

नवोन्मेषी एवं अनुप्रयुक्त जैव - प्रसंस्करण केंद्र (सी०आई० ऐ० बी०)

(जैव प्रौद्योगिकी विभाग के तहत एक राष्ट्रीय संस्थान)

विज्ञान एवं प्रौद्योगिकी मंत्रालय (भारत सरकार)

CENTER OF INNOVATIVE AND APPLIED BIOPROCESSING

(A National Institute under Dept. of Biotechnology,
Ministry of Science & Technology, Govt. of India)

2nd Floor, C-127, Phase VIII, Industrial Area, S.A.S. Nagar, Mohali-160071(Pb).

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REQUIRES SCIENTIFIC FACULTY/STAFF

SIX-MONTHS (UPTO JUNE 07, 2016) ROLLING ADVERTISEMENT (No. CIAB/18/2015-Rectt.)

Earliest date for application consideration: *The first screening of applications by the screening-cum-shortlisting committee may happen any day after January 07, 2016.*

Note 1: An applicant applying by first deadline (Jan 07, 2016) for first consideration in first round may also be considered again in the second/subsequent round of consideration after second deadline (June 07, 2016) provided (a) the position remains vacant after first review/interview of applicants and the candidate has not been interviewed in the first round. In that case, the eligibility would be determined on the second deadline (June 07, 2016). All applicants for a position may also be considered once in a single review after the second deadline for this rolling advertisement.

Method of Application : Hard Copy and as per Prescribed Application Format

Note 2: Applicants from abroad (Indian citizens only) may apply by e-mail ceo@ciab.res.in

Application format, details of the vacancies etc. can be downloaded from the institute website: www.ciab.res.in under heading "Vacancies".

Center of Innovative and Applied Bioprocessing (CIAB) is an autonomous national institute under Department of Biotechnology (Govt. of India). The institute is currently operational from its interim facility at 2nd Floor, C-127, Phase VIII, Industrial Area, S.A.S. Nagar, Mohali-160 071 (Punjab), while its full-fledged regular campus is coming up at Knowledge City at Mohali. This futuristic innovation institute of its own kind in the country has a mission of advancing knowledge, leads and emerging technologies/processes relevant to agri-food sector towards applications and products. It aims to link them with societal benefits through catalysing/promoting entrepreneurial action around bioprocesses, bio-products, value-addition to bioproducts etc. with special reference to the agri-food sector. Currently, the four major mandated R&D areas in hand at the institute are (A) Value Addition to Primary Processing Residues/ Wastes for Edible Products; (B) Valorisation of Crop Waste for Speciality Products and Chemicals; (C) Nutritionals, nutraceuticals and upgradation of value or use of bio-products, (D) Biosynthetic technology/synthetic biology for low volume-high volume products and industrial enzymes.

1. Scientist G

(Area: Bioprocess and Bioproducts)

Rs. 37400-67000 (PB-4) + Rs. 10,000/- (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: Below 55 Years.

Essential Qualifications:

Ph.D. in chemical sciences/engineering or biological sciences/engineering including food science and technology or food engineering, food and nutrition with at least 16 years of post-doctoral R&D experience in an R&D organization in the relevant area with the duration of experience matched by the scale and depth of hard core R&D performance and contributions as evidenced by a consistent track record of publications, patents, innovative documented R&D path(s) of leadership in knowledge creation/conceptual contributions of scientific impact. A visible profile of linkage of R&D deliveries or development with respect to its use/focus/alignment to knowledge based valorization of plant or agricultural or agri-industry biomass/product/byproduct is also an expectation.

Desirable Qualifications: Experience/ output in one or more of the following:

- Evidenced leadership of R&D in project formulation, sponsored research, significant research collaborations with national and international accreditations/acknowledgements of the research contributions.
- Experience of having consistently worked on un-utilized or under-utilized biomass processing for value added products of edible or non-edible nature and/or a verifiable track record of value upgradation, product improvement, post-harvest processing of agri-produce etc.
- A line of accredited achievements and frontier contributions in the R&D areas relevant to the professional responsibilities associated with the position as well as level of this position.
- A scholarly standing in knowledge and R&D productivity as evidenced by quality and quantum of outputs and professional line of national/international participations in R&D plans, programs, projects, project networks etc. and/or recognitions.
- Performance/output in a beyond boundaries manner in a single discipline or in inter/cross-disciplinary space.

