

Harish-Chandra Research Institute

(An Autonomous Institution under the administrative control of
Department of Atomic Energy, Government of India)
Chhatnag Road, Jhansi, Prayagraj (Allahabad) - 211 019



**As Approved and Adopted by Governing Council in its meeting
dated 3rd September 2019**

(Adopted by Governing Council in accordance with Rule 18 (x) of
Bye-Laws as per guidelines issued by DAE, GoI vide letter no
23(1)/2016/ HRI/R&D-II dated 6th February 2019)

along with

Amendments & Addendums

[Ver 1.2 as on Nov-2021]

RECRUITMENT RULES & PROMOTION NORMS – 2019
(For Faculty of HRI)



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Pri
Director

Bh
Registrar



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Prithvi

Director

- 1A -

[Signature]

Registrar



PREAMBLE

In order to have a clear and transparent Recruitment & Promotion Policy without any possibility of misinterpretation, ambiguity or inconsistency, a policy which would enable HRI to remain a Premier Institute of the country and on the international scene, a committee constituted as under was constituted by the Director in consultation with Chairman, Governing Council (GC) & Academic Selection Committee (ASC).

- | | | |
|---|---|----------|
| 1. Prof S D Adhikari, HRI, Prayagraj (Allahabad) | - | Chairman |
| 2. Prof H S Mani, CMI, Chennai | - | Member |
| 3. Prof D Prasad, TIFR, Mumbai | - | Member |
| 4. Prof Ashoke Sen, HRI, Prayagraj (Allahabad) | - | Member |
| 5. Prof B Ramakrishanan, HRI, Prayagraj (Allahabad) | - | Member |
| 6. Prof Pinaki Majumdar, HRI, Prayagraj (Allahabad) | - | Member |

Based on the recommendation of the committee, the 'Recruitment Rules & Promotion Norms – 2019 (For Faculty of HRI)' is finalized with the approval of Governing Council

Pinaki
Director

[Signature]
Registrar



RECRUITMENT RULES & PROMOTION NORMS - 2019 (For Faculty of HRI)

1. Introduction

1.1 Short Title and Commencement:- These rules shall be called the “Recruitment Rules & Promotion Norms – 2019 (For faculty of HRI)” and will come into the force from the date of approval of the appropriate authority i.e. 3rd September 2019 (date of approval of Governing Council).

1.2 Method of Recruitment:- The method of the recruitment and other matters relating to the post of Faculty is specified in the later part of these rules. However, in exceptional circumstances depending on the need of the Institute, the Director, with the approval of the Governing Council may recruit persons on contract/ deputation basis. The age limit, qualifications and other matters connected therewith, is specified in this document.

1.3 Disqualifications:- For disqualification of appointment, Government of India rules & regulation shall be followed.

1.4 Power to Relax:- Where the Governing Council of HRI or DAE, Gol is of the opinion that it is necessary or expedient to do so, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these Recruitment Rules and Promotion Norms with respect to any class or category of persons.

1.5 Definitions:-

- HRI/Institute means the Harish-Chandra Research Institute, Prayagraj (Allahabad).
- DAE means Department of Atomic Energy, Govt. of India.
- Governing Council/GC means Governing Council of the Harish-Chandra Research Institute, Prayagraj (Allahabad).
- ASC means Academic Selection Committee of HRI as provisioned in the bye-laws of the Institute.
- Bye-Laws mean Bye-laws of the Harish-Chandra Research Institute, Prayagraj (Allahabad).
- Gol means Government / Department of Atomic Energy, Government of India

1.6 Others:-

- These Recruitment Rules & Promotion Norms are issued in supersession of all earlier rules/norms on this subject. These Recruitment Rules & Promotion Norms – 2019 (For Faculty of HRI) are finalised and approved in the Governing Council’s meeting dated 3rd Sept 2019 in line with the directives issued by DAE, Gol vide letter no 23(1)/2016/HRI/R&D-II/1714 dated 6th February 2019 (**APPENDIX – ‘1’**).
- The recruitment rules and promotion norms laid down in this policy/booklet shall apply to academic categories and the appointments to these posts shall be made by the Competent Authority and these posts shall be operated within sanctioned number of posts as recorded/amended from time to time in the Institute.

