

**GUIDELINES FOR HIRING OF YOUNG PROFESSIONAL-I AND YOUNG  
PROFESSIONAL-II IN SCHEMES FUNDED BY ICAR AND OTHER  
FUNDING AGENCIES IN CCSHAU, HISAR**

**1. Background:**

Young Professional- I and Young Professional - II positions are provided by ICAR/other funding agencies to support the scientist in carrying out the research more efficiently.

**2. Selection Procedure for Hiring:**

The selection procedure, educational qualification, maximum duration for Young Professional – I (YP-I) and Young Professional – II (YP- II) and age limit may be as per guidelines issued by the ICAR vide letter no. Agril.Edn.1-06/2020-A&P dated 04.12.2020 adopted by the University vide Comptroller office order Endst No. CAUH.B.V/2021/M-3/12897-13017 dated 24.08.2021 and other conditions will be as per University rules.

**3. Educational Qualification:**

**Young Professional-I:** Graduated in relevant subjects or Diploma holders in relevant Agricultural Sciences\*/Engineering/Technology

**Young Professional-II:** Postgraduates in relevant subjects or graduate degree holders in relevant Agricultural Sciences/Engineering/ Technology/ Business Administration/area of "Humanities"\*\*\* according to need

\* Term "Agricultural Sciences" includes all agriculture & allied sciences i.e. Crop Science, Horticulture Science, NRM related disciplines, Animal Science, Veterinary Sciences, Fisheries Sciences, Agricultural Engineering, Agriculture Extension, Agriculture Education etc

\*\* Humanities would include Finance, Economics, Languages, Psychology as per need.

**4. Maximum duration for engagement:**

Initial engagement of Young Professionals will be for one year which is extendable for two more years (01 year at a time) subject to requirement of the services in the projects and satisfactory performance of the candidate after evaluation by PI / HOD and final approval by Director of Research. Thus maximum duration of engagement of Young Professional is three years (1+1+1) /duration of research project whichever is earlier.

**5. Age limit:**

The minimum age will be 21 years and maximum 45 years on the last date of submission of application for selection. Relaxation of 3 years will be given to SC/BC etc. candidates on the maximum age limit.

**6. Consolidated Emoluments:**

- i) Young Professional – I - Rs. 25,000/- per month
- ii) Young Professional – II - Rs. 35,000/- per month

No House Rent Allowance (HRA) will be paid.

**7. 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.

**8. TA/DA:**

The YP's may be deputed on tour by the HOD/PI concerned and will be entitled for reimbursement of conveyance charges/DA equivalent to the entitlement of Grade-IV employees as mentioned in the CCSHAU TA Rules.

**9. Attendance and working hours/days:**

The working hours will be same as regular employees of the University. 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.

**10. Leave Entitlement :**

The YPs are eligible for 10 days leave in a calendar year on pro-rata basis and 02 restricted holidays. Female 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.

**11. Prohibition of Sexual Exploitation and Abuse:**

They shall have to comply with the Sexual Harassment of Women at Work place (Prevention, Prohibition and Redressal) Act, 2013.

12. **Other terms and conditions:**

- i) They shall be subject to the laws of secrecy of the country and will sign a declaration of secrecy and Non-Disclosure agreement before reporting (Annexure-I)
- ii) The engagement will not constitute a regular job or appointment of any nature in the University.
- iii) During the terms of engagement they shall comply with the Standards of Conduct. Failure to comply the same will become a ground for termination without notice.

13. **Selection Committee:**

Constitution of Selection Committee:

- |      |   |          |
|------|---|----------|
| i)   | Dean/Director concerned                                   | Chairman |
| ii)  | Head of the Deptt. concerned                              | Member   |
| iii) | Principal Investigator                                    | Member   |
| iv)  | One faculty member to be nominated by the Vice-Chancellor | Member   |

14. **Criteria for Selection:**

**For YPs**

1	Academic Qualifications	65 Marks
2	Knowledge of Computer	05 Marks
3	Suitability to the project	05 Marks
4	Experience	05 Marks
5	Publication	05 Marks
6	Interview	15 Marks
	<b>Total</b>	<b>100 Marks</b>

S. No- 1	Academic Record	65 Marks
i)	10 <sup>th</sup> ½ mark for every 1% above 60% (fraction of marks below and above 0.5% will be rounded off to the next lower and higher number respectively)	Maximum 10 Marks
ii)	12 <sup>th</sup> ½ mark for every 1% above 50% (fraction of marks below and above 0.5% will be rounded off to the next lower and higher number respectively)	Maximum 15 Marks
iii)	B.Sc. ½ mark for every 1% above 50% (fraction of marks below and above 0.5% will be rounded off to the next lower and higher number respectively. Or 05 Marks will be awarded to the Diploma Holder	Maximum 15 Marks
iv)	M.Sc. ½ mark for every 1% above 50% (fraction of marks below and above 0.5% will be rounded off to the next lower and higher number respectively)	Maximum 15 Marks
v)	Ph.D	05 Marks
vi)	NET	05 Marks
S. No-2	Knowledge of Computer	05 Marks
i)	Certificate (From Govt./Semi Govt./Govt. Aided Institutes)	01 Marks
ii)	Diploma (From Govt./Semi Govt./Govt. Aided Institutes) (Provided it is not used for acquiring essential qualifications)	03 Marks

