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DETAILED ADVERTISEMENT OF VARIOUS VACANCIES FOR DIRECT RECRUITMENT OF THE YEAR 2024

Advt. No.	RECTT/2/NSC/2024
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By

NATIONAL SEEDS CORPORATION LTD.
(A Government of India Undertaking- "Mini Ratna" Company)
Beej bhawan, Pusa Complex,
New Delhi-110012 (India)



राष्ट्रीय बीज निगम लिमिटेड
भारत सरकार का उपक्रम
मिनिरत्न कम्पनी(R)
बीज भवन, पूसा परिसर
नई दिल्ली 012 110-1
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NATIONAL SEEDS CORPORATION LIMITED

(A Government of India Undertaking)
(CIN : U74899DL1963PLC003913)

BEEJ BHAWAN, PUSA COMPLEX

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National Seeds Corporation Limited invites online application from professional and dynamic candidates for direct recruitment for various positions in different disciplines for its Corporate Office, Regional Offices, Area Offices & Farms located all over India. The details of the advertisement are mentioned in this detailed advertisement No. RECTT/2/NSC/2024

All the interested candidates are advised to read this detailed advertisement carefully and process further for online application only through our official website www.indiaseeds.com.

In future any information related to this recruitment process shall be made available for candidates and general public on our official website only.

Head of Department (HR)



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NATIONAL SEEDS CORPORATION LIMITED

(A Government of India Undertaking- "Mini Ratna" Company)

BEEJ BHAWAN, PUSA COMPLEX,

NEW DELHI-110012 (INDIA)

EMPLOYMENT NOTICE

(Advertisement No. RECTT/2/NSC/2024)

1. DETAIL OF VACANCIES:

Sl. No.	Name of the Post	Total	CATEGORY WISE VACANCIES									
			UR	EWS	OBC (NCL)		SC		ST		Horizontally reserved	
					Fresh	Backlog	Fresh	Backlog	Fresh	Backlog	PWD	Ex. Servicemen
1.	Deputy General Manager (Vigilance)	01	01	-	-	-	-	-	-	-	-	-
2.	Assistant Manager (Vigilance)	01	01	-	-	-	-	-	-	-	-	-
3.	Management Trainee (HR)	02	01	-	01	-	-	-	-	-	-	-
4.	Management Trainee (Quality Control)	02	-	-	01	-	01	-	-	-	-	-
5.	Management Trainee (Elect. Engg.)	01	01	-	-	-	-	-	-	-	-	-
6.	Sr. Trainee (Vigilance)	02	02	-	-	-	-	-	-	-	-	-
7.	Trainee (Agriculture)	49	15	07	09	05	06	03	02	02	01-OH (Fresh), 01-VH & 01-MD (Backlog)	04
8.	Trainee (Quality Control)	11	07	01	02	-	-	-	01	-	01-HH (Backlog)	-
9.	Trainee (Marketing)	33	12	04	10	01	05	-	01	-	01-HH, 01-OH (Fresh) & 01-VH (Backlog)	02
10.	Trainee (Human Resources)	16	07	02	04	-	02	-	01	-	01-HH (Fresh)	01
11.	Trainee (Stenographer)	15	10	01	-	03	-	-	-	01	-	01
12.	Trainee (Accounts)	08	02	02	-	01	02	-	01	-	-	01
13.	Trainee (Agriculture Stores)	19	07	03	05	03	-	-	01	-	01 OH (Fresh)	-
14.	Trainee (Engineering Stores)	07	05	-	-	-	01	-	01	-	-	01
15.	Trainee (Technician) <i>(Trades: Diesel Mechanic-6, Electrician-3, Machineman-3, Auto Electrician-3, Welder-2, Processing Plant Operator-3 & Blacksmith-1)</i>	21	06	04	02	03	04	-	-	02	01-HH (Fresh)	03
TOTAL		188	77	24	34	16	21	3	8	5	10	13

ABBREVIATIONS USED:

UR: Unreserved, **EWS:** Economically Weaker Section, **OBC (NCL):** Other Backward Classes (Non-Creamy Layer), **SC:** Scheduled Caste
ST: Scheduled Tribe, **PwD:** Persons with Disabilities (Benchmark Disability), **VH:** blindness and low vision; **HH:** deaf and hard of hearing;
OH: locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attacks victims & muscular dystrophy; **MD:** Person with
Multiple benchmark disabilities of PWD from amongst disabilities mentioned above in VH, HH, OH categories including autism, intellectual
disability, specific learning disability, mental illness and deaf-blindness.