2. Sanctioned Post (After Restructuring)

On the recommendations of the Governing Council (meetings dated 13-04-2016 & 30-09-2016), vide letter nos HRI/101/227 dated 29-04-2016 & HRI/101/131 dated 18-04-2017, restructuring proposals (Recruitment Rules & Promotion Norms for Faculty) were sent to DAE for approval. DAE vide letter no 23/1(1)/2016/HRI/R&D-II/1714 dated 6th February 2019 directed that HRI may regulate the issue as per Rule 18 and Sub-Rule (x) of the new Model Bye-Laws with the


Director


Registrar



approval of the Governing Council. Accordingly Governing Council in its meeting dated 03-09-2019 has approved the following cadre structure for Academic Members/Faculty; -


SN	Designation	No of sanctioned post	Scale of sanctioned post
1.	Director	01	HAG 67000-79000 (Level 15 in Pay Matrix 7 th CPC) or as decided by DAE while approving the appointment
2.	Professor H/H+	39 (Thirty Nine)	GP 10000/(Level 14 in Pay Matrix 7 th CPC)
3.	Associate Professor 'G'		GP 8900/(Level 13A in Pay Matrix 7 th CPC)
4.	Reader 'F'		GP 8700/(Level 13 in Pay Matrix 7 th CPC)
5.	Fellow 'E'		GP 7600/(Level 12 in Pay Matrix 7 th CPC)
	TOTAL	40	

Bifurcation of the post in Mathematics & Physics division shall be done at ASC level.

3. Direct Recruitment of Academic Members

3.1 Qualification, Experience & others for Various Academic Posts:-

Sl. No.	Designation	Pay Scale	Essential qualification (Education, Experience & Age etc)	Desirable Qualification and Experience
(1)	(2)	(3)	(4)	(5)
1.	Scientist (E) / Fellow (E)	PB-3 (GP 7600/-) i.e. (Level 12 in Pay Matrix 7 th CPC)	i) Ph.D. degree. ii) Three years post-doctoral research (post Ph.D. award experience) or equivalent experience with recognition amongst scientists in his/her area of specialization by virtue of the merit of his/her publications Age limit: Preferably 35 years	1. A promising publication record with at least five publications in established journals in the area of research. 2. The recommendation letters have to be uniformly strong. 3. Ability of guiding research of junior workers, ability to communicate & interact with other scientists and potential to take independent charge of sub areas belonging to a major project or broad areas of research of the Institute.
2.	Scientist (F) / Reader (F)	PB-4 (GP 8700/-) i.e. (Level 13 in Pay Matrix 7 th CPC)	i) Ph.D. degree ii) Minimum Five years post-doctoral research (post Ph.D. award experience) or equivalent research/ teaching experience out of which minimum three years as Scientist/Fellow (E) (GP 7600) / Level 12 in Pay Matrix 7 th CPC or at an equivalent level in any similar Indian or foreign Institution as decided by the Institute. Proven excellent academic record, recognition and reputation amongst scientists in his/her area of specialization by virtue of the	1. The experience needs to be supplemented with steady publications in established journals in the area of research. Further, assessments by independent referees will play an important role in the selection process. 2. Ability to guide research of junior workers, willingness to communicate and interact with other scientists, and to take independent charge of sub areas belonging to a major project or broad areas of research of the Institute.


Director


Registrar



			merit of his/her research output. Age limit: Preferably 40 years	
3.	Scientist (G) / Associate Professor (G)	PB-4 (GP 8900/-) i.e. (Level 13A in Pay Matrix 7 th CPC)	(<i>Not ordinarily an entry level</i>) i) Ph.D. degree ii) Minimum Nine years of research / teaching experience after Ph.D. out of which minimum five years as Scientist/Reader (F) (GP 8700) / Level 13 in Pay Matrix 7 th CPC or at an equivalent level in any similar Indian or foreign Institution as decided by the Institute. National recognition and reputation amongst international scientists in his/her area of specialization by virtue of the merit of his/her research output Age limit: Preferably 48 years	1. Must have been extraordinarily promising as reflected in at least one single-author publication of high impact. 2. In addition, requirement given for Reader/Scientist (F) shall be required.
4.	Scientist (H) / Professor (H)	PB-4 (GP 10000/-) i.e. (Level 14 in Pay Matrix 7 th CPC)	(<i>Not ordinarily an entry level</i>) i) Ph.D. degree ii) Minimum Fourteen years of research / teaching experience after Ph.D. out of which minimum five years as Scientist/Associate Professor 'G' (GP 8900) / Level 13A in Pay Matrix 7 th CPC or ten years as Scientist/Associate Professor 'F' (GP 8700)/ Level 13 in Pay Matrix 7 th CPC and above (combined) or at an equivalent level in any similar Indian or foreign Institution as decided by the Institute. Must be nationally and internationally recognised Age limit: Preferably 55 years	Only established researchers in their domain will be considered as evidenced by publications & citation and guiding of Ph.D. students.

