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**Government of India
Wildlife Institute of India, Dehradun
Wildlife Institute of India
Post Box 18, Near Subhash Nagar, Chandrabani**

Dated: 24/05/2023

To

Shri Ankush Moran
Keshav Hostel
Room No -104
UHF, Nauni
173230

Registration Number : WLIOI/R/E/23/00014

Dear Sir/Madam

I am to refer to your Request for Information under RTI Act 2005, received vide letter dated 27/04/2023 and to say that *As per your RTI query regarding age for scientist recruitment, information has been received from concerned department of WII. It is informed that advertisement was published based on WII-Recruitment Rules and please find attached the same..*

In case, you want to go for an appeal in connection with the information provided, you may appeal to the Appellate Authority indicated below within **thirty days** from the date of receipt of this letter.

Dean, FWS

FAA & Dean

Address: Wildlife Institute of India Chandrabani Dehradun

Phone No.: 01352646202

Yours faithfully

**(Manoj Kumar Agarwal)
CPIO & Principal Technical Officer
Phone No.: 01352646144
Email : manojkumar@wii.gov.in**

**WILDLIFE INSTITUTE OF INDIA
CHANDRABANI, DEHRADUN**

(An autonomous Institute under the Ministry of Environment, Forest and Climate Change,
Government of India)

NOTIFICATION

1. In exercise of the powers conferred by the proviso of Rule 3 (xvi) (xix) of the Memorandum of Association (MoA) of Wildlife Institute of India, Dehradun, herein after called WII, and in supersession of all the rules in so far as they relate to the Group-A Scientific Posts in WII, Dehradun in the pay scale of Pay Matrix Level 10 and above, except in respect of things done or omitted to be done before such supersession, Governing Body of WII formulates the following Recruitment and Assessment Promotion Rules for Scientist Group-A.
2. **Short title and commencement**
 - (i) These rules shall be called as the 'WII-Scientific Recruitment and Assessment Promotion Rules, 2019.
 - (ii) These rules shall come into force with effect from the date of notification by the Institute.
3. **Applicability**

These rules shall govern recruitment and assessment promotions of Group-A scientific posts (Scientist-B to Scientist-G).
4. **Definitions**

In these rules, unless the context otherwise requires:

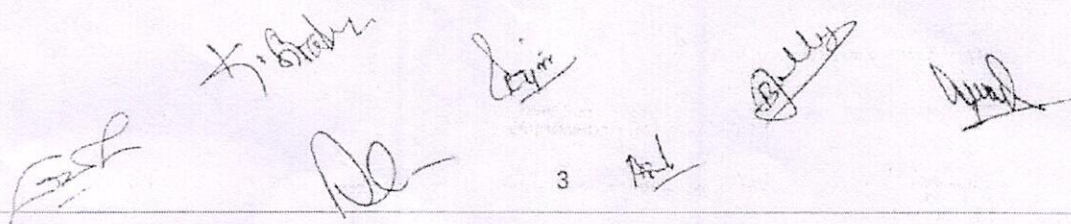
 - (i) **'Appointing Authority'**: means the authority as specified for recruitment of scientists under Rule 6.9.
 - (ii) **Annexure'**: means Annexure to these Rules.
 - (iii) **Director'**: means the Director, Wildlife Institute of India, Dehradun.
 - (iv) **Institute'**: means the Wildlife Institute of India, Chandrabani, Dehradun.

- (v) 'Institute's Committee for Selection & Assessment Promotion' (ICSAP) means the Committee for the recruitment and assessment promotions as specified under Rule 6.4 of all Group-A scientific positions as specified under Rule 6.1.1.
- (vi) 'Scientist' means a faculty member of WII, who is expected to generate, develop, impart, advance, disseminate, diffuse, manage and protect knowledge/methods/techniques and build capacity through training/ research/ design /development/ advisory/ extension/ and networking activities.
- (vii) **Wildlife Sciences:** means all disciplines related to wildlife biology, ecology, behaviour, management and conservation including molecular biology and social sciences.

All other words and abbreviations which are not defined under these rules, shall have the same meaning and definition/ interpretation as given in the Memorandum of Association and Rules and Regulations of WII Society or any other rules applicable to the employees of WII.

5. **Recruitment and Assessment Committee**

- 5.1 WII shall establish a recruitment and assessment committee hereinafter called Institute's Committee for Selection-cum-Assessment Promotion (ICSAP), which shall be appointed by the Chairman, Governing Body. The Terms and Conditions of the appointment of ICSAP shall be such as may be prescribed by the Chairman, Governing Body.
- 5.2 The validity of the said Committees shall be three years. However, the members may be changed during the currency of the panel with the approval of Chairman, Governing Body.
- 5.3 Except for the provisions specified under these rules, the ICSAP shall be free to devise its own procedures in respect of recruitment and assessment to be made by it.



