



CSIR – CENTRAL SALT & MARINE CHEMICALS RESEARCH INSTITUTE
GIJUBHAI BADHEKA MARG, BHAVNAGAR – 364 002 (GUJARAT)
(www.csmcri.org)

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OPPORTUNITIES FOR BRIGHT & RESULT ORIENTED SCIENTISTS

Central Salt & Marine Chemicals Research Institute is a premier national laboratory under Council of Scientific & Industrial Research (CSIR), New Delhi. The Institute undertakes a wide range of basic and applied R&D projects spanning the areas of chemistry, biology and engineering. The Institute has excellent infrastructure by way of sophisticated analytical instruments, modern laboratories, pilot plants, library, local area network and workshop.

Applications are invited in the prescribed form from talented and result-oriented Indian Nationals for 11 posts in the areas of Salt Technology, Project Management, Agronomy, Molecular Biology, Applied Energy, Bio-activity, Natural Products Chemistry, Catalysis, CFD Analysis, Process Engineering & Polymer Engineering, as per the following details:

Designation	No. of Posts	Pay Band (PB)	Grade Pay	*Total emoluments	** Upper age Limit not exceeding (as on last date of receipt of applications)
Scientist	06 (03 UR, 02 OBC, 01 SC)	Rs. 15600-39100 (PB – 3)	Rs. 6600/-	Rs.57945/-	32 Years
Senior Scientist			Rs. 7600/-	Rs.66920/-	37 Years
Principal Scientist	05 (UR)	Rs. 37400-67000 (PB-4)	Rs. 8700/-	Rs.102780/-	45 Years
Senior Principal Scientist			Rs. 8900/-	Rs.109260/-	50 Years

* Total emoluments mean approximate total emoluments on minimum of the Pay Band including HRA in Class ‘Y’ Cities.

** Relaxable as per rules.

UR: Un-reserved; SC: Scheduled Caste; ST: Scheduled Tribe; OBC: Other Backward classes; PH: Physically Handicapped.

The Selection Committee depending upon the performance of the candidate may choose to place the candidate in any Grade Pay within Pay Band 3 or Pay Band 4, as applicable, subject to the candidate meeting the specified minimum eligibility criterion.

Post-wise details regarding Essential Educational Qualifications, Experience and Job Description are as under:

Post No.	Details of the Post along with Reservation	Essential Educational Qualifications and Experience	Job Description	Desirable
1	Principal Scientist/Senior Principal Scientist - Salt Technologist (UR)	Ph. D. in a branch of engineering/salt technology, with expertise in design, layout and operation of large salt works. Candidates must have minimum 3 years' and 6 years' post-Ph.D. experience relevant to the job for the posts of Principal Scientist and Senior Principal Scientist, respectively.	The selected candidate will take up sponsored/consultancy projects on design and layout of solar salt works. He/she will also be expected to anticipate future needs of the salt industry and initiate R&D programmes geared towards modernization and automation, productivity enhancement, addressing environmental issues, mitigating risks on account of weather uncertainties, etc.	Experience in salt/marine chemicals industry and/or in an engineering consultancy firm dealing with salt works design engineering.
2	Principal Scientist/Senior Principal Scientist - Project Management Specialist (UR)	Ph. D. in Science/Engineering/Management with minimum 3 years' and 6 years' post-Ph.D. experience in project management for the posts of Principal Scientist and Senior Principal Scientist, respectively. Candidate must be well versed in theory and use of project management tools.	The selected candidate will work in the Planning Cell and assist scientists/research teams/senior management in project negotiation, sharpening of goals, micro-detailing, setting of milestones, defining time schedules for attainment of specific goals, quantifying allocation of resources, reviewing progress, and recommending course corrections.	Experience in an R&D set up as project management specialist.
3	Principal Scientist/Senior Principal Scientist - Group Leader, Agronomy (UR)	Ph. D. in Agronomy with minimum 3 years' and 6 years' post-Ph.D. experience relevant to the job for the posts of Principal Scientist and Senior Principal Scientist, respectively. Candidates must provide evidence of independent research and publications/work experience relevant to the area of the job.	The selected candidate will lead a team of researchers entrusted with the task of understanding the complexities of cultivation of energy crops, as well as cultivation of certain other crops of mass utility, in different types of wasteland and development of cost-effective and sustainable agronomy practices for large scale cultivation. The selected candidate will additionally be responsible for field evaluation of superior plant varieties and plant nutrients being developed at the institute.	Experience in coordinating projects and working knowledge of life cycle assessment tools.
4	Principal Scientist/Senior Principal Scientist -	Ph. D. in one of the Life Sciences with minimum 3 years' and 6 years'	The selected candidate will work on isolation of disease-responsive genes/transcription	-----

