# भाकृअनुप-कृषि ज्ञान प्रबंध निदेशालय
# भारतीय कृषि अनुसंधान परिषद
# कृषि अनुसंधान भवन-I,
# पूसा, नई दिल्ली - 110012

भाकृअनुप
ICAR

## विज्ञापन संख्याः डीकेएमए/460970/2026

## वरिष्ठ सलाहकार एवं यंग प्रोफेशनल की नियुक्ति हेतु सूचना

परियोजना निदेशक, भाकृअनुप-कृज्ञाप्रनि द्वारा वरिष्ठ सलाहकार और यंग प्रोफेशनल की पूर्णतः संविदा के आधार पर नियुक्ति हेतु आवेदन आमंत्रित किए जाते हैं। वरिष्ठ सलाहकार (ग्रेड-I) की नियुक्ति प्रारंभ में तीन वर्ष की अवधि के लिए और यंग प्रोफेशनल (YP-I/II) की एक वर्ष की अवधि के लिए की जाएगी, जिसे संतोषजनक प्रदर्शन के आधार पर दो वर्ष तक बढ़ाया जा सकता है।

| क्र. सं. | पद का नाम | पदों की संख्या | समेकित पारिश्रमिक |
|---|---|---|---|
| 1 | वरिष्ठ सलाहकार (ग्रेड-I)) | 02 | 80,000/- प्रति माह |
| 2 | यंग प्रोफेशनल - II | 03 | 42,000/- प्रति माह |
| 3 | यंग प्रोफेशनल - I | 01 | 30,000/- प्रति माह |

योग्यता, कार्य प्रोफाइल और अन्य निर्देशों का विवरण भाकृअनुप **(www.icar.org.in)** और भाकृअनुप-कृज्ञाप्रनि **(www.dkma.icar.gov.in)** की वेबसाइट पर उपलब्ध है। विधिवत भरा हुआ आवेदन पत्र, प्रमाण-पत्रों की स्व-सत्यापित प्रतियों के साथ, इस विज्ञापन के समाचार पत्रों में प्रकाशन की तिथि से 10 दिनों के भीतर केवल ई-मेल **(dkma612@gmail.com)** के माध्यम से अनुभाग अधिकारी (सामान्य प्रशासन), भाकृअनुप-कृज्ञाप्रनि को भेजा जाए।

सीबीसी 01306/11/0005/2627

(रश्मि)
अवर सचिव (कृज्ञाप्रनि)

# ICAR-Directorate of Knowledge Management in Agriculture
## Indian Council of Agricultural Research
### Krishi Anusandhan Bhavan-I, Pusa, New Delhi-110012

**Advertisement No. DKMA/460970/2026**

## NOTICE FOR HIRING OF SENIOR CONSULTANTS AND YOUNG PROFESSIONALS

The Project Director, ICAR-DKMA, invites applications for engagement of Senior Consultants and Young Professionals on a purely contractual basis. The Sr. Consultants (Grade-I) will initially be engaged for a period of three years, and the Young Professionals (YP-I/II) for a period of one year and extendable for a further period up to two years subject to satisfactory performance.

| S. No. | Position | No. of positions | Consolidated remuneration |
|---|---|---|---|
| 1. | Sr. Consultant (Grade-1) | 02 | 80,000/- per month |
| 2. | Young Professional - II | 03 | 42,000/- per month |
| 3. | Young Professional - I | 01 | 30,000/- per month |

Details of qualifications, job profile and other instructions are available at the websites of ICAR **(www.icar.org.in)** and ICAR-DKMA **(www.dkma.icar.gov.in)**. The duly filled in application along with self-attested copies of certificates must be sent to Section Officer (GA), ICAR-DKMA only through email **(dkma612@gmail.com)** within **10 days** from the date of publishing of this advertisement in newspapers.