Job Requirements: This is a hard core R&D position of experience and leadership and scholarship in performance and thoughts/vision/ideas/innovations with respect to evolving and implementing inter-disciplinary/cross-disciplinary knowledge-driven pragmatic R&D plans with short-term and long-term deliverables of relevance and impact through bioprocessing initiatives and implementing them in a team spirit. The position not only demands a competitive edge research plans and progress in alignment with the mission and mandate of the institute as an individual researcher as well as leader but also expects aims and modes of R&D destined to secondary agriculture product development through integrated processing strategies. In terms of experience of R&D intellectuality, acumen and responsibility, being a senior position in one of the top tiers of the institutional faculty, it not only mandates to serve as a lead contributor to 'think tank' for evolving overall institutional R&D plans, programs and strategies but also involves implementing them along with caring, mentoring, hand-holding and advising younger faculty/researchers for catalysing improvement of their R&D plans and progress in multifarious modes and ways for the institute.

2. Scientist F

(Area- Biotechnology / Metabolic Engineering/Biosynthetic Technology)

Rs. 37400-67000 (PB-4) + Rs. 8,900/- (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: Below 55 Years.

Essential Qualifications:

Ph.D. in biological sciences with 14 years of post-doctoral R&D experience in an R&D organization. The research experience should be in the core area of molecular biology or

biotechnology or metabolic engineering/biosynthetic technology involving one or more of the R&D activity domains of identification and cloning of genes, their heterologous expression (as single gene or set of genes from metabolic product delivery perspectives), gene-function determination and/or modification, functional genomics, genetic transformation (plant, animal or microbial), metabolic engineering, biosynthetic technology with respect to xenogenic production of utility products/molecules. In terms of experience, acumen, intellect and R&D responsibility, being a senior position of R&D leadership, it not only mandates to serve as a lead contributor to 'think tank' for biosynthetic or bio-modification centric avenues and evolving overall institutional R&D plans, programs and strategies in the area and its collateral spheres but also involves implementing them along with caring, mentoring, hand-holding and advising younger faculty/researchers for catalysing improvement of their R&D plans, progress in multifarious modes and ways for the institute.

Desirable Qualifications: Experience/ output in one or more of the following:

- Standing of leadership in the core and aligned discipline as evident from accredited/acknowledged R&D contribution, publications, patents, patent licensing etc. in a specific domain relevant to molecular biology, genomics, biosynthetic technology etc.
- Experience of working in a multi-member research team or having a lead role in such teams.
- Experience of evolving inter-disciplinary research plans / project etc. In the area of biotechnology.
- Experience or sound understanding, thoughts, plans in the inter-disciplinary or cross-disciplinary space for bioprocessing and/or bioproducts development through non-singular and/or integration/linkage of approaches, as reflected in the R&D profile and output.

Job Requirements: This is a one of the top tier leadership positions to develop and implement biotechnology centric inter-disciplinary research plans in full alignment with the mission and mandate of the institute and evolving research streams/ domains there under. The position demands evolving paths and plans of harnessing the current and upcoming technological and knowledge base of biotechnology and related areas for their use in translational needs of bioprocessing particular with respect to agri-food biomass for value added products/ new products, new version products. The R&D responsibilities associated with the position include, but are not limited to, recruitment of biosynthetic technology/synthetic biology, new generation material/strategy aided enzyme/cell immobilization, cell-free synthesis/production, genetic designing organisms for xenogenic production (and/or aid in production) of nutraceuticals, additives, edible colours and other products of utility. The position mandates to serve as a lead contributor to 'think tank' for evolving overall institutional R&D plans, programs and strategies but also involves implementing them along with caring, mentoring, hand-holding and advising younger faculty/researchers for catalysing improvement of their R&D plans and progress in multifarious modes and ways for the institute.

3. Scientist F:

(Area: Core Bio-organic Chemistry)

Rs. 37400-67000 (PB-4) + Rs. 8,900 (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 55 years

Essential Qualifications:

Ph.D. in Chemistry with specialization in organic chemistry with 14 years of core R&D experience in the area of chemical reactions/transformations/ processes (synthesis, semi-synthesis), bioproduct chemistry preferably with respect to major and/or high value bioorganic constituents of agri-crop and/ or agro-forestry, agri-industry biomass with published or other documented evidence of work covering a significant profile their isolation, purification and

structural identification/ validation through varied and frontal spectral analysis (HR-MS, MS-MS, NMR etc.), derivatization of products for advanced chemicals or formulations /aggregation/cross-linking based tangible products.