4. Recruitment Procedure

- 4.1 (a) **Entry Point** – Generally the entry level position will be Fellow 'E' and Reader 'F' depending upon the experience and brilliance of the candidate subject to the following;-
- (b) The entry at **Associate Professor 'G'** and **Professor 'H'** level shall be very rare. It will generally be a result of the Institute pursuing an outstanding senior faculty member elsewhere to come and join the Institute.


Director


Registrar




- 4.2 The Institute will have a continuous mode of recruitment of academic staff. Periodic advertisements will be made both nationally and internationally to facilitate wide publicity. The Director will provide a short list of applicants to the Academic Selection Committee for further scrutiny. He will obtain independent expert opinions about the research work of the candidates in the short list, which should include at least three written assessments of the candidates.
- 4.3 **For Reader 'F' and above** - Candidates whose bio-data satisfy the desirability criteria will be invited to visit the Institute for a short period to interact with academics in the Institute and feedback obtained from the Institute faculty. All this information along with the recommendation letters from external expert will be placed before the Academic Selection Committee by the Director. The committee will make suitable recommendation after due deliberation either by meeting or by circulation, after taking into account the views of the faculty at the appropriate levels. The recommendations of the ASC shall be placed before GC for consideration and approval. Appointments of Readers and above are to be made after securing the approval of the Governing Council
- 4.4 As per the provision of bylaws, appointments at a higher level (Associate Professor 'G' and above) can also be made by invitation on the recommendation of the Academic Selection Committee. This will be subject to the conditions given above. As per the provision of bylaws, the appointments at a higher level (Associate Professor 'G' and above) will normally be treated as continuing appointment. All posts on continuing appointments will be subject to one-year probation whenever applicable. For a person with continuing appointment, a review may be undertaken at the end of fourth year or at an earlier date as may be decided by the Academic Selection Committee. However, a person can be promoted based on exceptional performance at any stage.
- 4.5 **Appointment of Fellow 'E'** - For appointments below the level of Reader 'F' i.e Fellow 'E' etc, the Director is empowered to act. The internal assessment of the applications shall be done by a committee constituted by the Director. The final selection shall be done by the selection committee under the chairmanship of the Director or anyone nominated by the Director. Its recommendation duly approved by the Director shall be placed before ASC for concurrence. Such appointment shall be reported to GC in the next/forthcoming meeting.
- 4.6 **The first appointment at the level of a Reader 'F'/Fellow 'E' will normally be a contractual appointment for five years. A decision for continuing appointment will be made during the fourth year, or a year earlier.**
- 4.7 Age relaxation shall be as per the provisions/rules of Government of India.

5. Appointing Authorities

Appointing authorities in the Institute for the post belonging to Academic categories are: -

(a) Posts carrying Grade Pay below Rs. 8700 / Level 13 in Pay Matrix 7 th CPC (Fellow 'E' and below)	- Director with the concurrence of ASC
(b) Posts carrying Grade Pay equal to or above Rs. 8700 / Level 13 in Pay Matrix 7 th CPC (Reader 'F' and above)	- Governing Council on the recommendation of ASC

(This is as per Clause 20 of Bye-Laws which shall be treated as amended as and when required)


Director


Registrar



6. Promotion Norms of Academic Members

- 6.1 Promotion of internal candidates will be based on the recommendation of the ASC to the Governing Council (GC will give final approval on the promotion recommendations). Expert opinions about the research works of the candidate while working in HRI will be sought and will be placed before the Academic Selection Committee along with the relevant bio-data. Experts can be invited to the ASC meeting, if needed.
- 6.2 Under this policy all the eligible Academic Members will get the promotion if they are otherwise found fit for promotion by the appropriate selection committee and competent authority from the due date or the date of promotion decided at competent level whichever is later. The table indicating the promotion on the basis of residency period shall be as per the following; -