**(Rashmi)**
**Under Secretary (DKMA)**

CBC 01306/11/0005/2627

**Annexure –I**

**PROFORMA OF APPLICATION FORM FOR ENGAGEMENT OF YP-II UNDER ICAR-DKMA, KAB-I, PUSA, NEW DELHI-110012.**

***(Last date of submission of application: 26.11.2026)***

**(A) General Information:**

| | | | |
|---|---|---|---|
| 1. | Post Applied for | | Paste recent passport size photograph duly, self Attested |
| 2. | Full Name (in Block letters) | | |
| 3. | Father's/Husband's Name | | |
| 4. | Gender | Male/Female/others | |
| 5. | Date of Birth | ……/……../……. | |
| 6. | Age as on 13.11.2026 | …….years…….months…….days | |
| 7. | Marital Status | Married/Unmarried | |
| 8. | Contact No. | | Mobile No. |
| 9. | E-mail address | | |
| | Alternate e-mail address | | |
| 10. | Correspondence Address | | |
| 11. | Permanent Address | | |
| 12. | Whether General/SC/ST/OBC/PH | | |

**(B)Academic Qualifications:**

| Sr. No. | Name of degree | Subjects/ specialization | Board/ University | Year of passing | Duration of Course (in years) | Max. Mark/ OGPA | Marks/OGPA obtained | Percentage |
|---|---|---|---|---|---|---|---|---|
| 1. | 10th class/ equivalent | | | | | | | |
| 2. | 10+2/ Higher Secondary equivalent | | | | | | | |
| 3. | Bachelor's Degree | | | | | | | |
| 4. | Master's Degree | | | | | | | |
| 5. | Other (specify) | | | | | | | |

**(C) Experience (duly supported with certificates issued by Concerned Employers)**

| Chronological list of experience | | | | | | |
|---|---|---|---|---|---|---|
| Sr. No. | Designation | Name of the Employer | Period of experience | | No. of years/months | Nature of work done |
| | | | From date | To date | | |
| 1. | | | | | | |
| 2. | | | | | | |
| 3. | | | | | | |
| 4. | | | | | | |
| 5. | | | | | | |

**(D) Please state whether you are employed at present: Yes/No**

| | |
|---|---|
| If yes, then give details of Employer with full Address and produce No Objection Certificate | |

**(E) Additional information, if any:**

**Declaration:** The information given above by me are true to the best of my knowledge and belief. If any information and/or document is being found false, my candidature/services, if selected, may be terminated without any notice beside other action under IPC. I also declare that none of my near or distant relative {if yes, details are (name)…….. (Designation)…… (Institute name……} is working in ICAR Hqrs./its Institutes etc.

**Signature of Applicant**
**Dated: _____**

# TERMS OF REFERENCE (TOR)

## Hiring of Young Professionals

## INTRODUCTION

The Indian Council of Agricultural Research (ICAR) plays a pivotal role in advancing agricultural research, education, and extension in the country. Through its extensive network of institutes and coordinated efforts, ICAR addresses critical challenges related to food security, sustainability, and farmer welfare. The Council is committed to ensuring that its scientific achievements, innovations, and farmer-centric initiatives are effectively communicated, thereby strengthening public outreach, enhancing transparency, and improving its national visibility.

The English Editorial Unit (EEU) of the Directorate of Knowledge Management in Agriculture (DKMA) plays a pivotal role in the editing, reviewing, and publication of ICAR's scientific and technical outputs. These include research journals, magazines, handbooks, annual reports, and other special publications. The EEU ensures that ICAR's publications meet the highest editorial, linguistic, and scientific standards, thereby upholding the organization's reputation for quality agricultural communication and dissemination of knowledge.

The Production Unit of ICAR-DKMA is responsible for the end-to-end production of the Council's print and digital publications from the final manuscript stage to the finished product. Its core functions include page layout, typesetting, graphic design, image processing, proofreading, pre-press preparation, printing, binding, quality control, and production of e-publications. The Unit also coordinates with authors, editors, designers, and printers to ensure timely publication of high-quality books, journals, magazines, reports, bulletins, newsletters, brochures, posters, catalogues, and other knowledge dissemination materials in accordance with ICAR's publication standards.

