innovation in teaching methods/and development of teaching aids/e-courses. Each programme award 0.5 	Area of Work	Major and Minor area of function	Marks	A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	7.0	B.	Teaching/ Research/ Extension as minor function	3.0		
Area of Work	Major and Minor area of function	Marks										
A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	7.0										
B.	Teaching/ Research/ Extension as minor function	3.0										

mark.– **Maximum 1 mark.**
P.S. Aggregate award under E.A.1 is limited to 07 marks

A.2. Marks for Research as Major Function.
Maximum 07 marks

A.2.1 Research projects:
Research project associated with for a minimum period of 3 years as evidenced by research projects completed and reports submitted. One mark for each project completed.

Maximum 4.0 marks

A.2.2 Leadership in research initiatives
One mark for acting as PI of each project, and 0.5 mark for acting as Co- PI for each project.

Maximum 3.0 marks

A.3. Award of Marks for Extension as Major Function.
Maximum 07 marks

A.3.1 Technology application, demonstration and adoption

One mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.

- involvement in technology application programs through organizing/coordinating activities related to technology assessment and refinement e.g., on farm trials and report on technology refinement,
- Extent of adoption of the technology in adopted areas
- Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), (iii) yield gap analysis and impact assessment for providing feedback to research and development in the form of report.
- Development of innovative extension methodologies, management cases and documentation success stories.
- New methodology developed or innovation introduced which led to improvement in extension/technology adoption.

Maximum 5 marks

A.3.2 Extension approaches for technology dissemination

Half mark for each of the following function. Marks will be awarded for those functions that are confirmed by successful outcome.

- formation of Formal Village Organizations/Farmer Field Schools/ establishment of Farmers Producer/Commodity Interest Groups,
- introduction of innovative extension methods and institutional innovations supporting adoption of

	<p>introduced technologies including commercialization and mass dissemination of technologies,</p> <ul style="list-style-type: none"> • founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products, • organization or coordination of interface meetings, demonstrations, farmers meeting/field day/technology week, exhibition, TV & Radio talks and <p style="text-align: right;">Maximum 2 marks</p> <p>B Teaching/ Research/ Extension as minor function For any of the teaching/research/extension as the Minor Function mentioned by the applicant, the award of marks will be calculated as narrated above and distributed for the major function. Each total thus obtained will be multiplied by 0.25 for awarding marks for the Minor Function limited to 3 marks only.</p> <p style="text-align: right;">Maximum 3 marks</p>								
6	<p>For Dean/ Director/ Professor post weightage is to be given to experience in administration and guiding Ph.D. students</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">Research Guidance for Master's/Doctoral dissertation as major Guide</td> <td style="width: 40%;">(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)</td> <td style="width: 30%;">4.5 marks</td> </tr> <tr> <td>Administrative experience</td> <td>Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)</td> <td>3.5 marks</td> </tr> </table>	Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks	Administrative experience	Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)	3.5 marks	8 marks	
Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks							
Administrative experience	Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)	3.5 marks							
7	<p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring(Physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties(specify) • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • One mark for individual effort and a half mark for collaborative effort <p style="text-align: right;">Maximum of 2.5 marks</p>	2.5 mark							
8	<p>Special Attainments</p> <p>One mark for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology/ new inventions/ gene pool identified etc. Half mark for each success story of technology disseminated or commercialized individual effort carries marks as indicated above, joint effort carries half the marks.</p> <p style="text-align: right;">Maximum of 2.5 marks</p>	2.5 marks							

9	Externally Funded Projects	6 marks	
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Cess Fund Schemes, Competitive Grand Projects (CGP) under World Bank, projects funded from DST, DBT/UGC and national/international organizations/agencies etc –projects with more than ₹ 20.0 lakhs support alone will be considered.</p> <p>2 marks for Principal Investigator (PI) per project and one mark for Co PI/associated scientist per project. AICRP will not be considered as individual project. Each IRP will carry ½ mark for PI</p> <p style="text-align: center;">Maximum of 6 marks</p>		
10	Summer/Winter School/Refresher Course and Seminar/Symposium etc.	1.5 marks	
	<p>Half mark for each course organized as Course Director or Course Coordinator (Marks shall be given only for organization of Winter School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days)</p> <p>One mark for Chairman/Organising Secretary/Convener for organizing Seminar Symposium (Workshop / Trainings organized as part of duty of the post, and simple participation, or delivering lecture or paper presentation will not be considered).</p> <p style="text-align: center;">Maximum of 1.5 marks</p>		
11	International Exposure	1 mark	
	<p>One mark for each one- month experience of working/associating in internationally important organization / laboratory. Period spent abroad towards Masters / PhD/ Post- Doctoral experience will not be considered.</p> <p>Half mark for paper / poster presentation in international event- seminar/Symposium/Conference / Workshop etc.</p> <p style="text-align: center;">Maximum of 1 marks</p>		
12	Institution Building/Service Functions	3.0 mark	
	<p>Only clearly defined contributions as a leader in institutional building shall be considered.</p> <p>For example, creation of totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p> <p>Service Functions:</p> <p>Service provided for following miscellaneous tasks by applicant qualify for award of marks:</p> <ol style="list-style-type: none"> i) Preparation of review reports, proceedings and other similar works. ii) Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Assistance, PME Cell iii) Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, 		

	<p>PME Cell, Academic Council and similar Advisory Committees of the Institute/University.</p> <p>iv) Production and distribution of seeds/seeds/culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year.</p> <ul style="list-style-type: none"> • 0.50 mark for each of the above criteria. <p style="text-align: right;">Maximum of 3.0 marks</p>		
13	Inter-Institutional Projects	2 marks	
	<p>Mention only those projects, which are running at more than one institution and candidate, as PI or CoPI is associated in project planning, review and progress of the work of all the centres in different institutions. Projects with more than ₹ 10.00 lakhs support will be considered.</p> <p>*one mark for each project.</p> <p style="text-align: right;">Maximum of 2 marks</p>		
14	Publications (Referred Articles)(NAAS)	12 marks	
	<p>Identify 15 best research papers published in referred journals for allocation of score according to NAAS journal rating on a scale of 0.5 to 20.0. The sum total of the NAAS score for 15 publications will be multiplied by 0.115 to obtained marks.</p> <p>For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give marks not more than 0.5 for each publication</p> <p>For journals not covered in NAAS but have international impact factor, applicant can indicate score as (6 + impact factor)</p> <p style="text-align: right;">Maximum of 12 marks</p>		
15	Other Publications	5 marks	
	<ul style="list-style-type: none"> • Two marks to first author and one mark to co-authors for each book/monographs of minimum 100 pages published-authored/edited. (Maximum of 3 marks) • one mark to first author and a half mark for co-authors for each book chapters and training manual (Maximum of 1 marks) • Half mark for each conference proceeding paper/popular article/ bulletin/short communication (Maximum of 1 mark) <p style="text-align: right;">Maximum of 5 marks (3+1+1)</p>		
16	Any Other academically relevant information	1 mark	
	TOTAL (A to P)	70	
	INTERVIEW	30	
	GROSS TOTAL	100	