	Molecular Biologist – Disease Tolerance (UR)	post-Ph.D. experience relevant to the job for the posts of Principal Scientist and Senior Principal Scientist, respectively. Candidates must provide evidence of independent research/publications on molecular aspects of disease tolerance.	factors from oil-yielding plants and their over-expression to impart enhanced tolerance to disease.	
5	Principal Scientist/Senior Principal Scientist - Group Leader, Applied Energy Research (UR)	Ph. D. in Engineering Sciences with 3 years and 6 years post-Ph. D. experience in the area of the job for the posts of Principal Scientist and Senior Principal Scientist, respectively. Candidates must provide evidence of independent research and publications/work experience relevant to the area of the job.	With a view to intensifying technological focus of ongoing research on renewable energy, an Applied Energy Research Group is proposed for which a Group Leader is being sought. The group will specifically focus on development and scale-up of thermo-chemical conversion technologies pertaining to algal biomass/biomass derived from wasteland, design and development of appropriate devices for decentralized application of solar energy, and projects focused on energy management.	-----
6	Scientist/Senior Scientist - Research on Bioactivity (UR)	For the post of Scientist, Ph. D. (submitted) in one of the Life Sciences with hands on experience in the screening of bioactive compounds and/or study of their mode of action. Minimum 2 years' post-Ph.D. experience relevant to the area of the job is essential for consideration for the post of Senior Scientist. Candidates must provide details of relevant publications/patents/technology development/work experience.	The selected candidate will be responsible for creation of facilities and initiating research on screening of coastal and marine resources for various types of bioactivity and preliminary assessment of mode of action of specific leads. The candidate will be expected to network with other scientists both within and outside the Institute, as required.	-----
7	Scientist/Senior Scientist - Natural Product Chemistry (UR)	For the post of Scientist, Ph. D. (submitted) in the area of organic chemistry/natural product chemistry/medicinal chemistry with hands on experience in isolation &	The selected candidate will be responsible for undertaking research on isolation and characterization of bioactive constituents and “special effect” molecules from coastal and marine resources based on leads identified	-----