The Business Unit, DKMA is responsible for strengthening business management and information services, expanding access to research and development resources, and promoting the effective utilization of agricultural knowledge. Its key activities include developing business models, improving sales and marketing of ICAR publications and knowledge products, establishing distribution networks through booksellers, dealers, and distributors, coordinating with State Governments and agricultural universities, and promoting e-access to scientific information among researchers, scientists, and teachers.

The Finance Unit, DKMA is responsible for judicious scrutiny of financial sanctions, vetting of purchase proposals, pre-audit and processing of payments through DDs, cheques, and e-payment, maintenance of cash books, adjustment and clearance of advances and deposits, submission of monthly accounts to ICAR, examination of contracts and tender documents, preparation of Budget Estimates and Revised Estimates, and dealing with audit reports and settlement of audit objections in consultation with the officers concerned.

To strengthen the operational and editorial capacity of the English Editorial Unit, ICAR-DKMA is hiring **03 Young Professionals–II (YP-II)** for English Editorial Unit, Production Unit and Business Unit of DKMA and **01 Young Professional -I (YP-I)** for Finance Unit of ICAR-DKMA.

## QUALIFICATIONS

| S. No. | Unit | Qualifications | Number of YPs required |
|---|---|---|---|

| | | | |
|---|---|---|---|
| 1. | English Editorial Unit | **YP-II (Editorial Work)**<br><br>• Master's Degree in Agricultural Science / Animal Science or allied sciences (such as horticulture, veterinary-science, fisheries science, zoology, biotechnology, biochemistry etc.)<br><br>*or*<br><br>• Master's degree in English Journalism or related subjects.<br><br>*or*<br><br>• Bachelor's Degree in Agricultural / Animal Science or allied sciences (such as horticulture, veterinary-science, fisheries science, zoology, biotechnology, biochemistry etc.) along with PG Diploma in English Journalism.<br><br>**Desirable Qualifications:**<br><br>• Post qualification experience of one-year in editing or proof reading especially for scientific research journals, magazines and books or working with reputed publishers. | 01 |
| 2. | Production Unit | **YP-II (Publication Production)**<br><br>**Essential Qualifications:**<br><br>• Degree/Diploma in Printing/Publishing Technology with at least 60% marks.<br><br>*or*<br><br>• Graduates with at least 60% marks in Computer Application / Information Technology / Computer Science / Artificial Intelligence / Computer Graphics.<br><br>**Desirable Qualifications:**<br><br>• Working knowledge of PageMaker / InDesign / Photoshop / CorelDRAW and typography.<br><br>• Working knowledge of Microsoft Office (Word, Excel, PowerPoint), and use of AI tools for communication. | 01 |
| 3 | Business Unit, DKMA | **YP-II (Publication Management)**<br><br>Essential Qualifications:<br><br>• MBA (Sales & Marketing/Advertisement) or two years PG Diploma in (Sales & Marketing/Advertisement) from a recognized institution | 01 |

| | | | |
|---|---|---|---|
| | | **or**<br>• B.Com/BBA/BBS (With minimum 60 % marks) from a recognized University/College (with minimum one year of experience in relevant field) | |
| 4 | Finance Unit | **YP-I (F&A)**<br>• B.Com/BBA/BBS (With minimum 60% marks) from a recognized University/College. (With minimum 1 year of experience in relevant field) and knowledge of IT applications, virtual meeting platforms and computer skills (MS Word, Excel, PowerPoint, Tally, etc.). | 01 |
| **Total** | | | **04** |

**PROCEDURE FOR HIRING OF YOUNG PROFESSIONALS:**

Through open advertisement in all formats and as per GFR provisions.

