ICAR-CENTRAL AGROFORESTRY RESEARCH INSTITUTE, JHANSI

Terms of Reference (ToR) for Recruitment of Young Professional-II, Project entitled "Comparative study on carbon dynamics and functional rhizosphere microbial biomass of agroforestry systems in dry- and wet-tropical climatic situations" funded by the National Agricultural Science Fund (NASF), ICAR at ICAR-CAFRI, Jhansi

Applications are hereby invited from eligible candidates for hiring of Project Staff (Young Professional-II) for one position on short term and purely contract basis under National Agricultural Science Fund (NASF) Project at ICAR-CAFRI, Jhansi through Walk-in-Interview. The eligibility criteria and other details for the said positions are as under:

Positions	Educational Qualifications
Young Professional-II	**Essential Qualification:** Post Graduate (M.Sc.) degree in Agriculture (Plant Pathology) / Post Graduate (M.Sc.) degree in Agriculture (Agricultural Microbiology) / Post Graduate (M.Sc.) degree in Microbiology / Post Graduate (M.Sc.) degree in Biotechnology / Post Graduate (M.Sc.) degree in Botany from a recognized university. **Desirable:** 1) Experience/knowledge in using modern tools and techniques relevant to the project for bacteriology/soil microbiome studies/bacteria culture, characterization and identification at morphological/molecular level evidenced through published research papers/relevant documents. 2) Ability to assist in research work both in field and laboratory. 3) Good working knowledge in computer applications.

Vacancy Position : Young Professional- II — (Total- 01)

Age Limit: The minimum age under young professional category will be 21 years and maximum 45 years with relaxation as per rules.

Note:-

- The engagement is purely time bound, non-regular and co-terminus with the project/plan scheme. The services of the incumbent shall stand terminated on expiry of the period given in the sanction or even before, if not found satisfactory. The Competent Authority also reserves the right to terminate the appointment at any time without assigning any reason. The decision of the Director, ICAR-CAFRI, Jhansi will be final & binding in all respects.
- Original documents will be verified at the time of appointment also, if any candidate is found to have submitted false claims at a later stage, their candidature will be summarily rejected.

Terms & Conditions (After Joining):

- **Consolidated emoluments of the YPs:** The Consolidated emoluments of Young Professional-II (YP-II) will be Rs. 42,000/- per month as per rules.
- **Tax deduction at source:** The income tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before effecting payment of monthly salary.
- **TA/DA for the YPs:** TA/DA will be admissible to YPs for undertaking domestic tour for official work as under:

To and fro journey by train in AC-2 Tier/AC Chair Car and DA at fixed rate of Rs. 1500/- per day for other tour related expenses on Guest House/Hotel Accommodation, food and local conveyance etc.

• **Attendance and working hours/days:** The working hours for the YPs will be same as regular employees of ICAR and no extra benefit will be allowed for working beyond office hours. Unauthorized absence from the project/work for a continuous period of 08 days without valid reasons shall lead to automatic termination of the engagement.

• **Leave entitlement for the YPs:** 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 should not be counted against the admissible leaves. The un-availed leaves will not be carried forward to next calendar year. In addition to this, YP 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 the YPs may be allowed to avail the same within 03 months.

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

• **Intellectual Property Rights:**

Intellectual Property created due to the work of Young Professional during his/her valid tenure in ICAR Hqrs/ institutions will be governed by the IPR guidelines of the Council.

• **Prohibition of Sexual Exploitation and Abuse:**

The Young Professionals shall have to comply with the "Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013".

Other Terms and Conditions:

i. The Young Professional (YP) shall be subject to the laws of secrecy of the country and will sign a declaration of secrecy and Non-Disclosure Agreement before reporting (as per Annexure-I of guidelines issued by Council vide Office Memorandum No. Agril.Edn.1-06/2020-A&P dated 04.12.2020).

ii. The engagement will not constitute a regular job or appointment of any nature in the ICAR.

iii. During the term of engagement, the YP shall comply with the Standards of Conduct. Failure to comply with the same will become a ground for termination of the YP without notice.

• The post is purely temporary and will be filled on contractual basis up to **31.03.2027** (Co-terminus with the project).

• The selected candidate shall not claim regular appointment at the Council, as the post is co-terminus with the project.

• The Walk-in-Interview will be held at ICAR- Central Agroforestry Research Institute, Jhansi on 2nd **December, 2026 at 10:00 AM (The applicants should be present by 09:45 AM).**

• The candidates will have to compulsorily bring filled-in application form (as per the format annexure-I), along with original documents & photocopies (Self-attested) of original certificates from matriculation onwards, date of birth certificate, NET/equivalent certificate, degree certificate, etc. and a recent passport size photograph. Proof of experience and publications also need to be brought at the time of Interview. The selected candidate will be required to produce all the original documents and medical fitness certificate at the time of joining also.

- No TA/DA or any other expenses will be paid for attending the interview.
- The candidates having essential qualifications would be entertained for the interview.
- Concealing of facts or canvassing in any form shall lead to disqualification or termination.
- In case of any disputes, it will be resolved in the jurisdiction of Jhansi court only.
- There is no provision of HRA.
- The engagement/regulation of engagement of incumbent will be regulated as per the guidelines of ICAR and/or the funding agency from time to time.
- Already Employed candidates should bring NOC from their employer.
- The candidates are advised to regularly visit the Institute website i.e., https://cafri.res.in

Annexure- I

ICAR-CENTRAL AGROFORESTRY RESEARCH INSTITUTE, JHANSI

Application for the post of Young Professional- II under NASF Project

(A) General Information: -

1.	Post Applied for : Name of the Project :		Affix a colour Photo
2.	Full Name		
3.	Father's / Husband's Name		
4.	Gender		
5.	Date of Birth (DD/MM/YYYY)		
6.	Age as on date of interview	(.....years .....months .....days)	
7.	Marital Status		
8.	Mobile No. (own)		
9.	E-mail Address		
10.	Correspondence Address		
11.	Permanent Address		
12.	Whether General/SC/ST/OBC/PH		

(B) Academic Qualification:

S. No.	Name of the Degree	Subject/ Specialization	Board/ University	Year of passing	Duration of Course (in years)	Max. Marks	Marks obtained	Marks Percentage / CGPA
1.	10th							
2.	12th							
3.	Bachelor's Degree							

4.	Master`s Degree							
5.	Others (specify)							

(C) Experience: Chronological list of experience

S. No.	Designation	Name of the Employer	Period of experience	Period of experience	No. of years / months	Nature of work done
			From Date:	**To Date:**		
1.						
2.						
3.						
4.						

(D) Additional information, if any:

Declaration: The information given above by me is true to the best of my knowledge and belief. If any information is found false, my candidature/services, if selected, may be terminated without any notice. I also declare that none of my near or distant relative (if yes, details are: Name: ....., Post: ....., Institute name: ....., Type of Relation: .....) is an employee of ICAR.

Dated: _____ **Signature of Applicant**