6. Recruitment

6.1.1 The grades/ scales of pay of scientists covered under these rules shall be such as may be determined by WII from time to time. However, grades/ scales currently applicable are as under:

S. No.	Designation of the Post	Pay Matrix Level
1.	Scientist B	10
2.	Scientist C	11
3.	Scientist D	12
4.	Scientist E	13
5.	Scientist F	13A
6.	Scientist G	14

6.1.2 Recruitment shall normally be made at the level of Scientist-C (Pay Matrix Level 11). Whenever need exists or arises, recruitment at other levels can be made on a specific request from the Director and with the prior approval of the Chairman, Governing Body.

6.1.3 30% of the total sanctioned Scientific Group-A posts shall be reserved for officers on deputation from the Indian Forest Service (IFS). They will be taken on deputation at Scientist-D/E/F/G levels. The placement of deputationists in the above grades shall be made in accordance with their seniority consistent with Scientist-D/E/F/G levels. However, other terms and conditions prescribed by the DoPT, Ministry of Environment, Forest and Climate Change (MoEFCC), Government of India, in respect of deputation of Indian Forest Service officers to autonomous organizations would be applicable. State Forest Service Officers having Postgraduate Diploma in Wildlife Management from the Wildlife Institute of India and at least 10 years of service of which 5 years should be in the field of wildlife and protected area management will also be eligible to apply.

6.2 Qualifications, disciplines, experience and age limits for direct recruitment: The minimum qualifications, experience and maximum age limits for direct recruitment to Scientists Group-A at various levels shall be as follows:

Sl. No.	Designation & Pay Matrix	Essential Qualification	Professional Experience in required areas	Age Limit
1.	Scientist-B Pay Matrix Level 10	Masters Degree with First Class	Nil	28 years
		Or Ph. D. in the relevant field	Nil	33 Years
2.	Scientist-C Pay Matrix Level 11	Masters Degree with First Class	3 years	31 years

Sl. No.	Designation & Pay Matrix	Essential Qualification	Professional Experience in required areas	Age Limit
		Or		
		Ph.D. in the relevant subject	1 year	34 years
3.	Scientist-D Pay Matrix Level 12	Masters Degree with First Class	7 years	35 years
		Or		
		Ph.D. in the relevant subject	4 years	38 years
4.	Scientist-E Pay Matrix Level 13	Masters Degree with First Class	11 years	38 years
		Or		
		Ph.D. in the relevant subject	8 years	40 years
5.	Scientist-F Pay Matrix Level 13A	Masters Degree with First Class	16 years	41 years
		Or		
		Ph.D. in the relevant subject	13 years	43 years
6.	Scientist-G Pay Matrix Level 14	Masters Degree with First Class	21 years	44 years
		Or		
		Ph. D. in the relevant subject	18 years	46 years

6.3 Relaxations

6.3.1 Relaxation in age limit may be allowed to Institute/ Government/ Autonomous Bodies/ University employees in accordance with the instructions and orders issued by the Government of India from time to time in this regard.

6.3.2 The date for determining the age limit/experience/qualifications shall be the closing date prescribed for receipt of applications.

6.3.3 The period of experience in the requisite discipline/area of work wherever prescribed shall be counted with effect from the date of acquiring the prescribed minimum educational qualifications required for that grade. Period spent in the relevant fields will be counted towards the professional experience, only when supported by credible documentary evidence.

6.4 The constitution of the ICSAP for making direct recruitment to the posts covered under the Rules shall be as under:

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- (i) There will be a single Institute's Committee for Selection and Assessment Promotion called ICSAP for the recruitment and assessment promotion of all Group-A scientific posts. The ICSAP will be constituted by the Chairman, WII's Governing Body. The tenure of ICSAP will be three years from the date of notification. The ICSAP will have the following composition:

Chairperson	An eminent scientist/ wildlife manager/ conservationist with adequate experience of field conservation.
Members (3 Nos.)	Eminent scientists/professionals with experience in forestry & wildlife conservation or management/ wildlife biology/ human dimension of wildlife conservation/ Social Sciences.
Member	One representative of Ministry of Environment & Forests, Government of India at the level of Inspector General of Forests. For recruitment and assessment promotion at level of Scientist 'G' and above, the representative of the MoEFCC will be at the level of Additional Director General of Forests (ADGF).
Member-Secretary	Director, WII.

