



**भारतीय कृषि अनुसंधान परिषद्**  
**INDIAN COUNCIL OF AGRICULTURAL RESEARCH**

कृषि भवन, डॉ राजेंद्र प्रसाद मार्ग, नई दिल्ली-110001  
 KRISHI BHAWAN, Dr. RAJENDRA PRASAD ROAD, NEW DELHI -110001

**F. No. 8(2)/2021-Per.IV**

**Dated: 12.12.2023**

**Office Memorandum**

**Subject: Model Qualifications for Research Management Positions (RMPs) in the ICAR system.**

The Essential Qualification-(ii) [EQ (ii)] of Model Qualifications for RMP posts had last been amended/modified vide Council's OM of even number dated 17.08.2021. The matter has been reviewed, and the amended/modified EQ (ii) of Model Qualifications for RMP posts in ICAR [Deputy Director General (DDG), Director of National Institute/Deemed To Be University (NI/DU) and equivalent posts, Assistant Director General (ADG), Director/Project Director of Institute other than NI and Joint Director (JD) of NI/DU/Other equivalent position), as per approval of Hon'ble AM and President, ICAR, being the Competent Authority, is as under:

<b>Post: Deputy Director General and Director of NI/DU/other equivalent position.</b>			
<b>Essential Qualifications (ii) of the Model Qualifications as per Council's OM dated 17.08.2021</b>	<b>Amended/Modified Qualification (ii) of Model Qualifications</b>	<b>Essential of Model</b>	<b>Remarks, if any</b>
A Scientist/ Teacher having at least 10 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7 <sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6 <sup>th</sup> CPC), out of which 3 years' experience should be in a Research Management Position or 5 years' experience in positions specified below or 3 years cumulative weighted experience in RMP (Research Management Position) & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below:	A Scientist/ Teacher having at least 10 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7 <sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6 <sup>th</sup> CPC), out of which 3 years' experience should be in a Research Management Position or 5 years' experience in positions specified below or 3 years cumulative weighted experience in RMP (Research Management Position) & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below:		No Change

*Handwritten signature*

<p>a. Heads of Divisions at ICAR Institutes,  b. Heads of Regional Stations of ICAR Institutes,  c. Project Coordinator; and  d. Jt. Directors of Institutes other than National Institutes/Deemed Universities.</p>	<p>a. Heads of Divisions at ICAR Institutes,  b. Heads of Regional Stations of ICAR Institutes,  c. Project Coordinator; and  d. Jt. Directors of Institutes other than National Institutes/Deemed Universities.</p>	
<b>OR</b>		
<p>A Scientist/ Teacher having at least 10 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6<sup>th</sup> CPC), out of which 5 years' experience of working in a post/ rank equivalent to Additional Secretary (Level 15 of 7<sup>th</sup> CPC) or above in GoI or its statutory /autonomous/ attached bodies.</p>	<p>A Scientist/Teacher having at least 10 years' experience in the grade of Principal Scientist /Professor/ equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (Pay Band-4 of Rs.37,400-67,000 with GP of Rs.10,000 of 6<sup>th</sup> CPC), out of which at least 03 years' experience of working in a scientific post/rank in Pay Level 15 of 7<sup>th</sup> CPC or equivalent or above in Central Govt./ State Govt. or its Statutory/ Autonomous/Attached Bodies etc.</p>	Modified
<b>OR</b>		
<p>An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/Institute with at least 10 years' experience in the grade of Principal Scientist/ Professor or in an equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6<sup>th</sup> CPC).</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:</p> <p>(i) National/ International awards / recognitions as listed in <u>Annexure-1</u>;  (ii) Fellows of one of the reputed National/International Academies as listed in <u>Annexure-2</u>;</p>	<p>An 'Eminent Scientist' having proven record of scientific contribution working in a reputed Organization/Institute currently occupying in regular capacity the post/grade of Pr. Scientist /Professor/ equivalent in Pay Level-14 of the 7<sup>th</sup> CPC/equivalent and having at least 21 years' total experience in the relevant subject/field.</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:</p> <p>(i) National/International awards / recognitions as listed in <u>Annexure-1</u>.</p>	Modified