SN	From post (pay scale)	To post (pay scale)	Minimum residency period & others
1.	Scientist 'E'/Fellow 'E' (GP 7600/-) / Level 12 in Pay Matrix 7 th CPC	Scientist 'F'/Reader 'F' (GP 8700/-) / Level 13 in Pay Matrix 7 th CPC	Fellow 'E' will be automatically converted into Reader 'F' after total five years post-doctoral experience but minimum residency of three years in the Scientist 'E'/Fellow 'E' in the Institute. This evaluation will be internally done and ratified by ASC & GC. Remarks : The candidate may be considered for next promotion i.e. 'F' level with total five years post-doctoral experience (post Ph.D award experience) inclusive of tenure in 'E' level but the sole discretion for this relaxation shall be with GC on the recommendation of ASC.
2.	Scientist 'F'/Reader 'F' (GP 8700/-) / Level 13 in Pay Matrix 7 th CPC	Scientist 'G' / Associate Professor 'G' (GP 8900/-) / Level 13A in Pay Matrix 7 th CPC	Five year residency at 'F' level in the Institute.
3.	Scientist 'G' / Associate Professor 'G' (GP 8900/-) / Level 13A in Pay Matrix 7 th CPC	Scientist 'H' / Professor 'H' (GP 10000/-) / Level 14 in Pay Matrix 7 th CPC	Five year residency at 'G' level in the Institute.
4.	Scientist 'H' / Professor 'H' (GP 10000/-) / Level 14 in Pay Matrix 7 th CPC	Scientist 'H+' / Professor 'H+' (GP 10000/-) + Sp. Pay Rs 4000/- p.m. / Level 14 in Pay Matrix 7 th CPC	Three years residency at 'H' level in the Institute. Special pay of Rs. 4000/- has been stopped by Government after 7 th CPC. it may be allowed/regulated (Prof 'H' to Prof 'H+') only if allowed by Government)
5	Scientist 'H+' / Professor 'H+' (GP 10000/-) + Sp Pay Rs 4000/- p.m. / Level 14 in Pay Matrix 7 th CPC	Outstanding Scientist (Scientist 'I') / Professor 'I' Rs.67000 – 79000 (HAG) / Level 15 in Pay Matrix 7 th CPC	As per approval of DAE vide its letter no 23/8(3)/2012/HRI/R&D-II/7027 dated 27 th May 2016 (APPENDIX – '2') & 23/8(3)/2012/HRI/ R&D-II/12783 dated 27 th Sept 2016 (APPENDIX – '3') and subsequent adoption of norms (APPENDIX – '4') by Governing Council in its meeting dated 30-09-2016.


Director


Registrar



- 6.3 The date of promotions shall be considered as 1st July every year as per the DAE letter no 23/10(2)/2013/HRI/R&D-II/8265 dated July 1, 2013.
- 6.4 In extra-ordinary circumstances, the residency period in case of slno (1), (2) & (3) of the above table may be reduced by maximum one year.
- 6.5 The promotions in absentia (i.e. in case candidate is on deputation/lien etc to other department/organization/institute etc) shall be governed as per the rules of Gol in conjunction with the above.
- 6.6 The promotions are proposed to be put into effect by granting the next higher pay scale in the hierarchy as per the above along with new designation without creating a consequential vacancy in the lower pay scale. The promotion shall be treated as personal to the academic members and upon his superannuation or resignation etc., the position will revert back to the original sanctioned pay scale / post.

7. Fixation of Pay

Initial pay fixation shall be done as per the norms of DAE/Gol/GC. Pay protection shall be allowed as per the rules of Government of India.

8. Adjunct, Honorary/Contractual & Visiting Faculty

In addition to having regular faculty, the Institute may augment its intellectual capital by hiring additional scholastic resources through different types of secondary faculty positions. Such faculty members contribute significantly to the department in terms of sharing teaching task and enhancing research output. The primary purpose behind hiring such faculty is to provide routine teaching facility when regular faculty are not available.