		characterization and/or synthesis of natural products. Minimum 2 years' post-Ph.D. experience relevant to the job is essential for consideration at Senior Scientist level. Candidates must provide details of relevant publications/patents/technology development/work experience.	from screening studies. Synthesis of analogs would be another objective.	
8	Scientist/Senior Scientist - Catalysis Research (UR)	For the post of Scientist, Ph.D. (submitted) in the area of heterogeneous catalysis; for the post of Senior Scientist, minimum 2 years' additional experience relevant to the job. Candidates must provide details of relevant publications/patents/technology development/work experience.	The selected candidate will work as part of a team engaged in catalysis research and work specifically on heterogeneous catalysis. He/she will be expected to liaise with industry and identify critical challenges in the chemical industry which may be addressed through tailored heterogeneous catalytic processes.	-----
9	Scientist/Senior Scientist - CFD Analysis (OBC)	For the post of Scientist, Ph.D. (submitted) in the area of computational fluid dynamics. For the post of Senior Scientist, Ph.D. in the above area with minimum 2 years' post-Ph.D. experience relevant to the job. Candidates must provide details of relevant publications/patents/technology development/work experience.	The selected candidate will work as part of the scale up and process engineering team, and focus on developing numerical methods for Computational Fluid Dynamics (CFD)-based modeling and simulation of various physico-chemical processes under development at the Institute. He/she is also required to participate in experimental validation at laboratory and pilot scale.	-----
10	Scientist/Senior Scientist - Process Engineer (OBC)	For the post of Scientist, Ph.D. (submitted) in Chemical Engineering/Chemical Technology with research experience in process engineering; for the post of Senior Scientist, minimum 2 years' post-Ph. D. experience relevant to the job. Candidates must provide details of relevant publications/patents/technology development/work experience.	The selected candidate will work closely with researchers in the area of inorganic processes, organic synthesis, catalysis, etc. to optimize lab scale processes, keeping scale up issues in mind. He/she would also be involved in scale up and validation. The selected candidate would be expected to have sound understanding of unit operations and process equipment.	-----

11	Scientist/Senior Scientist - Polymer Engineer (SC)	For the post of Scientist, Ph. D. (submitted) in the area of Polymer Engineering/Plastic Technology/Rubber Technology; for the post of Senior Scientist, Ph.D. in one of the above areas with minimum 2 years' post-Ph. D. experience relevant to the job. Candidates must provide details of relevant publications/patents/technology development/work experience.	The selected candidate will work on the compounding and processing of natural /synthetic polymer compositions to impart desired properties. The candidate will also work on process scale up. Candidates are expected to be well versed in polymer fundamentals besides having experience in compounding, processing and characterization of polymers.	-----
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I. BENEFITS :

1. The positions carry Pay and Allowances, such as HRA, TA, DA etc. at Central Government rates as applicable to the employees of Council stationed at Bhavnagar. Other benefits, such as Leave Travel Concession and Reimbursement of medical expenses, are also available. The employees are provided with residential accommodation as per CSIR rules.
2. Scientists in Pay Band -3 are also eligible for 2 additional increments (without DA) after their normal pay fixation and Professional update allowance of Rs. 10,000/- per annum. The emoluments indicated above are inclusive of the additional increments.
3. Scientists in Pay Band -4 are also eligible for 2 additional increments (without DA) after their normal pay fixation and Professional update allowance of Rs. 20,000/- per annum. The emoluments indicated are inclusive of the additional increments.
4. The additional increments are not treated as a part of pay for any purpose.
5. CSIR provides excellent opportunities to deserving candidates for career advancement under Assessment Promotion scheme for Scientists.
6. All new entrants will be governed by the "New Pension Scheme" on defined Contributions for new entrants recruited in Central Government Services on or after 01-01-2004, as adopted by CSIR for its employees. However, persons selected from other Government Departments / Autonomous Bodies / Public Sector Undertakings / Central Universities having Pension Scheme on GOI pattern and who are presently being governed by the Old Pension Scheme will continue to be governed by the existing Pension Scheme i.e. CCS (Pension) Rules, 1972.

II. AGE LIMIT AND RELAXATIONS:

1. The date for determining the age limit/experience/qualifications shall be the closing date prescribed for receipt of applications i.e. **16th December, 2013.**
2. The upper age limit is however relaxable up to 5 years for SC/ST and 03 years for OBC as per Government orders in force **only in cases where the posts are reserved for them**, on production of relevant certificate in the prescribed format signed by the specified authority at the time of interview.
3. Upper age limit is relaxable up to five years for the regular employee working in CSIR Laboratories/Institutes, Government Departments, Autonomous Bodies and Public Sector Undertakings.