2. PLACE OF POSTING / SERVICE LIABILITY:

National Seeds Corporation Ltd is in the business of Agriculture Sector and working across the States / UTs. Since, NSC has multiple Units / Offices under 11 Regional Offices and 05 Big Farms operating centrally through the Head Office in New Delhi, thus **ALL THE POSTS ADVERTISED ARE BASED ON ALL INDIA SERVICE LIABILITY** and Selected Candidates can be placed anywhere in the Country based on the need and requirement of the Corporation.

3. ESSENTIAL QUALIFICATION & EXPERIENCE AND OTHERS.

Name of Post	Deputy General Manager (Vigilance)
Essential Educational Qualifications & Experience	<p>Educational Qualification(s): MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution with minimum of 60%* marks</p> <p>Experience: 10 years post qualification experience of working at Officer Level in a Govt./PSU/Organization, out of which 5 years should be in a Managerial position (equal to E-2 level of NSC) in Vigilance Department of a Govt. Office/PSU/Organization having manpower of more than 500 regular employees. Should be well versed and have working experience in all aspects of vigilance including its monitoring/reporting system applicable to PSUs and applicable Laws/Manuals. Those working in PSUs/Govt. should have 2 years experience in the next below scale of Rs.60000-180000 or 5 years experience in the scale of pay of Rs.50000-160000 and above or equivalent in related field.</p>
Period of Probation	One year extendable by one more year if considered necessary.

Name of Post	Asstt. Manager (Vigilance)
Essential Educational Qualifications & Experience	<p>Educational Qualification(s): MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/ Institution with minimum of 60%* marks</p> <p>Experience: 2 years experience of working at Officer level in supervisory position (equal to E-0) in Vigilance Department of a Govt. Office/PSU/Bank/large reputed Organization having manpower of more than 250 regular employees. Should be well versed and have working experience in all aspects of Vigilance including its monitoring/reporting system applicable to PSUs/Govt. and applicable Laws/Manuals. Those working in PSUs / Govt. should have 2 years experience in next below scale i.e Rs 30000–120000 (E-0) OR 5 years experience in scale of Rs 26500-92000 and above or equivalent in related field.</p>
Period of Probation	One year extendable by one more year if considered necessary.

Name of Post	Management Trainee (HR)
Essential Educational Qualifications	Two years full time PG Degree / Diploma in Personnel Management / Industrial Relations / Labour Welfare / HR Management OR Two years full time MBA (HRM) from a recognized University / Institution with minimum 60%* marks. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Management Trainee (QC)
Essential Educational Qualifications	M.Sc.(Agri.) with specialization in Agronomy / Seed Technology / Plant Breeding & Genetics from a recognized University / Institution with minimum 60%* marks. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Management Trainee (Elect. Engg.)
Essential Educational Qualifications	BE/B.Tech. (Electrical Engg. / Electrical & Electronics Engg.) from recognized University /Institute with minimum of 60%* marks. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Sr. Trainee (Vigilance)
Essential Educational Qualifications	MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/ Institution with minimum of 55%* marks from a recognised University/Institution. In addition to above, candidate should have knowledge of MS-Office.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Agri.)
Essential Educational Qualifications	B.Sc. (Agri.) with minimum 60%* marks from recognised University. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (QC)
Essential Educational Qualifications	B.Sc. (Agri.) with minimum 60% marks from recognized University/Institution. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Mktg.)
Essential Educational Qualifications	B.Sc. (Agri.) with minimum 60%* marks from recognised University. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (HR)
Essential Educational Qualifications	Graduate with minimum 60%* marks from recognised University with knowledge of MS-Office and computer typing with speed of 30 WPM in English. Knowledge of Hindi typing (25 WPM) is desirable. In case a candidate does not possess Hindi typing at the time of selection, they have to pass the examination of Hindi typing during the course of training period.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Stenographer)
Essential Educational Qualifications	<p>Sr. Secondary & equivalent with three years Diploma in Office Management with minimum of 60%* marks with Stenography from Govt. recognized Polytechnic OR Graduate from a recognized university with a minimum of 60%* marks preferably with Certificate course of Stenography.</p> <p>Proficiency in computer operation (including MS Office) working knowledge of Hindi language, Office Management and excellent communication skills is necessary.</p> <p>The candidate shall be required to pass Shorthand Test at a speed of 80 wpm in English and Computer Typing Test at a speed of 30 wpm in English respectively. The Shorthand Test & Computer Typing Test shall be of qualifying nature. It is mandatory to pass both the tests Shorthand Test and Computer Typing Test to shortlist candidates for preparing Final Merit List.</p>
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Accounts)
Essential Educational Qualifications	B.Com with minimum 60%* marks from recognised University. Knowledge of MS-Office and computer application is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Agri. Stores)
Essential Educational Qualifications	B.Sc. (Agri.) with minimum 60%* marks from recognised University. Knowledge of Computer (MS Office) is mandatory.
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Engg. Stores)
Essential Educational Qualifications	Three years Diploma in Agriculture Engineering / Mechanical Engineering with minimum 55%* marks from a Govt. recognized Polytechnic/Institution OR ITI certificate in Fitter, Diesel Mechanic & Tractor Mechanic with minimum 60%* marks and one year trade apprenticeship training in any industry and passed NAC Examination conducted by National Council for Vocational Training (NCVT).
Period of Training	One year training which is extendable by a maximum period of 6 months.