- (ii) In addition to the above, two Subject Matter Specialists (SMS) may be co-opted in the ICSAP. The SMS will not have any fixed tenure but will be invited on a case to case basis. The SMS will be nominated by the Chairman, ICSAP. The quorum for the meeting of the ICSAP shall be four members including the Chairperson and at least one SMS. The Chairperson of the Committee may nominate any member of the Committee to act as Chairperson of the Committee in his/her place, if required.

6.4.1 Where the posts are reserved for SC/ST candidates or where SC/ST candidates are under consideration along with general category candidates for the posts, a member of SC/ST community shall invariably be included in the ICSAP. Further, instructions for nomination of female members and members representing the minority community as issued by the Government of India from time to time shall continue to be followed.

6.5 Vacancies for which the selections are required to be made by the ICSAP shall be decided by the Director, WII in consultation with the Principal Technical Officer, WII.

Sciences, WII. The vacancies shall be advertised by the Institute, as per the prescribed procedures. A copy of the advertisement shall be sent to the ICSAP.

6.5.1 The applications, in response to the advertisement, shall be received at the Institute's headquarters at Chandrabani, Dehradun or at a place notified by the Institute.

6.5.2 For recruitment of Scientists, the Screening Committee would be constituted. The Committee shall screen the applications received and organize a written test for recruitment at positions of Scientist B, C and D and seminar based assessment for higher positions. The set of applications and recommendations of the Screening Committee shall be sent to the ICSAP. Approval of relaxation, if any, from the Chairman, Governing Body shall be obtained by the Director, WII and sent to the ICSAP.

The composition of the Screening Committees for Scientists B to G would be as follows:

i)	Director General, Forest Survey of India – Chairperson
ii)	One Officer of the ICFRE in the pay scale of Pay Matrix 14 – Member (To be nominated by Director General, ICFRE)
iii)	One Officer of the WII in the pay scale of Pay Matrix 14 – Member (To be nominated by Director, WII)
iv)	Dean, Wildlife Institute of India - Member Secretary

The quorum of the Screening Committee shall be the Chairperson, Member Secretary and one member. The Chairperson may co-opt Special Invitee(s), if required.

6.5.3 Procedure for the recruitment / selection of the faculty:

The applications of the candidates who qualify the written test (Scientist B, C and D) and seminar based evaluation (Scientist E and above) would then be evaluated by the ICSAP. First ten ranking candidates for each post subject to a minimum of 50% marks obtained in written test or seminar based evaluation shall be called for interview.

The ICSAP will assess the candidates based on the academic record, experience in the relevant field, special achievements / awards, teaching experience, publications, and extension / education / institution building. Relative weightage for written test and interview would be 70 and 30 percent respectively.

6.5.4 The date and time for holding the meetings of the ICSAP shall be fixed by the Director, WII in consultation with the Chairperson of the ICSAP. The letter of invitation/intimation to the short listed candidates for the interview/test shall be issued by the Institute accordingly.

6.5.5 The ICSAP shall recommend a panel of candidates in order of merit for each post or group of posts as advertised. All relevant papers in respect of the selections shall be forwarded by the Director, WII to the Chairman, Governing Body.

6.5.6 The panel thus prepared by the ICSAP shall be valid for one year from the date of approval by the competent authority and operated for issuing the offer of appointment to the selected candidates only to the extent of the number of the vacancies advertised. If any of the candidate(s) who have been issued the offer of appointment up to the extent of the notified vacancies does not accept the offer or does not join by the stipulated date, the next candidate on the panel can be offered the post.

6.5.7 *Inter se* seniority of directly recruited scientists at WII shall be based on merit rating as determined by ICSAP, will form the basis of fixing the seniority of the scientists concerned for placement in the Establishment List for the respective grade.

6.6 Probation

6.6.1 Persons appointed to the posts of Scientist-B shall be on probation for a period of two years. Persons appointed to other grades, viz. Scientist - 'C', 'D', 'E', 'F' and 'G' shall be on probation for a period of one year, provided that the appointing authority may extend or curtail the period of probation in accordance with the instructions issued by the Government of India from time to time.

6.6.2 On completion of period of probation or extension thereof, the scientists shall if considered fit, may be confirmed against the post, if not already confirmed in the entry grade.

6.7 Pay

6.7.1 The pay of a candidate selected for the post shall normally be fixed at the minimum of the pay scale attached to the post. However, advance increments if any, may be recommended by the ICSAP keeping in view the overall merit of the candidate. While doing so, details of the achievements/exceptionally outstanding performance/work of the candidate should be specifically mentioned in the proceedings of the ICSAP to establish the rationale and reasoning for the increments recommended.