Desirable Qualifications:

Strong experience and intellectuality in various facets of bioorganic or organic chemistry covering different aspects in (small to up-scaled isolation, advanced structural characterization, stabilization, derivatization) of bio-organic constituents ranging from small molecules (high value phytochemicals/nutraceuticals) to macro-molecules (polysaccharides, lignin, hemi-celluloses, gums etc.).

Job Requirements: This is a core chemist's position of leadership at one of the top tiers in R&D experience and intellectuality providing knowledge base as well as path of way forward for chemical approaches *per se* as integrated/ linked to other processes or nodes at the institute that is required to cater the research and innovation needs of the institute with respect to isolation, characterization and valorization of bio-organic constituents of diverse origin particularly agri-biomass constituents. The chemical plans and approaches need to be focussed from the perspectives of their potential multi-sector (edible and/or non-edible) and high economic impact applications as products themselves, product-ingredients, substrate for synthesis/biosynthesis, technical reagents, markers etc. It involves responsibility of collateral chemical understanding and support to other programs/products at the institute. It also mandates to develop collaborative R&D programs within and outside institute in alignment with the mission and mandate of the institute. The position mandates to serve as a lead contributor to 'think tank' for evolving overall institutional R&D plans, programs and strategies but also involves implementing them along with caring, mentoring, hand-holding and advising younger faculty/researchers for catalysing improvement of their R&D plans and progress in multifarious modes and ways for the institute.

4. Scientist E:

(Area: - Food Science & Technology/ Food & Nutrition)

Rs. 37400-67000 (PB-4) + Rs. 8,700 (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 55 Years.

Essential Qualifications:

(a) Masters in food science and technology or food engineering or food and nutrition plus,
(b) Ph.D. in Food Science/Food Technology/Engineering or Food and Nutrition with 7 years of post-doctoral R&D experience (for M.Tech plus Ph.D.) or with 8 years of post-doctoral R&D experience (for M.Sc. plus Ph.D), which should be substantiated with demonstrated consistent productivity/performance with respect to at least one of the following: (i) SCI publications of scientific related to food products/food processing/food quality improvement/Food preservation and/or (ii) process/product patents/IPR/leadership in and around above areas with strengths of their tangible superiority in the field of competition and scope and/or (iii) demonstration of tangible translation of process for edible/nutritional/nutraceutical products with significant scientific/technological ingenuity/contribution/outcome.

Desirable Qualifications: Experience/ output in one or more of the following:

- Process or product development patent portfolio relevant or related to food science, food technology, food engineering or food products

- Consistent track-record of involvement and impact publications related to scientific and technological work around food, nutritional, nutrient, nutraceutical focus leading to significant output/outcome in a reputed R&D organization.
- Knowledge, thoughts and vision/plans to work/establish linkage with relevant industries for agri-food centric solution and growth path, and/or societal benefit through products.
- The position particularly attracts an innovative person with knowledge and activity of engagement around attempts to create useful and effective streams of edible, healthful and nutritious products and their improvement including their new and safe resources, nutrient formulations etc. and to take leads from such endeavours towards translation/industry attraction and societal benefit.

Job Requirements: This is a senior/lead scientific/research position with key focus on devising and use of novel approaches and processes for large scale impact/use in food products/food practices/food ingredients/food stability/food quality including nutritional formulations and taste, nutrients enrichment/improvement. The position mandates research and innovations to evolve new, useful and effective streams food, nutraceutical, nutrient products and formulations for health gains, nutrient retrieval from bioresources and their entry to food chain for health gains, alleviating malnutrition and other gains for society through food and nutrition. Research and innovations on food additives, their safety and substitution aspects and taking leads from such endeavours towards translation/industry attraction and societal benefit also fall in the ambit of the responsibilities.

5. Scientist E / Scientist D:

(Area: Catalysis Chemistry)

Rs. 37400-67000 (PB-4) + Rs. 8,700 (Grade Pay) for Scientist E

Rs.15600-39100 (PB-3) + Rs. 7600 (Grade Pay) for Scientist D

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 55 years for Scientist E and 50 Years for Scientist D.