1) **Selection Criteria**: The selection will be based on the basis of weightage of marks in Qualification, Experience and performance in the skill test & interview. Criteria for awarding marks is as below:

| S.N. | Parameters | Max. Marks assigned |
|---|---|---|
| 1 | Qualification | 20 |
| 2 | Experience (over and above minimum experience required) | 20 |
| 3 | Skill test | 30 |
| 4 | Interview | 30 |
| | TOTAL | 100 |

## General Conditions

1. Marks awarded by the Selection Committee shall be final and binding.
2. Relevant experience shall be counted only after obtaining the prescribed educational qualification.
3. Experience shall be supported by documentary evidence.
4. The Selection Committee may verify certificates/documents at any stage of the recruitment process.
5. In case of a tie in total marks, preference shall be given to the candidate securing higher marks in the Skill Test. If the tie still persists, higher Interview marks shall be considered, followed by greater relevant post-qualification experience.

**EMOLUMENTS**

Consolidated emoluments of Young Professional-II (YP-II) will be Rs. 42,000/- per month and Young Professional-I (YP-I) will be Rs. 30,000/- per month. No House Rent Allowance (HRA) will be paid to the YPs. Tax will be deducted as per Govt. of India Income Tax rules.

**AGE**

The applicant's age should be minimum 21 years and maximum 45 years as on the date of

advertisement, with relaxation as per GoI rules.

## DURATION OF ENGAGEMENT

Initial engagement of YP will be for one year which is extendable for two more years (01 year at a time) subject to requirement of the services of the YP in the organization and satisfactory performance of the candidate after evaluation by an officer of the level of ADG/Director. Thus maximum duration of engagement of YP in the ICAR is three years (1+1+1).

## TA/DA /CONVEYANCE CHARGES

YP-I: For undertaking official domestic tour to and fro journey by train AC-3 Tier/AC Chair Car and DA at fixed rate of Rs. 1200/- per day for other tour related expenses on Guest House/Hotel Accommodation, food and local conveyance etc.

YP-II: For undertaking official domestic tour to and fro journey by train in AC-2 /AC Chair Car and DA at fixed rate of Rs. 1,500/- per day for other tour related expenses on Guest House/Hotel Accommodation, food and local conveyance etc.

## LEAVE

The YPs in ICAR are eligible for 08 days leave in a calendar year on pro-rata basis and 02 restricted holidays as per the rules of Govt. of India/ICAR. Intervening weekly holidays or gazetted holidays during a spell of leaves shall not be counted against the admissible leaves. The un-availed leaves will not be carried forward to next calendar year. In addition to this, YPs may also be allowed compensatory leave in lieu of the duty assigned on holidays but not more than 02 leaves can accrue in a month. The Compensatory leaves can be accumulated only up to 05 days at a time and YPs may be allowed to avail the same within 03 months.

Female Young Professionals will be entitled to maternity leave as per provision in the Maternity Benefit (Amendment) Act 2017, as per GoI extant rules. However, there will be no paternity leave for male Young Professionals.

## THE OTHER TERMS & CONDITIONS

a. The Young Professionals shall function on a day-to-day basis under the supervision of the concerned Unit In-charge of ICAR-DKMA and shall be under the administrative control of the Project Director (PD), ICAR-DKMA.

b. The engagement will stand terminated on completion of the tenure whether so communicated formally on individual basis or not.

c. The working hours for the YPs will be same as regular employees of ICAR. No extra benefit will be allowed for working beyond office hours. Unauthorized absence from work for a continuous period of 08 days without valid reasons shall lead to automatic termination of the engagement.

d. Since Young Professionals is engaged for the ICAR-DKMA work full time, the Young Professionals will not be allowed to do any other work or to accept or hold another appointment with or without remuneration elsewhere.

e. ICAR will have the intellectual property rights/proprietary right on research outputs of the