Name of Post	Trainee (Technician)
Essential Educational Qualifications	ITI certificate in relevant trade of Fitter/ Electrician/ Auto Electrician/ Welder/ Diesel Mechanic/ Tractor Mechanic/ Machineman/ Blacksmith with minimum 60%* marks and one year trade apprenticeship training in any industry and passed NAC Examination conducted by National Council for Vocational Training (NCVT).
Period of Training	One year training which is extendable by a maximum period of 6 months.

*Not applicable for existing Departmental Candidates

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)

3.1 COMPLETED EDUCATION QUALIFICATION AS ON LAST DATE OF SUBMISSION OF ONLINE APPLICATION:

Candidate should have completed their qualifying degree as prescribed in the essential education qualification for respective Post as **on the last date of submission of online application**. Candidate appearing in final year/semester are not eligible to apply.

3.2 CGPA/OGPC OR GRADING SYSTEM FOR ESSENTIALS PERCENTAGE OF MARKS:

Where CGPA/OGPA OR grading system in a degree is awarded, equivalent percentage of marks should be indicated in the application form as per norms adopted by University/Institution. The candidates will have to produce copy of these norms with respect to his/her University/Institution at the time of documents verification. **There will be no age/percentage bar for departmental candidates (served minimum 04 years of services in NSC)** who otherwise meet the prescribed qualifications and experience subject to the condition mentioned above.

3.3 EDUCATION FROM RECOGNIZED / APPROVED UNIVERSITY / INSTITUTIONS:

All the prescribed essential qualifications should be **recognized from University/Institution approved by Govt. Authorities / Statutory bodies / UGC / AICTE** otherwise such qualification will not be considered. For Degrees in Agriculture, approval of course by ICAR, Govt. of India is not mandatory if the course is otherwise approved & recognized by any other Govt. Body / University. No equivalency will be considered for any essential educational qualification.

3.4 OVER-QUALIFICATION:

As per the qualification criteria, minimum qualification prescribed for recruitment has to be fulfilled. Any other qualification including higher qualification over and above the minimum qualification will not disqualify the candidate to appear in Computer Based Test/skill test for all the advertised posts. A candidate must possess the exact prescribed essential qualification for the respective post mentioned in the advertisement, as equivalent education qualification for any essential qualification will not be considered.

3.5 NO OBJECTIONS CERTIFICATE (NOC) FROM PRESENT EMPLOYER:

Candidates working in the Central/State Government, Public Sector Undertakings of Central/State Government (including NSCL), Autonomous Bodies, Aided Institutions are required to produce No Objection Certificate (NOC) from the present employer failing which their candidature will not be accepted. Such candidates must bring NOC from the present employer without which they will not be allowed to appear in the Computer Based Test / skill test / Final Selection.

4. APPROXIMATE MONTHLY EMOLUMENTS / STIPEND:

Sl. No.	Post	Scale of pay (IDA)	Basic pay	DA @ of 44.8% of Basic Pay as on 01.07.2024	Perks @ of 30% of Basic Pay as on 01.10.2024	HRA @ of 27% of Basic Pay as on 01.10.2024 (For X City)	Total (Per month)
1.	Dy. General Manager (Vigilance)	Rs. 70000-200000/-	Rs. 70000	Rs. 31360	Rs. 21000	Rs. 33390	Rs. 141260/-
2.	Assistant Manager (Vigilance)	Rs. 40000-140000/-	Rs. 40000	Rs. 17920	Rs. 12000	Rs. 10800	Rs. 80720/-
3.	Management Trainee	Consolidated stipend including DA during training period of Rs. 57920/- per month*					
4.	Senior Trainee	Consolidated stipend including DA during training period of Rs. 31856/- per month*					
5.	Trainee	Consolidated stipend including DA during training period of Rs. 24616/- per month*					

*Note: In addition to above, HRA @ 27% / 18% / 09% of Basic Pay /Single seated accommodation will be provided depending upon place of training

4.1 PAY PROTECTION:

(i) For the post of Dy. General Manager (Vigilance) and Assistant Manager (Vigilance):

