

National Institute of Plant Health Management, Hyderabad

(An autonomous organization under the Ministry of Agriculture & Farmers Welfare Government of India)

Advertisement Notification No. 1/2016

National Institute of Plant Health Management invites applications for the following Posts. The gist of pay and number of posts are given below:

Sl .N o.	Name of the Post	Direct/Deputation*	No. of Posts	Reservation for Direct Recruitment	Pay Band & Grade Pay	Last Date
1.	Assist. Director (PHM) – Agri	Direct Recruitment or Deputation basis	1	1(UR)	Rs.15,600-39,100 & GP Rs.5400	15.02.2016
2.	Assistant Finance and Accounts Officer	– Direct Recruitment or Deputation basis	1	1(UR)	Rs.9,300-34,800 & GP Rs.4,600	
3.	Assistant Scientific Officer (Weed Science/Agronomy)	Direct Recruitment or Deputation basis	1	1(OBC)	Rs.9,300-34,800 & GP Rs.4,200	
4.	Assistant Scientific Officer (Pesticide Management Division)	Direct Recruitment	1	1(SC)	Rs.9,300-34,800 & GP Rs.4,200	
5.	Senior Consultant (Entomology - 1 & Plant Pathology - 1)	Contractual basis	2	The detailed advertisement along with proposed date of walk-in-interview will be uploaded in niphm website shortly for this post.		

***Rule of Reservation does not applicable for candidates applying on deputation basis.**

The details of educational qualifications, experience, age and other eligibility criteria, duties for appointment on Direct Recruitment / Deputation basis (including relaxations, if any) for the posts along with application proforma may be accessed from web <http://niphm.gov.in>.

Director General

**A. QUALIFICATIONS & EXPERIENCE FOR DIRECT RECRUITMENT, OR
TRANSFER ON DEPUTATION:**

1	Assistant Director (PHM) – 1 (UR)	Direct Recruitment or Deputation basis
	Age limit for direct recruits	upto 45 years (age relaxable in case of deputationists).
	QUALIFICATIONS & EXPERIENCE:	
	ESSENTIAL : A. EDUCATIONAL: A First or Second Class Masters Degree in Entomology OR Agriculture with specialization in Entomology/ Nematology OR Zoology with specialization in Entomology/ Nematology. B. EXPERIENCE : Minimum work experience of 7 years of which at least (4 years for the candidates with Ph.D) of which at least 3 years of experience in Integrated Pest Management. * Experience in Research, teaching / training in the respective fields will also be considered as the required work experience. DESIRABLE: 1. Preference will be given for Masters in Agricultural Entomology. 2. Ph.D. in the relevant subject.	

	3. Advanced Training in Integrated Pest Management. Transfer on Deputation basis a. Persons under Central / State Governments / Universities / Recognized Research Institutions / PSUs / Statutory Boards or Autonomous organizations of Central and State Governments. i) Holding analogous posts on regular basis. OR ii) With three years of service in the Post having Grade Pay of Rs.4,600/- OR iii) With five years of service in the Post having Grade Pay of Rs.4,200/- b. Possessing qualifications mentioned above. However, two years relaxation from the requirement of total experience of 7 years will be given to deputationists.	
2	Assistant Finance and Accounts Officer –1(UR)	Direct Recruitment or Deputation basis
	Age limit for direct recruits	upto 35 years (age relaxable in case of deputationists).
QUALIFICATIONS & EXPERIENCE:		
	ESSENTIAL : A. EDUCATIONAL: A First or high second class Bachelor Degree(having studies 10+2+3 pattern), preferably in Commerce from recognized university or equivalent. OR Master Degree preferably in commerce from recognized university or equivalent. OR Qualified Chartered Accountant B. EXPERIENCE : Six years work experience (in case of Degree Holders) in accounts work of which at least four years in responsible supervisory/administrative position. OR four years work experience (in case of Post Graduates) in accounts work of which at least two years in a responsible supervisory / administrative position. No Experience is required in case of qualified Chartered Accountants. DESIRABLE: Should be conversant with the government rules and regulations/ office procedures pertaining budget preparation, accounts and audit. Transfer on Deputation basis a. Persons under Central / State Governments / Universities / Recognized Research Institutions / PSUs / Statutory Boards or Autonomous organizations of Central and State Governments. i. Holding analogous posts on regular basis. OR ii. With five years of service in the Post having Grade Pay of Rs.4,200/- b. Possessing qualifications mentioned above.	
3	Assistant Scientific Officer (Weed Science/Agronomy) - 1(OBC)	- Direct Recruitment or Deputation basis
	Age limit for direct recruits	upto 35 years (age relaxable in case of deputationists).
QUALIFICATIONS & EXPERIENCE:		
	One Assistant Scientific Officer (Agronomy/Weed Science) for Agronomy : ESSENTIAL : A. EDUCATIONAL: A First or high second class Masters Degree in Agriculture with specialization in Agronomy/Weed Science OR M.Sc. in Botany with specialization in Weed Science. B. EXPERIENCE : two years experience for M.Sc. in Integrated Pest Management with specific reference to Weed Management/Crop Management OR 1 year in relevant field for M.Sc candidates who have Post Graduate Diploma in Plant Health Management / Post Graduate Diploma in Plant Protection. OR Ph.D candidates without experience will also be considered. DESIRABLE: Ph.D. in the relevant subject.	