4. For widows, divorced women [not remarried] and women judicially separated from husbands, the upper age limit is relax-able up to the age of 35 years (up to 40 years if they belong to Scheduled Castes/Scheduled Tribes and up to 38 years if they belong to the Other Backward Classes **in respect of the posts reserved for SCs/STs/OBCs**) upon production of the relevant documentary evidence.
5. For blind, deaf-mute and Orthopedically handicapped persons, the upper age limit is relax-able by 5 years (by 10 years if they belong to Scheduled Castes/Scheduled Tribes and by 8 years if they belong to the Other Backward Classes **in respect of the posts reserved for SCs/STs/OBCs**) upon production of a certificate in prescribed pro forma from the appropriate authorities in support of their claims, clearly indicating that the degree of physical disability is 40% or more. The appointment of such candidates will be subject to their being found medically fit in accordance with the standards of medical fitness as prescribed by the Government for the relevant post.
6. Age relaxation to the Ex-Servicemen will be applicable as per the Government of India instructions, as amended from time to time.
7. SC/ST/OBC/PH candidates are required to produce a copy of the certificate in the prescribed format signed by the specified authority at the time of interview. The OBC candidates must produce the certificate valid for appointments under the Central government.
8. Relaxation in age, qualification and/or experience may be permitted by DG, CSIR at any stage of selection, if the Director, CSIR-CSMCRI, based on the recommendation of Screening Committee is of the opinion that sufficient number of candidates possessing the requisite qualification and/or experience are not likely to be available.
9. Relaxation of five years will also be permissible to those who had ordinarily been domiciled in the Kashmir division of the state of Jammu and Kashmir during the period from 1-1-1980 to 31-12-1989 subject to production of relevant certificate from concerned authority.

III. GENERAL CONDITIONS:

- a. Only Indian nationals need apply.
- b. The appointment will be in CSIR-Central Salt & Marine Chemicals Research Institute (CSIR-CSMCRI), Bhavnagar, Gujarat under **Council of Scientific & Industrial Research (CSIR)**, which is an Autonomous Body. However, the appointees are liable to be posted in any of the Lab/Institutes of CSIR situated anywhere in India as and when required.
- c. A Non-refundable application fee of Rs.100/- (Rupees One Hundred only) is payable separately for each post (candidates belonging to SC/ST/PH and regular employees of CSIR are exempted from payment of application fee) in the form of Demand Draft valid for a period of at least 3 months and drawn **in favour of Director, CSMCRI, Bhavnagar, payable at Bhavnagar.**
- d. Candidates applying for more than one post should submit separate applications for each post indicating the Category and Post Number along with prescribed application fees and copies of all marks sheets, certificates and testimonials.
- e. The period of experience in a discipline/area of work, where prescribed, shall be counted with effect from the date of acquiring the prescribed minimum educational qualifications for the post.
- f. Exceptionally meritorious and deserving candidates may be considered for higher initial pay by the Competent Authority.
- g. Mere fulfillment of essential qualifications and experience does not vest any right in a candidate for being called for Test/Interview. A duly constituted Screening Committee shall screen the applications received for the posts and organize a Written Test/Trade Test or Seminar if considered necessary for short-listing the candidates to be called for interview. The Institute reserves the right to call for Test/Interview only those candidates who in its opinion are likely to be suitable and will not entertain any correspondence in this regard.