- 8.1 **Adjunct Faculty** - Reputed scientists/engineers both serving or retired (from active service) may be inducted as adjunct faculty (at Junior, middle or Senior level). Adjunct Faculty shall be appointed by the ASC/GC on the recommendation of the Director. Their Terms & Condition shall also be finalised by ASC/GC.
- 8.2 **Visiting Faculty** –Visiting Faculty/Scientists at different level may be engaged as per the regulations of DAE.
- 8.3 **Honorary/Contractual Faculty** – The contractual appointment to the Scientists/Academicians who have retired from other Institutes but whose specialization is of particular/prime importance to HRI. This type of appointment shall be semester wise (i.e. for six months) and can be maximum for eight semesters i.e. four years (in phases or continuous) in entire career for a particular member. Such appointment shall be subsequently reported to the GC. To meet the urgent need of faculty, the director in consultation with ASC will be empowered to make such adhoc appointments against the vacancies (including vacancies due to lien) subject to condition that total strength will not cross the limit of sanctioned posts. A reasonable consolidated pay based on their last pay, experience after setting off the pension part etc shall be offered but the pay shall not be the sole binding on the selection committee/ASC in this case. The other facilities such as residential accommodation, travel etc normally available to faculty members may be extended to them with the approval with the approval of ASC/GC. Such faculty members will be expected to work full time taking academic responsibilities at par with regular faculty members.


Director


Registrar



9. Saving Clause

- 9.1 The above provisions for fresh recruitment and promotion are based on the pay scale as per the VII CPC which has been implemented in the Institute. Mapping of VI CPC scales with VI CPC scales has been done accordingly.
- 9.2 Any deviation(s) on the above shall be brought to the notice of Governing Council along with proper justifications and details for consideration and approval.


Director

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Registrar



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भारत सरकार
GOVERNMENT OF INDIA
परमाणु ऊर्जा विभाग
DEPARTMENT OF ATOMIC ENERGY

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Chatrapati Shivaji Maharaj Marg,
MUMBAI - 400 001

No. 23/1(1)/2016/HRI/R&D-II / 1714

February 6, 2019

To,
Registrar,
HRI,
Allahabad

**Subject : Restructuring / Up-gradation of forty (40)
academic (Faculty) positions in HRI – reg.**

Sir,

This has reference to HRI's letter No. HRI/101/227 dated 29.04.2016 & subsequent clarifications on the captioned subject.

2. The matter has been examined in the Department and the undersigned is directed to state that HRI may regulate this issue as per Rule 18 and Sub-Rule (X) of their New Model Bye Laws, with the approval of its GC. In view of the above, the earlier proposal may be treated as closed.

3. This issues with the approval of the Competent Authority in the Department.

Yours faithfully,

Bharati S. Pai
05/2/19
(Bharati S. Pai)
Under Secretary (R&D-II)

P. S. Mishra
Director

B. S. Pai
Registrar

Government of India
Department of Atomic Energy
R&D-II Section

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No. 23/8(3)/2012/HRI/R&D-II/ 7027

May 27, 2016

Sub : Introduction of Prof. 'I' grade in Harish-Chandra Research Institute(HRI), Allahabad.

Reference is invited to HRI's letter No. HRI/GC-2/2012/101/3402 dated 03.01.2013 on the above subject.

2. The competent authority in the Department has approved introduction of Professor 'I' grade in the HAG scale of pay of Rs. 67000-79000 in Harish-Chandra Research Institute (HRI), Allahabad as per the recommendations of Academic Selection Committee and Governing Council of HRI, subject to the following conditions:

- a) Minimum residency period should be 7 years at the 'H' level for consideration of promotion under Merit Promotion Scheme. In exceptional cases, this time span can be relaxed;
- b) The possible candidates for the 'I' level will be decided by those who are Professor 'J' and the Director, HRI. The names will be discussed in the Academic Selection Committee and the selected names will have to be approved by the Council so that the promotion process can be initiated;
- c) The Curriculum Vitae will then be sent for evaluation to a set of independent experts chosen by the Academic Selection Committee;
- d) The Academic Selection Committee decision will be based on the reference letters and an analysis of the impact of the aspirants work in both qualitative and quantitative terms. The Academic Selection Committee recommendations will be forwarded to the Council which will take the final decision.


Director


Registrar


2. HRI may please formulate promotion norms for the post of Professor 'I' and forward to this Department for approval.
3. This issues with the approval of Secretary, DAE.


270576
(S.S. Gondane)
Under Secretary (R&D-II)

Director,
Harish- Chandra Research Institute,
Chhatnag Road, Jhansi,
Allahabad – 211019.