Essential Qualifications:

Ph.D. in Chemistry with 8 years of post-doctoral research experience (for recruitment at Scientist-E level) and 6 years of post-doctoral research experience (for recruitment at Scientist-D level) in the area of catalysis chemistry. The research experience should be in the core area of one or more of the domains such as development of catalysts, their application oriented potential or use in selective reaction systems for value added products from diverse biogenic such as carbohydrates, lignin phytochemicals and/or other substrates for their utility path etc.

Desirable Qualifications: Experience/output in one or more of the following:

- Experience of productively working with agri-food biomass with respect to its use as substrates for value addition.
- Track record of lead publications and/or patents involving new catalyst(s) or new application of catalysis or new attribute of advantage through new generation catalysis reactions.
- Innovative thoughts and plans of translational aspects of catalysis-aided processing of biomass or biomimetic reactions.
- IPR/ patents related to chemical catalysis reactions or processes.
- IPR value realization.

Job Requirements: This is a senior leadership position to evolve and implement robust and competitive research plans (short term and long term) for catalysis's aided use and processing of unutilized or underutilized biomass for secondary agriculture or agro-industrial products (edible, non-edible, industrial) with aim of value addition to agri-food, agri-industry or agro-forestry spare biomass as feed stock or advancing products from them. It may also involve use and / or value upgradation of existing Bioproducts. This position also has a leadership and participating role in supporting and catalysing collaborations within and outside institute by younger faculty and integrating research for cross-disciplinary or multi-pronged plans of research for tangible outcome.

6. Scientist E / Scientist D

(Area: - Nano-materials & Application Technology)

Rs. 37400-67000 (PB-4) + Rs. 8,700 (Grade Pay) for Scientist E and

Rs.15600-39100 (PB-3) + Rs. 7600 (Grade Pay) for Scientist D

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 55 Years for Scientist E and 50 years for Scientist D.

Essential Qualifications:

(a) Masters degree in Physics or chemistry or nanotechnology plus, (b) Ph.D. in nanotechnology or Ph.D. in chemistry or physics with thesis on nanotechnology followed by relevant post-doctoral R&D experience of 8 years for M.Sc. plus Ph. D and 7 years of post-doctoral research experience for M. Tech. plus Ph.D (For recruitment at Scientist-E level) and 5 years of post-doctoral research experience for M. Tech. plus Ph.D and 6 years of post-doctoral research experience for M.Sc. plus Ph.D (For recruitment at Scientist-D level) in hard core area of nano-technology with respect to its fundamental aspects and/or high-end competitive edge applications.

Desirable Qualifications: Experience of R&D with respect to bioproducts or bio-use or application products including food, nutraceuticals, macromolecular nanotechnology, synthesis and characterization of nano-bio composites, novel enzyme immobilization support/system like nanofibers, magnetic particles etc.

Job Requirements: This is a senior research and innovation position for evolving scope of nano-technology in bioprocessing particularly with respect to value-added products (nano-formulations) of nutritional and nutraceutical significance, non-technology for enzyme and other reagents aided processing of biomass or biogenic materials for edible or non-edible products. The position also demands responsibility to work on interfacing (in terms of aids, tools, ingredients, detection, recovery, bioavailability etc.) nano-technological aspects with bioprocessing and bioproducts relevant to edible and non-edible products, in addition to discovery, design and application aspects of nanomaterials in food and agriculture. The position also mandates cross-disciplinary plans within as well as outside institution.

7. Scientist D

(Area: - Food Engineering)

Rs. 15600-39100 (PB-3) + Rs. 7600 (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 50 Years

Essential Qualifications:

M. Tech/M.E. plus Ph.D. in Food Technology/Food Engineering with 5 years of post-doctoral research experience which should be substantiated with demonstrated consistent productivity/performance with respect to at least one of the following: (i) SCI publications of scientific impact related to food processing technology/engineering/food product technology, process technology and/or (ii) patents and/or products in and around above areas with strengths of translation or of tangible superiority in the field of competition and scope.

Desirable Qualifications: Experience in one or more of the following:

- Process or product development patent or process portfolio relevant or related to food technology, food engineering or food products
- Consistent track-record of involvement in research and innovation around technological/engineering work related to food, nutritional, nutrient, nutraceutical focus leading to significant output/outcome in an R&D organization of repute and standing.
- Track and/or knowledge, thoughts and vision/plans of working and/or establishing linkage with relevant industries for agri-food centric solution and growth path.