Young Professionals made during the period of working in the ICAR as per the provisions of "ICAR Guidelines for Intellectual Property Management and Technology Transfer/Commercialization" mutatis mutandis. However, in case the Young Professionals has done some research work, his/her name can accordingly be acknowledged/included appropriately in the research paper(s) as solely decided by the Incharge/Project Director, DKMA. No right in this regard can be claimed.

f. The Young Professionals shall have no legal right to claim his/her regularization/ appointment by absorption or otherwise against any regular posts or any further contractual engagement on termination of the tenure. The engagement in the ICAR-DKMA is purely time-bound, non-regular and on co-terminus basis. The services of the incumbent shall stand terminated automatically on expiry of the tenure.

g. Young Professionals is full time worker and is required to adhere to the administrative and disciplinary regulations of ICAR-DKMA.

h. The engagement of the Young Professionals in the ICAR-DKMA is purely time-bound and non-regular and also not against any sanctioned vacancy/cadre strength/post/position.

i. On appointment the Young Professionals will submit a declaration regarding his/her marital status in the prescribed form. In the event of his/her having more than one spouse living, his/her appointment will be subject to his/her being exempted from the enforcement of the recruitment in this behalf.

j. The appointment will be subject to the condition that he/she be declared medically fit/sound mind for the services by the Govt. medical hospital/Dispensary.

k. **Termination**: The engagement may be terminated by either party by giving **30 days' written notice** or payment of one month's remuneration in lieu thereof. ICAR-DKMA reserves the right to terminate the contract immediately without notice in cases of gross misconduct or breach of confidentiality.
    i. If the candidate leaves his/her assignment without permission he/she shall not be paid any emoluments due to him applicable for that respective month.
    ii. The ICAR-DKMA holds no responsibility for his/her regularization/absorption against any other regular post on termination of the project as it is purely contractual/ temporary and time bound service of the incumbent shall stand terminated automatically on expiry of the tenure.

l. Other conditions of services:

    i. The selected candidate shall have to produce medical fitness certificate from Government Hospital at the time of joining.
    ii. **Professional Integrity:** The Young Professionals shall not seek or accept instructions from any external authority.
    iii. **Confidentiality:** Strict adherence to the **Official Secrets Act, 1923** regarding Council data.
    iv. **Sexual Harassment:** Mandatory compliance with the **POSH Act, 2013**; any violation results in immediate termination.
    v. **Conflict of Interest:** Declaration required that no outside activity interferes with ICAR duties.
    vi. The appointee will not be entitled to:

        1. Benefits of ICAR Provident Fund.

2. Benefits of ICAR CGELIS scheme.
3. Medical Facilities or reimbursement of any expenditure incurred for Medical treatment, and
4. Residential accommodation.
5. Any other benefit applicable to regular staff except specifically allowed in the ToR.

m. Working hours shall normally be from 09:00 AM to 5:30PM during working days including half an hour lunch break in between. However, in exigencies of work, he/she may be required to work beyond office hours, and he/she may be called on Saturday/Sunday and other Gazetted Holidays without any extra remuneration.

n. Settlement of Disputes: ICAR-DKMA and the Individual Young Professionals shall use their best efforts to amicably settle any dispute, controversy or claim arising out of the Consultancy period or the breach, termination or invalidity thereof. Work related grievances, if any, should be processed as per the redressal mechanism established at ICAR.

o. The ICAR will not be responsible, if there is any mishappening /untoward incident etc, inside or outside the ICAR.

p. If any declaration given or information furnished by the Young Professionals proves to be false or if he/she is found to have willfully suppressed any material information, he /she will be liable for removal from such contract and also such other action as the ICAR may deem necessary.

q. Candidates who are already employed in any organization should produce “No Objection Certificate” from the present employer.

r. All legal dispute shall be settled at New Delhi jurisdiction.

**Place of Work**

ICAR-DKMA, KAB-1, Pusa, New Delhi.