

Agenda Item No. 5

Revised rules for the award of research fellowship and guidelines to engage Research Personnel at Wildlife Institute of India

Selection procedure to engage JRF, SRF & RA at WII

The existing rules/criteria for the selection of JRFs/SRFs and RAs (as approved by TRAC and GB), have been derived from UGC/CSIR norms. However, these organizations have changed their rules during recent years. Since, Wildlife Science is a multi-disciplinary subject, it is proposed to include candidates from Humanities/Social Sciences in its ambit. Revised (proposed) procedure for the selection of JRFs/SRFs and RAs is as follows:

- a) The selection of the advertised JRF/SRF positions at WII shall be done through a Qualifying Test followed by interview, three times a year.
- b) Announcement of the JRF/SRF position(s) shall be made through a window advertisement three times a year in one of the National Daily Newspaper (English) and WII's website at least 45 days in advance.
- c) An 'Expert Committee' constituted by the Director, WII, shall conduct the personal interview for the selection of JRFs/SRFs. The panel of committee shall comprise of Dean, Faculty of Wildlife Science as Chairperson; One External Subject Matter Expert; Research Coordinator; two senior Faculty Members (Scientist-E and above); and concerned PI(s) of the Project.
- d) During the interview, the Committee would test the candidate for his/her knowledge of the subject, scientific temperament, aptitude for wildlife research, creative ability and interest.
- e) There shall be 3 components, based on which selection merit would be arrived at as follows:

Component	Marks
Academic Background	20% (10% UG+10% PG)
Qualifying Test*	50% (25% General + 25% Subject)
Interview	30% (Inclusive of research experience & publications)

- f) The cut off criteria for interview would be a minimum of 50% marks in written test.

* *Qualifying test would be covering syllabi of M.Sc. course in Wildlife Science, Environmental Sciences, Natural Resource Management, Forestry, Veterinary Sciences, Agricultural Sciences, and M.A. course in Social Science, Economics, Mass Communication, Anthropology and Psychology.*

Selection procedure to engage research fellows other than JRF, SRF & RA at WII

- a) The selection of the advertised positions other than JRF, SRF & RA at WII viz., Junior Project Fellow/Senior Project Fellow/Project Associate/Junior Technical Assistant/Senior Technical Assistant or any other category as approved in the respective project, shall be done through a Qualifying Test followed by interview.
- b) Announcement of the position(s) shall be made through a window advertisement three times a year in one of the National Daily Newspaper (English) and WII's website at least 45 days in advance.
- c) An 'Expert Committee' constituted by the Director, WII, shall conduct personality test. The committee would consist of the Dean, Faculty of Wildlife Science as Chairperson; Research Coordinator; two senior Faculty Members (Scientist-E and above), One External Subject Matter Expert and concerned PI(s) of the Project.
- d) During the interview, the Committee would test the candidate for his/her knowledge of the subject, scientific temperament, aptitude for wildlife research, creative ability and interest.
- e) There shall be 3 components, based on which selection merit would be arrived at as follows:

Component	Marks
Academic Background	20% (10% UG+10% PG)
Qualifying Test*	50% (25% General + 25% Subject)
Interview	30% (Inclusive of research experience & publications)

- f) The cut off criteria for interview would be a minimum of 50% marks in written test.
- g) A short list of 'wait-listed' candidates shall be maintained valid for a period of one year. In case of any urgent requirement for a project/activity, the PI(s) with the approval of the Dean and Director may select the candidates from the pool.

* *Qualifying Test would be project specific and covering syllabi of M.Sc. course in Wildlife Science, Environmental Sciences, Natural Resource Management, Forestry, Veterinary Sciences, Agricultural Sciences, and M.A. course in Social Science, Economics, Mass Communication, Anthropology and Psychology.*

Eligibility Criteria for selection of JRF, SRF, RA and other category of research fellows at WII

S. No.	Designation	Essential Qualification	Desirable Qualification	Age Criteria	Monthly Fellowship (In Rs.)
For UGC/CSIR/ICAR/WII-NET qualified candidates for Junior Research Fellowship and GATE qualified candidates for JRFship in the discipline 'Ecology and Evolution'					
1.	Junior Research Fellow (JRF)	<p>Masters' Degree in Botany/Zoology/Forestry/Statistics/Life Science/Experimental Biology/Environmental Sciences/ Environmental Management/Geo-informatics/Ecological Sciences/Biological Sciences/ Wildlife Science or M.V.Sc. or M.Sc. Agriculture or M.A. (Sociology/ Economics/Mass Communication/ Anthropology and Psychology) degree from a recognized University with a minimum of 60% aggregate marks.</p> <p style="text-align: center;">OR</p> <p>M. Tech/M.Phil in any discipline relevant to Biological Science/Life Science/Ecological Sciences with a minimum of 60% marks aggregate.</p>	Shall be specifically determined by the individual project needs.	<p>Shall not be more than 28 years as on date of interview.</p> <p>However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.</p>	<p>Rs. 25,000/- + HRA (as admissible)</p> <p>Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.</p>
2.	Senior Research Fellow (SRF)	<p>Masters' Degree in Botany/Zoology/Forestry/Statistics/Life Science/ Experimental Biology/Environmental Sciences/ Environmental Management/Geo-informatics/Ecological Sciences/Biological Sciences/ Wildlife Science or M.V.Sc. or M.Sc. Agriculture or M.A. (Sociology/ Economics/Mass Communication/ Anthropology and Psychology) degree from a recognized University with a minimum of 60% aggregate marks and possess at least two years of research experience as JRF or after Post Graduation.</p> <p style="text-align: center;">OR</p> <p>M. Tech/M.Phil in any discipline relevant to Biological Science/Life Science/Ecological Sciences with a minimum of 60% marks aggregate and possess at least two years of research experience.</p>	Shall be specifically determined by the individual project needs.	<p>Shall not be more than 32 years as on date of interview.</p> <p>However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.</p>	<p>Rs. 28,000/- + HRA (as admissible)</p> <p>Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.</p>