Job Requirements: This position has responsibility of key focus on engineering centric innovative processing and technologies through novel and inventive approaches, relevant to food processing, post-harvest food stability, food product formulation for large scale impact/use in food products/food practices/food ingredients/food stability/food quality including nutritional and taste factors. The position expects innovative thoughts and streams to spin out knowledge and food ingredient physical, chemical property linked scientific and technological intervention based products and product improvement with consideration of agri- and food processing by-products and co-products returning to edible lines with an advantage or gainful angle and taking such leads/developments towards translation/industry attraction and societal benefit by collaborative research action plans with researchers within and outside institute. It also involves translation of existing leads and cues for such products towards entrepreneurial scopes.

8. Research & Innovation- Associate Plant Manager/ Plant Engineer

(Area: - Mechanical cum Instrumentation / Plant Design Engineer)

Rs. 37400-67000 (PB-4) + Rs. 8,700 (Grade Pay) for Associate Plant Manager and

Rs.15600-39100 (PB-3) + Rs. 7600 (Grade Pay) for Plant Engineer

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 55 Years for Associate Plant Manager and 50 Years for Plant Engineer.

Essential Qualifications:

M.Tech/M.E plus Ph.D. in Mechanical Engineering or M.Tech./M.E. in Mechanical engineering plus Ph.D. in Instrumentation Engineering or Chemical Technology or Process Design Technology/Processing Plant Engineering/Bioprocess Technology with Ph.D. dissertation related to mechanical aspects of process plant/machinery design or fabrication or improvement or improvisation in use or use optimization etc. with relevant R&D experience of 7 years (For recruitment as Associate Plant Manager) and 5 years (For recruitment as Plant Engineer.) in Ph.D. in the area of plant machinery design, assembly, retrofitting accessories/modules/units, design for instrument fabrication, instrument design improvement for diverse gains including functional and/or use versatility.

Desirable Qualifications: One or more of the following qualifications/achievements/professional profile:

- Designing, installing, assembling plant machinery for extractive and/or physical separations, multiple unit/module assembly for custom applications
- Working with biomass processing for extractive and other steps of process in an end to end fashion
- Experience of integration aimed machinery design, pilot plant facility development, functional maintenance and innovations around such devices.
- Agri-food biomass processing linked pilot plant or devices fabrication (per design)/design improvement/modulation experience.

Job Requirements: This mechanical engineering cum instrumentation/machinery centric research and innovation position at the institute bears responsibility of functional networking/interfaces with R&D plans and product/process operational implementation and demonstration in terms of appropriate machine, facility fabrication by design, improvement, upgradation, customization etc. with due attention to economize and versatility etc. of the process in this component as well as incorporating additional advantage(s) including simplifications. Designs appropriate for certain farm and farm gate processing operations feasible even by limited skill personnel in harmony the targeted process at the institute is also an expectation from understanding, innovation and implementation perspectives. It also mandates similar instrumental, devices, machines etc with regard to R&D tasks, programs, projects, activities, demonstrations etc in hand, under planning and future ones as they grow/emerge, in an unlimited spirit of responsibilities as it happens in research and its translation and outcome demonstration/feasibility displays etc. with non-restricted and institutional need based linkage(s) and collaboration, over and above the independent innovations in line and service of the institutional mandate and as assigned from time to time by the institution.

9. Research & Development - Informatics Officer

(Area Coverage: Database and Research Analysis, Documentation, Research Reference, Document & Domain Knowledge Library, Application Programs)

Rs. 15600-39100 (PB-3) + Rs. 6600 (Grade Pay)

(Higher start within the scale is possible for a deserving case)

One Position (Unreserved)

Age limit: 45 Years

Essential Qualifications:

First class M. Tech or M.E. in computer science or information technology or bioinformatics with 4 years of R&D experience (after Master's Degree) in an R&D organization with work profile of large data assembly, analysis, and/or customer/user-based software programming and/or, program implementation, database development evidenced by patents and/or publications, credible scale of R&D related data/data sets submission to public database for expanded use etc.

Desirable qualifications: One or more of the following:

- Domain specific R&D knowledge (developments, information, patterns, scopes etc.) resourcing
- Track record of engagement in updating above in real time for aid one's own business of engagement or in service of the system
- IPR mapping, technical report writing, etc.
- In silico simulation of chemical, biochemical or biological processes preferably involving multiple

steps, sequences, components rather than one to one.

- Strength of broad knowledge or learning relevant science subjects such as chemistry and/or biology and/or biotechnology and/or food science.