	Transfer on <i>Deputation basis</i> a. Persons under Central / State Governments / Universities / Recognized Research Institutions / PSUs / Statutory Boards or Autonomous organizations of Central and State Governments. i. Holding analogous posts on regular basis. OR ii. With two years of service in the Post having Grade Pay of Rs.2,800/- or above b. Possessing qualifications mentioned above. However, one year from total two years will be given in case of deputationists.	
4	Assistant Scientific Officer (Pesticide Management Division) - 1(SC)	- Direct Recruitment
	Age limit for direct recruits	upto 35 years.
	QUALIFICATIONS & EXPERIENCE:	
	<i>One Assistant Scientific Officer (Pesticide Management Division)</i> ESSENTIAL : A. EDUCATIONAL: A First or high second class Masters Degree in Organic Chemistry / Organic Analytical Chemistry/Agricultural chemistry / Agricultural Entomology/Plant Pathology/Agrichemicals & Pest Management / Environmental science Environmental chemistry/Biotechnology B.EXPERIENCE: Two years experience in Analysis of pesticide formulation and / or pesticide residue, OR 1 year in analysis of pesticide formulation and / or pesticide residue for M.Sc candidates who have Post Graduate Diploma in Plant Health Management with specialisation in Pesticide Management /Post Graduate Diploma in Plant Protection. OR 6 months in analysis of pesticide formulation and pesticide residue for Ph.D candidates. DESIRABLE: Ph.D. in the relevant subject.	