S. No.	Designation	Essential Qualification	Desirable Qualification	Age Criteria	Monthly Fellowship (In Rs.)
3.	Research Associate (RA-I, II & III)	Ph.D. Degree in Zoology/Botany/Wildlife Science/ Environmental Science/Forestry/Experimental Biology/ Biological Science/ Ecological Science/ Life Science and Social Science relevant to studies in human dimensions aspect of wildlife management, have published research work to their credit and have already shown evidence of independent research work.	Shall be specifically determined by the individual project needs.	Shall not be more than 40 years as on date of interview. However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Rs. 36,000/-, RA-I; Rs. 38,000/-, RA-II; Rs. 40,000/-, RA-III + HRA (as admissible) Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.
For non-NET Qualified Candidates (Positions other than JRF, SRF & RA viz., Junior Project Fellow/Senior Project Fellow/Project Biologist/Project Assistant/Project Fellow/Research Biologist and/or any other category) for the project duration of maximum two years					
4.	Junior Technical Assistant (JTA) or any other category as approved in the project	Bachelors' Degree in any discipline related to Biological Science/Life Science/Ecological Sciences or B.V.Sc. or B.Sc. Agriculture or B.A. (Social Science/Economics/Mass Communication/Anthropology and Psychology) degree from a recognized University. OR B. Tech in any discipline relevant to Biological Science/Life Science/ Ecological Sciences.	Shall be specifically determined by the individual project needs.	Shall not be more than 26 years as on date of interview. However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Rs. 16,000/- + HRA (as admissible) Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.
5.	Senior Technical Assistant (STA) or any other	Bachelors' Degree in any discipline related to Biological Science/Life Science/Ecological Sciences or B.V.Sc. or B.Sc. Agriculture or B.A. (Social Science/Economics/Mass Communication/Anthropology and Psychology) degree from	Shall be specifically determined by the individual	Shall not be more than 28 years as on date of interview. However, the upper age	Rs. 18,000/- + HRA (as admissible)

S. No.	Designation	Essential Qualification	Desirable Qualification	Age Criteria	Monthly Fellowship (In Rs.)
	category as approved in the project	a recognized University and possessing at least two years of research experience. OR B. Tech in any discipline relevant to Biological Science/Life Science/ Ecological Sciences and possessing at least two years of research/work experience in the relevant field.	project needs.	limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.
6.	Junior Project Fellow (JPF) or any other category as approved in the project	Masters' Degree in Botany/Zoology/Forestry/Statistics/Life Science/Experimental Biology/Environmental Sciences/ Environmental Management/Geo-informatics/Ecological Sciences/Biological Sciences/ Wildlife Science or M.V.Sc. or M.Sc. Agriculture or M.A. (Sociology/ Economics/Mass Communication/ Anthropology and Psychology) degree from a recognized University. OR M. Tech/M.Phil in any discipline relevant to Biological Science/Life Science/Ecological Sciences.	Shall be specifically determined by the individual project needs.	Shall not be more than 30 years as on date of interview. However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Rs. 25,000/- + HRA (as admissible) Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.
7.	Senior Project Fellow (SPF) or any other category as approved in the project	Masters' Degree in Botany/Zoology/Forestry/Statistics/Life Science/ Experimental Biology/Environmental Sciences/ Environmental Management/Geo-informatics/Ecological Sciences/Biological Sciences/ Wildlife Science or M.V.Sc. or M.Sc. Agriculture or M.A. (Sociology/ Economics/Mass Communication/Anthropology and Psychology) degree from a recognized University and possessing at least two years of research experience as JPF or after Post Graduation. OR M. Tech/M.Phil in any discipline relevant to Biological Science/Life Science/Ecological Sciences and possessing at least two years of research experience in the relevant field.	Shall be specifically determined by the individual project needs.	Shall not be more than 35 years as on date of interview. However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Rs. 28,000/- + HRA (as admissible) Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.

S. No.	Designation	Essential Qualification	Desirable Qualification	Age Criteria	Monthly Fellowship (In Rs.)
8.	Project Associate of any category possessing minimum essential qualification equivalent to a Research Associate	Ph.D. Degree in Zoology/Botany/Wildlife Science/ Environmental Science/Forestry/Experimental Biology/ Biological Science/Ecological Science/Life Science and Social Science relevant to studies in human dimensions aspect of wildlife management, have published research work to their credit and have already shown evidence of independent research work.	Shall be specifically determined by the individual project needs.	Shall not be more than 45 years as on date of interview. However, the upper age limit may be relaxed up to 5 years in the case of candidates belonging to SC/ST/OBC/Women and physically challenged applicants.	Rs. 36,000/- or Rs. 38,000/- or Rs. 40,000/- + HRA (as admissible) Retirement Benefits, Dearness Allowance, Bonus and Leave Travel Concession (LTC) shall not be paid.