Job Requirements:

- This is a core and multi-tasking responsibility from tight linkage in service and innovative contributions to the institutional R&D program on one end and knowledge library and communication functionality including ICT functions facilitation, institutional exposition and digital operations, documentation and reporting needs of the institute for its peers and stakeholders etc.
- R&D inputs with respect to large data collection, assembly/ patterning, R&D project/ activity needed software development, implementation, database development knowledge/ IPR status evaluation and mapping, R&D project progress tracking, institutional reports and technical document preparation etc.
- Installation and operational assurance of institutional ICT hardware and software in 24x7x365 mode along with safety, security and surveillance services as assigned from time to time.
- Research and innovations in terms of software development/implementation tasks and such supports for the institutional mandate research plans, activities, priorities, initiatives as they are in operation or evolve.
- Other tasks assigned by the competent authority.

SELECTION PROCESS

1. The applications received against the advertised positions would be screened by a Screening-cum-Shortlisting Committee constituted for the purpose periodically (one or more times). The first review and screening-cum-shortlisting of applications will be initiated after January 07, 2016.
2. The advertisement would be wholly closed on June 07, 2016 with respect to receipt of applications, and applications received after June 07, 2016 would not be considered at all.
3. In case, first division is not indicated in the mark-sheet or degree by the University/Institute, 60% marks or equivalent CGPA (6.76 / in case of Ten Point Scale OR 3.95 / in case of Seven Point Scale) would be considered as first division as per AICTE (F.No.37-3/Legal/2010 dated January 22, 2010 and UGC (F. No. 3-1/2009 dated June 28, 2010) guidelines.
4. The candidates from amongst the eligible candidates may be short-listed by the Screening-cum-Shortlisting Committee on the basis of benchmark criteria of qualifications (including profile of ranks and/or percentage across academic stages), duration, nature and quality of experience etc. vis-à-vis the functional needs and responsibilities of the position and the nature of skill sets for appropriate R&D deliverables expected from the tasks associated with the position for the institutional mandate.
5. A candidate may not be short-listed, despite meeting the eligibility criteria and short-listing criteria if the time/notice required to join the position (if selected), indicated by the applicant in the application is too long to be affordable for this new institute in view of the institutional needs for the specific position(s) except for candidates from abroad wherein, if specifically requested with justification, logical extra-time may be on a case to case basis. Even when a candidate is selected and fails to join by joining time indicated in the appointment letter, the appointment may be cancelled at any time after the lapse of time without any consideration of a response

or no response at all from the selectee to the communication(s) of CIAB related to the appointment.

6. Wherever, title, area and focus of Masters or Doctoral thesis/dissertation is/are relevant for determining the eligibility, the thesis title and a one page summary of the thesis **must be** given in the prescribed application form under its appropriate heads. Failure to do so may lead to summarily rejection of application from any consideration.
7. The candidates must indicate in their application form date of enrolment for Ph.D. as well as date of submission of Ph.D. thesis and successful Ph.D. thesis viva-voce/award of provisional or final degree.
8. A candidate may not be shortlisted in case of incomplete application on any account or for lack of clarity in any respect, particularly with respect to those of assessment, examination or evaluative nature or domain.
9. A written test or other professional test(s) may be conducted by the institute for assessment of the capability/intellect and/or professional competence and/or comparative evaluation for pre-screening before interview, depending upon the situation like the level of position, response of eligible candidates, number of candidates shortlisted etc.
10. The duration of experience after submission of Ph.D. thesis would also be considered provided the applicant was engaged in the relevant R&D work with a designation thereafter and his/her thesis-viva had been successfully completed by the last date of receipt of applications.
11. Qualifications in respect of duration of experience may be relaxed at the discretion of the Chief Executive Officer of the institute, in case of candidates who are otherwise noted to be well qualified and possess extraordinary level of skills, scholarly standing, R&D achievements and quality/nature of experience, professional standing as per the opinion of the Screening-cum Shortlisting Committee and if so recommended specifically for the case(s). The committee would submit a separate list of such candidates, if any, to the CEO with its specific indication of academic / R&D accreditation / standing of scholarly of the candidate for inclusion in the list of short-listed candidates for interview. If an application of dispassionately thinks so for himself / herself to be considered for relaxation of duration of experience by the screening-cum-shortlisting committee may state so in the application form at Serial No. 30 with bulleted (upto five) statement(s) (document verifiable) of extraordinary achievements and R&D contributions. In no case, such a relaxation would exceed **three years**.
12. The Screening-cum-Selection Committee would make a decision as to the number of candidates to be recommended for calling for interview and/or written test with respect to each position.
13. The short listed candidates would be called to appear for an interview before a Selection Committee for the final selection. Candidates may be asked to make a presentation with respect to their vision, competence, plans and path of R&D *vis-à-vis* job responsibilities focussed to institute's mandate.
14. The candidates may be considered for and selected at a position lower than the advertised for each position at the time of interview, should the candidate has given his/her willingness to be considered so in his/her application form under relevant columns in the prescribed application form. Such a consideration is also possible at the time of interview, with willingness given by the candidate for such consideration then and there if asked for so by the selection committee.
15. In the event of none of the interviewed candidates is found suitable for the position(s), the post(s) would not be filled in this round of advertisement.