GENERAL TERMS AND CONDITIONS for Direct Recruitment, or Transfer on Deputation:-

- i. Age limit will be reckoned with reference to the closing date for receipt of the applications.
- ii. Upper age limit for persons with disabilities shall be relaxable
 1. by ten years (15 years for SCs, STs, and 13 years for OBCs) in case of direct recruitment to Group 'C' and Group D posts;
 2. By 5 years (10 years for SCs/STs and 8 years for OBCs) in case of direct recruitment to Group A and Group B posts where recruitment is made otherwise than through open competitive examination; and
 3. By 5 years (10 years for SCs/STs and 8 years for OBCs) in case of direct recruitment to Group A and Group B posts through open competitive examination;
- iii. Only such persons would be eligible for PwD reservation in services/posts who suffer from not less than 40 percent of relevant disability. A person who wants to avail of benefits of reservation would have to submit a Disability Certificate issued by a Competent Authority.
- iv. "Relaxation of upper age limit in respect of reserved categories such as SC/ST/OBC/PHE/Ex-servicemen etc., as per GOI orders. (in terms of G.I., Dept. of Per. & Trg., Notfn. No. 15012/6/98-Estt. (D), dated 21st December, 1998. **OBC candidates have to enclose latest caste certificate as per GOI norms for claiming age relaxation and for considering to the reserved OBC post.**
- v. **Rule of Reservation does not applicable for candidates applying on deputation basis.**
- vi. The Rule of Reservation is not applicable in the case of deputationists. However, subject to availability, eligible candidates belonging to reserved categories will be duly considered as per rules in force.
- vii. The Medical facilities applicable to government employees will be extended to the deputationists.
- viii. In the case of direct recruitment the selected candidates will be governed by the New Pension Scheme, 2004, Govt. of India.
- ix. The Probation period for direct recruits will be Two years as per the rules in force.
- x. The applications in prescribed proforma (through proper channel in case of service candidates) should reach the Registrari/c, National Institute of Plant Health Management, Rajendranagar, Hyderabad 500 030, Telangana, **15.02.2016 by 5.30 p.m.**; Persons working in Govt. service should apply through proper channel only. In case it takes time to obtain clearance from the Head of Department, an advance copy of the application can be sent on or before the closing date. However the application through proper channel should reach NIPHM by the time of scrutiny, else the advance copy will not be considered.
- xi. **Self-attested copies of all educational qualifications along with experience, age relaxation and other certificates are required to be enclosed invariably. Applications without proper enclosures will not be considered for scrutiny.**
- xii. **"Age and qualifications can be relaxed in exceptional cases by the Director General".**
- xiii. Only candidates willing to take-up residence (throughout their service) within a radius of 3km of NIPHM can apply.
- xiv. Please visit NIPHM website <http://niphm.gov.in> for the details of duties to be performed and for downloading the prescribed application proforma.
- xv. Mere fulfilling the qualifications will not entail a right for claiming of shortlisting/ for written test /appointment.
- xvi. In case of any dispute with regard to screening of the applications, the decision of DG, NIPHM shall be final.
- xvii. **No correspondence will be entertained with the non-shortlisted or non-selected candidates.**
- xviii. Canvassing in any form is not accepted and will lead to the disqualification of such candidates. The decision of DG, NIPHM will be final in this regard.

Director General

B. PROCEDURE FOR SELECTION

1. **Assistant Director (PHM):** Selection to the post will be based on written test, Power Point Presentation and Interview.

Syllabus for written test Interview:

- Principles and concepts of IPM
- Agro-ecosystem Analysis
- Ecosystem Concept
- Ecosystem Services
- Pesticide Resistance, Pest resurgence, secondary pest out break and pest replacement
- Biological control for pest management
- Ecological Engineering for pest management
- Companion plants and their role in Push-Pull strategy for pest management
- Insect pests and defenders of Rice, Wheat, Red gram, Cotton, Tomato and Chillies

2. **Asst. Finance & Accounts Officer:** Selection to the post will be based on written test, Power Point Presentation and Interview.

Syllabus for written test and oral interview:

GENERAL FINANCIAL RULES, 2005.

PART - I

- Chapter 4 : Government Accounts – Capital and Revenue Accounts (Rule 90 – 93)
- Chapter 6 : Procurement of goods and services (Rule 135 – 185),
- Chapter 7 : Inventory Management – Disposal of goods, modes of disposal (Rule 196,197,198,199 & 200)
- Chapter 9: Grants-in-aid and Loans – Rule 206, 208, 209, 210, 212.

PART - II

1. Preparation of Bank Reconciliation Statement.
2. Preparation of financial statements of “Non-profit organizations”
3. Preparation of Cash Book
4. Direct Taxes – TDS provisions/e.TDS provisions

3. **Assistant Scientific Officer (Weed Science):** Selection to the post will be based on written test) and on PPT presentation

Syllabus for written test:

- Principles and concepts of IPM & Integrated Weed Management
- Agro-ecosystem Analysis
- Ecosystem Concept
- Ecosystem Services
- Biological control for weed management
- Herbicide resistance
- Concepts of Biosecurity & Plant Quarantine
- WTO-Phytosanitary measures in International Trade with reference to weeds
- Invasive alien species
- Cropping systems approach in weed management
- Living soil concept
- Integrated weed management
- Integrated nutrient management
- Weeds of Rice, Sorghum, maize, Cotton and Vegetables

4. **Assistant Scientific Officer (Pesticide Management Division):** Selection to the post will be based on written test and on PPT presentation.