Copy to:-

1. Registrar, Harish-Chandra Research Institute, Allahabad
2. Guard file of HRI.


Director


Registrar

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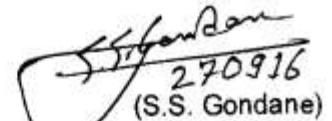
No. 23/8(3)/2012/HRI/R&D-II/12782

September 27, 2016

Sub : Comments on Agenda item – Norms for Prof. 'I' Grade (HAG Rs. 67000-79000) in HRI, Allahabad.

Reference is invited to Director, HRI's email dated 05.09.2016 seeking comments of the Department for draft norms for Prof. 'I' Grade in HRI, Allahabad.

2. The proposed draft promotion norms for the post of Prof. 'I' Grade (HAG Rs. 67000-79000) in HRI appears to be in order. The same may please be placed in the ensuing council meeting of HRI.
3. This issues with the approval of Secretary, DAE.


270916
(S.S. Gondane)
Under Secretary (R&D-II)

Director,
HRI,
Allahabad

Copy to:

Registrar, HRI, Allahabad



Director


Registrar



Introduction of Prof. 'I' grade (HAG Rs.67000-79000 / Level 15 in Pay Matrix 7th CPC) in HRI, Prayagraj (Allahabad)

(Conditions & Norms for Promotions)
(as approved by GC in its meeting dated 30th Sept 2016)

(A) Conditions

- (i) Minimum residency period should be 7 years at the 'H' level for consideration of promotion under Merit Promotion Scheme. In exceptional cases, this time span can be relaxed;
- (ii) The possible candidates for the 'I' level will be decided by those who are Professor 'J' and the Director. The names will be discussed in the ASC and the selected names will have to be approved by the Council so that the promotion process can be initiated.
- (iii) The Curriculum Vitae (CV) will then be sent for evaluation to a set of independent experts chosen by the Academic Selection Committee (ASC).
- (iv) The Academic Selection Committee decision will be based on the reference letters and an analysis of the impact of the aspirants work in both qualitative and quantitative terms. The Academic Selection Committee recommendations will be forwarded to the Council which will take the final decision.

(B) Norms for Promotions for the Post of Prof 'I'

- (a) A faculty member will be considered for elevation to Professor 'I' having been at Professor 'H' level for at least Seven (07) years. In only the most exceptional circumstances, this time span can be relaxed but not more than one year which may be condoned. The total cap for Professor 'I' post in the Institute shall be 10% of the total sanctioned strength of faculty (currently 10 % of 40 i.e. Four only). This will exclude the post of Director and one post of Distinguished Scientist (Professor 'J') which was given as per the Governing Council decision.
- (b) The faculty member(s) who will be considered for promotion to Professor 'I' must have shown a very high degree of fruitful activity during his/her tenure at Professor 'H' level. This shall be evidence by the number of publications, the nature of publications and the number of invited lectures in last 6-7 years.
- (c) The possible candidates for the Professor 'I' level who meet the above criteria enunciated in point (a) & (b) will be decided by those who are Professor 'J' and the Director.


Director


Registrar



- (d) The names will be discussed in the ASC chaired by Chairmen (ASC & GC). During the ASC meeting, the performance of the faculty member (Professor 'H'), his/her degree of relevance to the Institute will be considered.
- (e) The CV of those candidates considered for Professor 'I' as per para (d) above shall be sent for evaluation to a set of independent experts in the field chosen by the ASC.
- (f) The ASC final decision/recommendations will be based on the reference letters and an analysis of the impact of the aspirant's work in both qualitative and quantitative terms. The independent report of assessment received as per point (e) above shall also be considered in ASC meeting before finalizing the recommendation and shall be properly recorded in the minutes. The ASC recommendation having full details will be forwarded to the Governing Council which will take the final decision.