16. Higher standards of educational degree level and/or period of experience may be set to shortlist the candidates from within the list of eligible candidates.
17. **Mere eligibility or fulfilment of essential qualifications and experience does not entitle a candidate to be called for interview and CIAB reserves the right to devise criteria to screen the applications for short-listing of candidates for interview and the decision of the CEO, CIAB shall be final and binding on all applicants.**

GENERAL CONDITIONS/INFORMATION

1. All applicants must fulfil the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying that they qualify the essential qualifications and/or meet the specialty criteria of consideration specifically laid down for various posts. No enquiry asking for advice as to eligibility will be entertained.
2. The monthly emoluments at present with respect to Basic Pay, Grade Pay and DA for the positions (Scale-wise) are: PB-4 Grade Pay 10,000-Rs.1,16,000; PB-4 Grade Pay 8,900-Rs.1,07,000; PB-4 Grade Pay 8700-Rs.1,01,000; PB-3 Grade Pay 7600-Rs. 64,600; PB-3 Grade Pay 6600- Rs. 55,500.
3. **The date for determining the age, experience, qualifications etc. shall be January 07, 2016 for first review and the date of receipt of application at Center of Innovative and Applied Bioprocessing (CIAB) and June 07, 2016 for applications received after January 07, 2016 (if such applications are reviewed and screened and scheduled for interview subsequently for any position(s) remaining vacant or at all desired to be considered in view of the state and situation of applications already in hand/under process).**
4. Relaxation of age shall be as per Government of India Rules. However, Competent Authority may also further relax the upper age limit for exceptionally deserving candidates, if so recommended by screening-cum-shortlisting committee in the same spirit as for the duration of experience described under Sr. No. 11 under Selection Process section (above).
5. In addition to the above pay/emoluments as per 6th Pay Commission in the above scales, other benefits such as Leave Travel Concession, Medical expenses, House Rent Allowance, Transport Allowance etc. are also available as per Government of India rules.
6. Higher start within the scale is possible for a deserving case.
7. Candidates on direct selection shall be governed by New Pension Scheme of Central Government made effective from 01-01-2004.
8. The appointee would be on probation for a period of two years which may be extended or curtailed at the discretion of the Competent Authority. Further, continuation will also depend on candidate's performance during the initial period of five years (including probation) and as such, the candidate will be deemed to be on contract for an initial period of five years from the job performance perspectives.
9. At the time of joining, the candidate will have to withdraw any other application(s) that he/she may have submitted elsewhere for employment.
10. Application must be complete in all respects and must be as per the prescribed format that can be downloaded from website of Center of Innovative and Applied

Bioprocessing (www.ciab.res.in) under the heading "Vacancies".