Syllabus for written test:

- 1) Pesticide classification on use, chemical nature, formulation, toxicity and action etc.
- 2) Various methods in Pesticide Formulation Analysis
- 3) Principles, operation and application of various chromatographic techniques
- 4) Pesticide Dissipation, Residue Dynamics, Different methods/ Steps in residue analysis
- 5) Confirmative analytical techniques in residue analysis
- 6) Different terminologies used in Pesticide Residue Analysis
- 7) Maximum Residue Levels in pesticide
- 8) Pesticide Management

C. DUTIES OF THE POSTS

1. **Assistant Director (PHM):** As Sub-divisional head, the Assistant Director (PHM) is expected to plan, implement and coordinate various activities of his/her sub-division to enable the Joint Directors / Directors accomplish the responsibilities assigned. Any other duties assigned by the Joint Directors, Registrar, Directors or the Director General from time to time.
2. **Assistant Finance Accounts Officer:**
 - i. Advise the Financial Adviser on all matters falling relating to Financial Management and control.
 - ii. Assist F.A. to establish and maintain a system of financial control governing the allocation and use of funds
 - iii. Assist F.A. to watch settlement of audit objections, inspection reports., etc.,
 - iv. Assist F.A. to organize effective Internal Audit
 - v. To ensure accuracy in accounts and in other basic records.
 - vi. To review systems and procedures having a financial bearing, to reduce costs, promote efficiency, and safe guard the interests of the institute
 - vii. To attend to any other duty assigned by Director General.
3. **Assistant Scientific Officer:** As Sub-divisional heads they are expected to plan, implement and coordinate various activities of their sub-divisions to enable the Joint Directors / Directors accomplish the responsibilities assigned. Any other duties assigned by the Directors or the Director General from time to time.

P R O F O R M A

APPLICATION FOR THE POST OF.....on Regular/ Deputation Basis

1. Name :
(in Block letters)
2. Father's/Husband Name :
3. Date of Birth (in Christian era) :
4. Age (as on date) : Years.....Months.....Days.....
5. ADDRESS FOR CORRESPONDENCE :
 - a. Present :
 - b. Permanent :
 - c. Email ID : 1.
2.
 - d. Mobile :
 - e. Phone No. (STD/ISD code) :

Affix Passport
size Photograph

6. EDUCATIONAL QUALIFICATIONS:-

(Enclose self attested copies without which applications will not be considered for scrutiny).

QUALIFICATION	YEAR	UNIVERSITY	CLASS & % OF MARKS	REMARKS (Awards if any)

7. TECHNICAL QUALIFICATIONS:-

(Enclose attested copies)

QUALIFICATION	YEAR	BOARD/ UNIVERSITY	CLASS & % OF MARKS	REMARKS (Awards if any)

Details of employment in the chronological order in the table indicated below. Enclose a separate sheet, duly authenticated by your signature, if the space below is insufficient.

(Enclose attested copies)

Office/Instt./ Organisation	Post held	From	To	Scale of pay and basic pay therein	Nature of duties performed

8. Nature of present employment i.e. ad-hoc or :
temporary or quasi-permanent or permanent.

10. Additional details about present employment. :

Please state whether working under:-

(indicate the name of your employer against
the relevant column)

(a) Central Government :

(b) State Government :

(c) Autonomous Organization :

(d) Public Undertakings :

(e) Universities :

(f) Others :

11. Present Pay & Grade Pay / Pay Band :

12. Additional information, if any, which you would like :

to mention in support of your suitability for the post.

(This among other things may provide information with regard to

(i) Additional academic qualifications :

(ii) Professional training :

(iii) Work experience (over and above the prescribed) :

(enclose a separate sheet if the space is insufficient)

13. Whether belongs to SC/ST/OBC/OC/

PH/Ex-Serviceman (Proof to be enclosed)

(OBC Candidates have to enclose latest caste
certificate as per GOI norms for claiming age
relaxation and for considering to the reserved OBC
post)

14. Remarks

(The candidates may indicate information with regard to

(i) research publications and reports and special projects :

(ii) Awards/scholarship/official appreciation :

(iii) affiliation with professional bodies/institutions/societies and :

(iv) any other information. :

(enclose a separate sheet if the space is insufficient)

15. I certify that particulars furnished above are true.

16. I am willing to stay in the quarters if allotted or within 3km radius of NIPHM for entire length of service.

Date :

Place :

SIGNATURE OF CANDIDATE

It is certified that particulars furnished are correct and no disciplinary case is either pending or
contemplated against the officer and no penalty, major or minor, was imposed on the officer during the last
10 years and his integrity is beyond doubt.

Dated:

Signature of the Head of Department