<p>(iii) Minimum of 10 publications in journals having NAAS rating (latest) of 8.0 and above (The NAAS ratings as available on closing date of the applications for posts advertised shall be applicable); and</p> <p>(iv) Experience of leading / coordinating National / International multi-institutional and multi-disciplinary project/ programme in National/ International Organization for a minimum period of 03 years as substantiated by documentary evidences.</p> <p><i>Note: All four conditions should be simultaneously met by the applicant to qualify under this clause.</i></p>	<p>(ii) Fellows of one of the reputed National/International Academies as listed in <u>Annexure-2</u>;</p> <p>(iii) Minimum of 10 publications in journals having NAAS rating (latest) of 8.0 and above; and</p> <p>(iv) Experience of leading/ coordinating National/International multi-institutional and multi-disciplinary project/ programme in National/ International Organization for a minimum period of 03 years as substantiated by documentary evidences.</p> <p><i>Note 1: All four conditions should be simultaneously met by the applicant to qualify under 'Eminent Scientist' category.</i></p> <p><i>Note 2: The requisite length of service, experience, latest NAAS ratings etc. shall be reckoned from the closing date for receipt of applications indicated in the advertisement.</i></p>	
<b>OR</b>		
<p>Minimum 25 years of post-Ph.D. research/academic experience including at least 05 years of experience as Programme Leader/Director/Director General/DDG of CGIAR or other international organizations.</p>	<p>Minimum 25 years of post-Ph.D. research/academic experience including at least 05 years of experience as Programme Leader/Director/Director General/DDG of CGIAR or other international organizations.</p>	No Change
<p><b>Post: Assistant Director General, Director/Project Director of Institute other than NI/DU and Joint Director of NI/DU/other equivalent position</b></p>		
<p><b>Essential Qualifications (ii) of the Model Qualifications as per Council's OM dated 17.08.2021</b></p>	<p><b>Amended/ Modified Essential Qualification (ii) of Model Qualifications</b></p>	<p><b>Remarks, if any</b></p>
<p>At least 5 years' experience as Principal Scientist/Professor or in an equivalent position in the Pay Level 14 of 7th CPC (PB-4 of Rs.37,400-</p>	<p>At least 5 years' experience as Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7th CPC (PB-4 of Rs.37,400-</p>	No Change





67,000/- with GP Rs.10,000/- of 6 <sup>th</sup> CPC).	67,000/- with GP Rs.10,000/- of 6 <sup>th</sup> CPC).	
<b>OR</b>		
<p>An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/Institute with at least 05 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6<sup>th</sup> CPC).</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:</p> <p>(i) National/ International awards/ recognitions as listed in <u>Annexure-1</u>;</p> <p>(ii) Fellows of one of the recognized National/ International Academies as listed in <u>Annexure-2</u>;</p> <p>(iii) Min. of 10 publications in journals having NAAS rating (latest) of 8.0 and above (The NAAS ratings as available on closing date of the applications for posts advertised shall be applicable); and</p> <p>(iv) Experience of leading/ coordinating National/ International multi-institutional and multi-disciplinary project/ programme in National/International Organization for a min. period of 03 years as substantiated by documentary evidences.</p> <p><b>Note:</b> All 4 conditions should be simultaneously met by the applicant to qualify under this clause.</p>	<p>An 'Eminent Scientist' having proven record of scientific contribution working in a reputed Organization/Institute in the grade of Pr. Scientist/ Professor/ equivalent in Pay Level-14 of the 7<sup>th</sup> CPC/equivalent and having at least 15 years' experience in the relevant subject.</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:</p> <p>(i) National/International awards/ recognitions as listed in <u>Annexure-1</u>;</p> <p>(ii) Fellows of one of the recognized National/ International Academies as listed in <u>Annexure-2</u>;</p> <p>(iii) Min. of 10 publications in journals having NAAS rating (latest) of 8.0 and above; and</p> <p>(iv) Experience of leading/ coordinating National/ International multi-institutional and multi-disciplinary project/ programme in National / International Organization for a minimum period of 02 years as substantiated by documentary evidences.</p> <p><b>Note 1:</b> All 4 conditions should be simultaneously met by the applicant to qualify under this clause.</p> <p><b>Note 2:</b> The requisite length of service, experience, latest NAAS ratings etc. shall be reckoned from</p>	Modified





	<i>the closing date for receipt of applications indicated in the advertisement.</i>	
<b>OR</b>		
Programme Leader/Head of Regional Centres of CGIAR or Centres of other international organizations with minimum 20 years of post-Ph.D. research/academic experience.	Programme Leader/Head of Regional Centres of CGIAR or Centres of other international organizations with minimum 20 years of post-Ph.D. research/academic experience.	No Change

2. Accordingly, the model qualifications for RMP posts in totality, incorporating the aforesaid amendment in EQ (ii), are detailed hereunder:-

**2.1 Model Qualifications for Deputy Director General and Director of National Institute / Deemed to be University (NI/DU) / Other equivalent position**

**Essential:**

(i) :- Doctoral degree in the relevant subject including relevant basic sciences.

(ii) :- A Scientist/ Teacher having at least 10 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6<sup>th</sup> CPC), out of which 3 years' experience should be in a Research Management Position or 5 years' experience in positions specified below or 3 years cumulative weighted experience in RMP (Research Management Position) & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below:

- (a) Heads of Divisions at ICAR Institutes,
- (b) Heads of Regional Stations of ICAR Institutes,
- (c) Project Coordinator; and
- (d) Joint Directors of Institutes other than NI / DU.

**OR**

A Scientist/Teacher having at least 10 years' experience in the grade of Principal Scientist/Professor/ equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (Pay Band-4 of Rs.37,400-67000 with GP of Rs.10,000 of 6<sup>th</sup> CPC), out of which at least 03 years' experience of working in a scientific post/rank in Pay Level 15 of 7<sup>th</sup> CPC or equivalent or above in Central Government/ State Government or its Statutory/ Autonomous/Attached Bodies etc.