- h. Candidates should specifically note that the applications received after the closing date for any reason whatsoever (such as envelopes wrongly addressed, delivered elsewhere, postal delay etc.) will not be entertained. Any enclosure received separately subsequent to the receipt of the application cannot be connected therewith. No correspondence in this regard will be entertained.
- i. Only outstation candidates (within India) called for interview will be reimbursed Travelling Allowance (TA) as admissible under rules i.e. a single Second Class Railway Fare (by Mail or Express) each way from their normal place of residence, or from the place of undertaking the journey, whichever is nearer to Bhavnagar on production of proof of journey. For road journeys between stations not connected by rail, the actual bus fare or road mileage at the lowest rate as admissible under rules, will be reimbursed on production of documentary proof (bus tickets), provided the distance covered by road is more than 20 miles each way.
- j. CSIR-CSMCRI reserves the right not to fill up all the posts, if required. The number of vacancies indicated above may vary i.e. it may increase or decrease at the time of actual selection. This advertisement does not necessarily tantamount to the selections being actually made. The selection process is subject to the GoI instructions prevalent at a given point of time during the various stages of the selection process.
- k. The selected candidates will be on probation for a period of **ONE YEAR** from the date of taking over charge of the post. The probationary period may be extended or curtailed at the discretion of the Competent Authority. After successful completion of probationary period, they will be considered for confirmation in accordance with the extant rules.
- l. As the Screening of applications will be done on the basis of information furnished in the application forms by the applicants, it is necessary that only accurate, full and correct information is furnished by the applicants. Furnishing of wrong/false information will be a disqualification and CSIR-CSMCRI will **NOT** be responsible for any of the consequences of furnishing such wrong/false information. The decision of Director, CSIR-CSMCRI in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, and conduct of examination/interview will be final and binding on the candidates and no enquiry or correspondence will be entertained in this connection from any individual or person or agency on behalf of the candidate.
- m. Canvassing in any form and/or bringing in any influence, political or otherwise, will be treated as a disqualification for the post.
- n. **INTERIM ENQUIRIES WILL NOT BE ATTENDED TO.**

IV. HOW TO APPLY:

- a. The interested candidates may download the prescribed Application Form from the Institute website: www.csmcni.org. Application Form can also be collected in person from the Recruitment & Assessment Cell of the Institute during office hours **OR** by sending a request along with a self addressed envelope of 11" X 5" size affixed with postage stamps of Rs. 10/- which should reach the Section Officer (R&A), CSIR - Central Salt & Marine Chemicals Research Institute, Gijubhai Badheka Marg, Bhavnagar -364 002, Gujarat, on or before **9th December, 2013** **OR** by sending a requisition to Mr. C B Gohel, Assistant (G) Gr. I at chandu@csmcni.org through e-mail.
- b. Applicants should send their applications in the prescribed Application Form (Annexure - I). The following documents should be attached with application duly completed in all respects:
 - i Attested copies of the Degree Certificates, Proof of date of birth, testimonials and Experience certificates
 - ii Attested copy of the Caste certificate (in case of SC/ST/OBC) in the appropriate Pro Forma prescribed by the Government of India from time to time.

- iii Attested copy of the Medical certificate (in case of Physically Handicapped candidates) from the prescribed authority in the prescribed format.
- iv Attested copy of the Discharge Book/Certificate (in case of Ex-Servicemen candidates).
- v Demand Draft of Rs.100/- valid for 3 months drawn in favour of the Director, CSMCRI, Bhavnagar payable at Bhavnagar (No application fee is prescribed for SC, ST, Physically Handicapped & Departmental candidates. They should enclose a copy of certificate on the prescribed Pro Forma issued by the Competent Authority in support of their claim along with application).
- c. In case of universities/institutes awarding CGPA/SGPA/OGPA grades etc., candidates must convert the same into percentage – based on the formula devised by the concerned University/Institute – at the appropriate place in the Application Form.
- d. Applications, in a sealed cover super-scribed "**Application for the post of _____ Post No. _____ Advt. No. 04/2013**", must reach the following address on or before **16th December, 2013**:

**The Administrative Officer
CSIR-Central Salt & Marine Chemicals Research Institute
Gijubhai Badheka Marg
Bhavnagar – 364 002 (Gujarat)**

- e. Applications from the candidates working in CSIR, Govt. Departments and Public Sector Undertakings will be considered only if forwarded through proper channel **with a clear certificate that the applicant will be relieved within one month of receipt of offer of appointment**, if selected. However, Advance copy (photo copy) of the Application Form together with application fee, all certificates & testimonials etc. can be submitted before the closing date.
- f. Incomplete applications will be summarily rejected.

ADMINISTRATIVE OFFICER