Remark : *The Introduction of 'I' level in HRI was approved by DAE vide its letter no 23/8(3)/2012/HRI/R&D-II/7027 dated 27th May 2016 (APPENDIX - '2'). Subsequently as proposed by the Institute, DAE approved the norms for promotion from Professor 'H' level to Professor 'I' level (HAG Rs.67000-79000) vide letter no 23/8(3)/2012/HRI/R&D-II/12783 dated 27th Sept 2016 (APPENDIX - '3'). These norms were ratified and adopted by the Governing Council in its meeting dated 30th September 2016.*


Director


Registrar

AMENDMENTS

&

ADDENDUMS



Harish-Chandra Research Institute

Prayagraj (Allahabad) - 211019

Amendment No. – 01

(as adopted / approved by Governing Council in its meeting held in August-2020)

Recruitment Norms for the Post of Director, HRI

(A) Scale of Pay of the post

The Scale of pay of the post of Director, HRI is Level-15 of 7th CPC Pay Matrix (Rs. 182200 – 224100) plus allowances as per rules of the Government of India. However, the Search-cum-Selection Committee may decide to select a candidate to lower scale of pay i.e. below Level-15 of 7th CPC Pay Matrix (Professor or SO/H) in Level-14 of 7th CPC Pay Matrix (Rs. 144200 – 218200), found academically suitable, but having less than 5 years in that grade (Level-14 of 7th CPC Pay Matrix). Such a candidate has to continue in the same scale till HRI council/DAE decides to promote him/her.

(B) Tenure of the post

The tenure of the appointment will be for five years from the date of appointment or until 60 years of age, whichever is earlier, which may be extended at the discretion of the Governing Council of HRI with the approval of the Government of India. He or she shall be eligible for re-employment for further term(s) of five years at the discretion of the council with the concurrence of the Department of Atomic Energy provided that no person shall hold office of the Director after he or she has attained the age of 65 year. His service conditions shall be as per the provisions of the Bye-Laws and other conditioned as fixed by the Council as per the norms provided by the Department.

(C) The Job/Responsibilities

The service conditions/job responsibilities shall be as per the provisions of the Bye-Laws and other conditioned as fixed by the Council as per the norms provided by the Department.

- Director, HRI should be an eminent scientist/mathematician of international repute who can command respect of peers both within and outside the Institute. He/she will be the Chief Executive of the Institute and would be accountable to the Governing Council of the Institute.
- The Director, HRI is the Academic as well as the Administrative Head of the Institute. He/She shall be overall responsible for carrying out the functions and responsibilities assigned to HRI by Government of India or the Governing Council of HRI. He/She shall be responsible to manage the human and financial resources of the Institute.
- He/She will be the Head/Member/Invitee of such Bodies/Agencies/ Organisations/Committees as decided by Government of India or the Governing Council of HRI from time to time.
- He/She shall guide and motivate the team of Scientists/Academics and other personnel of the Institute. He shall be responsible for the implementation of various research programmes / projects by optimum utilization of available resources.
- He/She will closely interact with the Department of Atomic Energy and its constituent units as well as the research organizations and universities in India and abroad in the execution of the Institute's projects and contracts.
- He/She shall perform the duties in accordance with the bye-laws/rules of the Institute and rules/directives from Government of India from time to time. He/She shall be under the Administrative control of the Governing Council of the Institute.
- He/She shall assign duties to all the employees of the Institute as per the bye-laws/rules and shall exercise supervision and control as prescribed in the bye-laws/rules.
- He/She shall exercise such financial powers as delegated to him/her by the Governing Council in consultation with Government of India, wherever necessary.
- He/She shall be the Disciplinary Authority in respect of such set of employees as prescribed under bye-laws/rules.

(C) The Person

HRI requires a person of outstanding professional competence and proven management ability. He/she should possess the necessary capabilities for management of the institution including its scientific programmes, research infrastructure, personnel management, financial management and

Director

Registrar



project management. He/she should have the required conceptual ability and qualities of leadership to direct a multi-disciplinary team to achieve the objectives of the Institute.

(D) Eligibility criteria

- **Age :** Candidate shall not be less than 45 years of age and shall not be more than 57 years of age as on date of occurrence of vacancy.
- **Educational Qualification:** The candidate should be a Ph.D in a subject relevant to the research interest of HRI and other related areas, with first class or equivalent at preceding degree. The candidate should be an eminent Scientist/Engineer with excellent academic background, high quality R&D output. The details of research interests are also provided in the website of HRI. Candidates are required to enclose a copy of the Ph.D degree certificate at the time of submission of the application.

It would be preferable that he/she should be a Fellow of premier science academies of India such as the National Academy of Sciences, Bengaluru, the Indian National Academy of Sciences, New Delhi and the National Academy of Sciences, Allahabad. He/she should possess very high quality track record through research publications in reputed journals. He/she should have leadership qualities and management experience in order to be able to direct HRI. He/she should possess adequate experience in management of scientific / research groups.