11. Applicants from abroad (Indian Citizen only) may also apply by email (ceo@ciab.res.in and/or ao@ciab.res.in). However, CIAB would not take any responsibility for any failure or e-errors/mishaps/defects related to the email communication and its attachments including landing of the e-mail in spam and other non-primary folders.
12. The vital point information like designation, organization, previous employment profile, scale and band of pay and grade pay, type of pay scale like central Govt. (CDA) or Industrial (IDA) and equivalent CDA in case of later, nature of duties etc. must be given in full, failing which the application may be summarily rejected without any further follow up, whatsoever.
13. The application(s) must be submitted as per format including signed supplementary format(s) of synopsis and other information. The applications not in the prescribed format and not accompanied by the synopsis sheet may be rejected.
14. In case of applicants from public sector/Govt. organizations/institutions, the application must be forwarded through proper channel. However, to avoid delay in application, an advance copy of the application may be submitted directly. The advance copy will be considered if followed by application sent through proper channel or on production of NOC from the Department at the time of interview.
15. All applications must be accompanied by self-attested copies of all certificates with respect to age, qualifications, experience, etc.
16. In case a selected candidate is already employed in a permanent post, his/her request for pay protection will be considered as per Government of India rules, regulations and guidelines.
17. All ambiguous/unclear/inaccurate/incomplete/ or insufficient information including about qualifications, experience, pay/emoluments, duration etc. may also lead to cancellation of applications.
18. The above positions are open only to Indian Nationals.
19. Outstation candidates called for the selection process (test / interview) will be paid to and fro second class railway fare, as per Government rules, on presentation of the proof of travel.
20. In case of insufficient response to this advertisement in terms of number of eligible applicants against any position, the applications received against said position(s) may not at all be processed further. No any intimation etc. would be given to the applicants nor would such queries be entertained in this respect.
21. In case, the Selection committee finds nobody suitable among those interviewed, the position would not be filled in this round of recruitment exercise.
22. One or more or all of the positions advertised herein may not be filled at all or in this instance, depending upon the institute's priorities, and the process of selection may be terminated at any time and with no specification made with respect to likely chance, date or statement of its resumption through a fresh round of exercise of recruitment.
23. The institute would have the sole discretion whether to make a recruitment on a position or not at any stage.
24. The institute has full rights to vary the number of posts in each case. If more than one candidate is found fully suitable as a second rank and the institute has position available, selection of an additional applicant may be made by the institute, should the selection committee makes such recommendations. However, specific designation in

case of such additional recruitment can be the same or alternate stream of faculty existing at the institute with same pay band and grade pay.

25. Interim enquiries would not be attended.
26. Bringing in any influence, political or otherwise, in the recruitment process would lead to disqualification of the candidature(s).

IMPORTANT

- The applications must be submitted in the prescribed format which is available at the Institute's website under heading "Vacancies" accompanied by self-attested copies of certificates, testimonials in support of age, educational qualifications, experience, etc. should be sent to the Chief Executive Officer (Attn: Administrative Officer), Center of Innovative and Applied Bioprocessing, 2nd Floor, C-127, Phase-VIII, Industrial Area, SAS Nagar, Mohali, Punjab-160071 (India) super-scribing "**APPLICATION FOR THE POST OF _____**" on the envelope.
- **Candidates applying for more than one posts will have to submit separate application form for each post.**
- All the positions are based at Mohali (Punjab) but the appointee may be liable to serve anywhere in India.
- The appointee may be permitted to keep lien on the position in his previous organization (if any).
- A Synopsis-Sheet as per format given with the Standard Application Form of CIAB should be submitted along with the application form.
- Canvassing in any form or bringing influence, political or otherwise, will lead to disqualification of the candidate.
- The decision of CIAB in all matters relating to eligibility, acceptance or rejection of application, mode of selection, and conduct of interviews etc. will be final and binding on the candidates.
- In exceptionally meritorious cases or special circumstances, the eligibility requirements of age, education and experience for a position may be relaxed by the competent authority (Chief Executive Officer, CIAB).
- The applications would be received only during normal working hours and only on working days (i.e. Monday to Friday and between 09.00 hrs. to 17.30 hrs.).
- If the last date of receipt of applications happens to be a holiday, the immediate next working day would be the last date of receipt of applications.
- Any subsequent rolling advertisement for one or more levels of these positions would supersede the provisions of this advertisement with respect to age, qualifications, experience etc., should there be any change, deviation in any of them from those given in this advertisement.
- Even during the pendency of this rolling advertisement, specific regular advertisements with conventional shorter last date, etc. may be issued by the institute for one or more of the above positions and/or positions in other areas of R&D. if such advertisements covers the positions of rolling advertisement, some positions may or may not cease to be filled through the rolling advertisement, as per the decision of the institute.

- The positions are available only till filled.
- Since this rolling advertisement is for specific positions, if a position gets filled in *via* conclusion of a round of selection, the vacancy ceases to be available further and no applications received after the date of review would be considered despite eligibility and receipt before the end date of this rolling advertisement.

"अंतरिम पूछताछ पर विचार नहीं किया जाएगा"
"INTERIM ENQUIRY WILL NOT BE ENTERTAINED"

(मुख्य कार्यकारी अधिकारी / Chief Executive Officer)