iii)	Degree (From Govt./Semi Govt./Govt. Aided Institutes) (Provided it is not used for acquiring essential qualifications)	05 Marks
<b>S. No- 3</b>	<b>Suitability to the project</b>	<b>05 Marks</b>
<b>S. No-4</b>	<b>Experience</b>	<b>05 Marks</b>
	One mark shall be given for each completed year of experience in Teaching/Research/Extension in a College or University of repute	Maximum 05 Marks
<b>S. No-5</b>	<b>Publications</b>	<b>05 Marks</b>
	(One mark will be given for each publication in referred journals; and ½ mark each for research note/paper presented in conference etc.	
<b>S. No-6</b>	<b>Interview</b>	<b>15 Marks</b>
	<b>Total</b>	<b>100 Marks</b>

**15. Amendment/Revision of the Guidelines:**

The University has right to modify, add, delete or amend/change the above guidelines/rules with the approval of competent authority.

Director of Research

Registrar

Dean PGS

OSD to V.C.

**ANNEXURE – I**

1. Sh. Ms./Mrs \_\_\_\_\_ Son/Daughter of Sh. \_\_\_\_\_ will comply with the Official Secrets Act, 1923, as amended from time to time and will not disclose any information/data acquired by me during my engagement to any unauthorized person(s). I will not except with the prior sanction/approval of competent authority in the ICAR, or in the bona-fide discharge of my duties, publish a book or a compilation of articles or participate in media broadcast or contribute an article or write a letter to any newspaper(s) or periodical(s) either in my own name or anonymously or pseudonymously in the name of any other person if such book, article, broadcast or letter relates to subject matter pertaining to official business of ICAR.

Signature:

Name:

Address:

Mob. :

E-mail:

Application form for the post of YP-I or YP-II

Application for the position of \_\_\_\_\_

1.	Full Name (In Block Letter)		Attested Passport size photograph
2.	Father's Name		
3.	Date of Birth (DD/MM/YY)		
4.	Age as on Interview Date		
5.	Permanent Address with pin code		
6.	Mobile No.		
7.	E-mail Address		
8.	Sex		
9.	Marital Status		
10.	Whether belongs to SC/ST/OBC/General		

11. Detail of Educational Qualification

Educational Qualifications	Board/University	Year of Passing	Maximum Marks	Marks Obtained	Percentage
Matriculation					
10+2					
Graduation					
Post Graduation					
Ph.D.					

12. NET Qualified : Yes/No

13. Knowledge of Computer: Certificate/Diploma/Degree

14. Details of working /professional Experience, if any

Sr. No.	Position held	Employer	Period (from)	Period (to)	Total Experience

15. Details of publications (only published/accepted research papers)

16. No objection certificate from present employer, if applicable

17. Additional information like brief note on how they can contribute to the present project, professional achievement, if any

18. Self declaration regarding truthfulness in application

**DECLARATION**

I do hereby declare that all the statement made in this application are true, complete and correct to the best of my knowledge and belief. I understand and agree that in the event of any information being found false/incorrect/incomplete or ineligibility being detected at any time before or after interview/selection, my candidature/appointment may be cancelled or is liable to be rejected without any notice.

Date & Place:

Signature  
Full name of the Candidate

### **Terms and conditions of Appointment of YP's:**

1. The appointment is co-terminus with the project. The term of the appointment in one time will be for one year or termination of the project, whichever is earlier. However in the case work and conduct is not found satisfactory, his/ her services can be terminated after giving the opportunity. If he/she wants to leave, he/she can do after giving one month notice or one month emoluments in lieu thereof to the university. The maximum duration of engagement of Young Professional is three years (1+1+1) /duration of research project whichever is earlier.
2. The services of the employee will also be liable to terminate at any point of the time without assigning any reason because of non release of grant by funding agency or owing to administrative reason by issue of the one month notice or one month emoluments in lieu thereof.
3. On expiry of the term of the project, he/she will be relieved and the university / department will not responsible for her adjustment in the university.
4. He/She will not be a regular employee of the university and would not be entitled to any CPF/GPF or any other benefit admissible to regular employees.
5. He/She will be required to produce a medical certificate of fitness from the CMO, CCSHAU, Hisar at the time of joining.
6. He/She would report for duty within 15 days from the date of issue of this order failing which per appointment will be treated as withdrawn.
7. His/Her place of work will be CCS HAU, Hisar.
8. He/She will be required to execute an agreement on a non- judicial stamped paper of Rs. 15/- before he/she is allowed to join the post.
9. Ph.D. students have to produce NOC from the Dean, PGS at the time of interview.
10. YP's will be under the administrative control of PI.
11. YP's will be entitled for leave as per university norms.
12. Their engagement for the scheme will be full time. They will not be allowed to do any other work or to accept or hold another appointment with or without remuneration elsewhere.
13. This University may modify, add, delete and/ or amend/ change the rules with the approval of the Vice-chancellor, CCS HAU, Hisar.