(E) Essential Experience

- Experience in the analogous grade or five years' experience in one grade below Level-15 of 7th CPC Pay Matrix i.e. Professor or SO/H (Level-14 of 7th CPC Pay Matrix (Rs. 144200 – 218200)), in managing a large scientific community in the execution of projects or leading a large scientific research group/reputed institutions. Candidates with less than five years' experience in below Level-15 of 7th CPC Pay Matrix i.e Professor or SO/H (Level-14 of 7th CPC Pay Matrix (Rs. 144200 – 218200)) are eligible to apply. In case of their selection, they will be placed in the Level-14 of 7th CPC Pay Matrix (Rs. 144200 – 218200), with appropriate increments to be decided by the Search-cum-Selection Committee. He/she will continue in the same scale till the Council of HRI decides to promote him/her to the Level-15 of 7th CPC Pay Matrix (Rs. 182200 – 224100).
- He/she should have excellent publication record, proven experience of leading a group and should be able to elicit recommendations from eminent professional in the field of his/her research interest.
- He or she should have rich experience in project implementation with optimum utilization of available resources.

(F) Desirable Experience:

- Apart from the above essential qualifications, the candidate is expected to be familiar with administrative and financial matters.
- He should at least have the recognition from one of the science academies or academic recognition from reputed institute/universities.
- Experience in optimally utilizing national and/or international scientific collaborations shall be an added advantageous.

(G) Selection Procedure:

The process of appointment shall be as per the directive of DAE. The Search Committee shall be formed by DAE on the request of the Governing Council. The Search-cum-Selection Committee constituted for the purpose of selection of the Director will consider applications received in response to this advertisement as well as nominations received from eminent persons. The recommendation of the Search Committee shall be placed before the Governing Council for consideration and ratification. Appointment of the Director and extension of tenure as Director shall be approved by the Appointment Committee of Cabinet (ACC). Acceptance of resignation of Director or early relief of the Director shall be referred to the Administrative Ministry for further necessary action.

Director

Registrar



Harish-Chandra Research Institute

Prayagraj (Allahabad) - 211019

Amendment No. – 02

(as adopted / approved by Governing Council in its meeting held in August-2020) Annual Performance Appraisal Report (APAR) Rating & Promotion for Academic Cadre

At Harish-Chandra Research Institute, APAR will be based on the Annual Progress Report (APR) submitted by the faculty members. The APR highlights research accomplishments, peer recognitions, teaching, mentoring, and administrative duties of the faculty member. The grade assigned by the Director will take into account. The four possible grades would be:-

- (i) A1 (Exceptional) : 10 points
- (ii) A2 (Very Good) : 9 points
- (iii) B1 (Good) : 8 points
- (iv) B2 (Fair) : 7 points

APAR grades shall be considered along with all other academic inputs while considering the promotion case of a faculty member.

Prish Mishra

Director

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[Signature]

Registrar



Harish-Chandra Research Institute

Prayagraj (Allahabad) - 211019

Amendment No. – 03

(as adopted / approved by Governing Council and ratified in its meeting dated 9th July 2021)
(Fellow 'D' position taken from 40 posts of 40 Faculty Positions)

Name of Post	Number of post	Category	Maximum Age Limit (As on closing date of Application)	Pay Details
Fellow 'D'	01	UR	40 Yrs.	Pay Level 11 (Rs.67700-208700)

Qualification & Experience

Fellow 'D'	<p>Essential Qualification: Ph.D in some area of experimental physics, with at least 60% of aggregate marks in both B.Sc. (Physics) and M.Sc (Physics).</p> <p>Experience: Two years of research experience after Ph.D and additionally, at least one year experience in B.Sc/M.Sc level physics laboratory supervision and teaching of the associated theory.</p>
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Selection for the post of Fellow 'D':- The candidate shall be shortlisted based on the criteria given above table of "Qualification & Experience". They should arrange two letters of references (from scientists/academics) to be emailed to HRI (director@hri.res.in) before the closing date of application. The selection shall be based on (i) the applicant's academic record (ii) publications (iii) letters of reference and (iv) an evaluation of teaching and lab supervision ability along with interview. The maximum weightage will be on (iv).

Director

Registrar