**OR**

An 'Eminent Scientist' having proven record of scientific contribution working in a reputed Organization/Institutes currently occupying in regular capacity the post/grade of Pr.



Scientist/Professor/equivalent in Pay Level-14 of the 7th CPC/equivalent and having at least 21 years' total experience in the relevant subject/field. Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:

- (a) National/International awards/ recognitions as listed in Annexure -1 ;
- (b) Fellows of one of the reputed National/International Academies as listed in Annexure -2 ;
- (c) Minimum of 10 publications in journals having NAAS rating (latest) of 8.0 and above; and
- (d) Experience of leading / coordinating National/ International multi-institutional and multi-disciplinary project/ me in National/ International organization for a minimum period of 03 years as substantiated by documentary evidences.

*Note 1: All four conditions should be simultaneously met by the applicant to qualify under 'Eminent Scientist' category.*

*Note 2: The requisite length of service, experience, latest NAAS ratings etc. shall be reckoned from the closing date for receipt of applications indicated in the advertisement.*

**OR**

Minimum 25 years of post-Ph.D. research/academic experience including at least 05 years of experience as Programme Leader/Director/Director General/DDG of CGIAR or other international organizations.

(iii) Evidence of contribution to research/teaching/extension education as supported by published work/innovations and impact.

**Desirable:**

The candidate should have demonstrated scientific leadership and skill in research management with a broad vision and perspective of agricultural research.

**2.2 Model Qualifications for Assistant Director General, Director/Project Director of Institute other than NI/DU and Joint Director of NI/DU/other equivalent positions**

**Essential:**

- (i) :- Doctoral degree in the relevant subject including relevant basic sciences.
- (ii) :- At least 5 years' experience as Principal Scientist/Professor or in an equivalent position in Pay Level 14 of 7<sup>th</sup> CPC (PB-4 of Rs.37,400-67,000/- with GP Rs.10,000/- of 6<sup>th</sup> CPC).

**OR**



An 'Eminent Scientist' having proven record of scientific contribution working in a reputed Organization/Institutes in the grade of Pr. Scientist/ Professor/equivalent in Pay Level-14 of the 7th CPC/equivalent and having at least 15 years' experience in the relevant subject.

Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with:

- (a) National/International awards / recognitions as listed in Annexure-1;
- (b) Fellows of one of the recognized National/ International Academies as listed in Annexure-2;
- (c) Minimum of 10 publications in journals having NAAS rating (latest) of 8.0 and above; and
- (d) Experience of leading/ coordinating National/ International multi-institutional and multi-disciplinary project/ programme in National / International Organization for a min. period of 02 years as substantiated by documentary evidences.

***Note 1:** All 4 conditions should be simultaneously met by the applicant to qualify under this clause.*

***Note 2:** The requisite length of service, experience, latest NAAS ratings etc. shall be reckoned from the closing date for receipt of applications indicated in the advertisement*

**OR**

Programme Leader/Head of Regional Centres of CGIAR or Centres of other international organizations with minimum 20 years of post-Ph.D. research/academic experience.


(iii) Evidence of publication/activities contribution to suggest that the candidate has a broad vision/perspective on agricultural research.

**Desirable:**

Specialization (to be defined)

**Note:** Specialization (to be defined) could be made part of essential qualifications as per job requirements, if deemed necessary.

3. With this, the model qualifications for RMP posts as issued vide Circular/OM No.8(1)/2007-Per.IV dated 26<sup>th</sup> April, 2012, No.8(01)/07-Per.IV dated 5<sup>th</sup> June, 2012, No.8(2)/2013-Per.IV dated 29<sup>th</sup> October, 2015, No.8(2)/2013-Per.IV dated 29<sup>th</sup> July, 2016, No.8(2)/2013-Per.IV dated 16<sup>th</sup> December, 2016 and No.8(2)/2021-Per.IV dated 17.08.2021 stand superseded.

  
(Naresh Kumar Sharma)  
Deputy Secretary (Personnel)



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**List of National/International Awards w.r.t. condition (i) of alternative qualification of "Eminent Scientist"**

**I) National Awards**

**a) Padma Awards:**

- 1) Padma Shree
- 2) Padma Bhushan
- 3) Padma Vibhushan

**b) ICAR awards:**

1. ICAR- Norman Borlaug Award
2. ICAR-Rafi Ahmed Kidwai Award for Outstanding Research in Agricultural Sciences

**c) CSIR Awards:**

1. Shanti Swarup Bhatnagar Prize for Science and Technology

**II) International Awards :**

1. World Food Prize, World Food Prize Foundation



**List of Reputed National/International Academies w.r.t. condition (ii) of alternative qualification of "Eminent Scientist"**

1. Indian National Science Academy, New Delhi
2. National Academy of Sciences (India), Allahabad
3. National Academy of Agricultural Sciences, New Delhi
4. Indian Academy of Sciences, Bengaluru
5. The Academy of Sciences for the Developing World
6. Japan Academy of Sciences
7. Russian Academy of Agricultural Sciences
8. US National Academy of Sciences
9. The Royal Society (London)