- (a) The pay on first appointment to the post in service of the corporation shall normally be fixed at the minimum of the time scale applicable to the post.
- (b) Where any person is appointed to the post to which a time scale is applicable, has been in continuous service for a period of not less than 2 years in any Department of the Central / State Govt. /PSU/Autonomous Body/ University etc. prior to joining NSC, and was drawing Basic Pay above the minimum of the scale of the post in which he / she is being appointed, his starting pay would be fixed after protecting the pay drawn by him in his/her parent Company / Department subject to the condition that he / she was governed by the same DA pattern in his/her parent organization as applicable to the post in NSC. In cases, where DA is dissimilar, the starting pay will be fixed after protecting pay plus DA drawn by him/her in his/her parent organization.
- (c) Pay of a departmental candidate selected against the open advertisement will be fixed as on Promotion.
- (d) Higher initial pay upto a maximum of 5 increments may be granted by the Appointing Authority on the specific recommendations of the Selection Committee or a representation made by the concerned candidate before joining NSC. In making the recommendation, the Selection Committee should, however, take into consideration qualification, experience, merit, performance in the interview and existing emoluments including perquisite and other benefits already being enjoyed by the candidate in his /her previous organization.
- (e) As a Corporate Policy, not more than five advance increments over and above the minimum of the pay scale / level shall be granted in any case.

(ii) For Management Trainees, Sr. Trainees and Trainees:

No pay protection will be given to candidates working in higher post and applying in direct recruitment to the position of Management Trainee/Trainee or any other lower post.

5. AGE LIMIT AND RELAXATION AS ON LAST DATE OF RECEIPT OF APPLICATION i.e. 30.11.2024:-

Dy. General Manager (Vigilance)	Assistant Manager (Vigilance)	Management Trainee	Senior Trainee	Trainee
Not exceeding 50 years*	Not exceeding 30 years*	Not exceeding 27 years*	Not exceeding 27 years*	Not exceeding 27 years*
S. No.	Category			Relaxation in age limit
1	Scheduled Caste/Scheduled Tribe			5 years
2	Other Backward Classes Non Creamy Layer			3 years
3	Persons With Disability (PWD)			10 years
4	Ex-Servicemen, Commissioned Officers including Emergency Commissioned Officers (ECOs)/ Short Service Commissioned Officers (SSCOs) who have rendered at least 5 years military service and have been released on completion of assignment otherwise than by way of dismissal or discharge on account of misconduct or inefficiency or physical disability attributable to military service or invalidment.			5 years
<p><i>* Not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017</i></p> <p>Note: Age relaxation/reservation for SC, ST, OBC, Ex-servicemen & PH will be applicable for caste / category mentioned in the Central List of Govt. of India and as per Government Rules & Guidelines issued time to time.</p>				

5.1 The OBC candidates who belong to "Creamy layer" are not entitled for concession/relaxation admissible to OBC category and such candidates should indicate their category as **General** only.

5.2 All Candidates belonging to SC/ST/OBC/EWS/PWD category shall produce self-attested copy of the caste/category certificate in the prescribed 'Central Government' format from the Competent Authority empowered to issue such certificate along with originals for verification at the time of documents verification/ Skill Test. OBC certificate shall be of a recent date (**issued on or after 01.04.2024**) with suitable mention about creamy layer / Non — Creamy layer status. (OBC candidates with certificate having the "Non-Creamy Layer Clause" only will be eligible for reservation as per Government of India guidelines). Income & asset certificate shall be provided by the candidates applying under EWS category.

5.3 The candidate's appointment / engagement will remain provisional subject to caste/category certificate for SC/ST/OBC/PwD and income & asset certificate for EWS being verified through proper channel and verification of testimonials. The candidate's services will be liable to be terminated forthwith without assigning any reason in case the above verification reveals that his/her claim for belonging to SC/ST/OBC/EWS/PWD category and other testimonials is found false. NSC also reserves its right to take such further action against the candidate, as it may deem proper, for production of such false certificates and testimonials.

5.4 The vacancies reserved for EWS category are tentative and appointment/ engagement of candidates against the reserved posts of EWS are subject to outcome of any litigations and/or directives of Govt. of India with regard to reservation to EWS category.

5.5 The minimum disability in case of PWD candidates is 40%. Sub-category of disability, i.e. (a) blindness and low vision; (b) deaf and hard of hearing; (c) locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) autism, intellectual disability, specific learning disability and mental illness; (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf-blindness in the posts identified for each disabilities is to be indicated. The PWD candidates shall possess a Certificate to this effect issued by the Board/countersigned by the Medical Superintendent/Chief Medical Officer/Head of Hospital of Government.

5.6. MAXIMUM AGE INCLUDING RELAXATION & RESERVATIONS SHOULD NOT BE BEYOND 56 YEARS AS ON LAST DATE OF ONLINE APPLICATION i.e. 30.11.2024

6. DETAILS OF SELECTION PROCESS:

(i) DEPUTY GENERAL MANAGER (VIGILANCE) AND ASSISTANT MANAGER (VIGILANCE):

Post	Stage 1	Stage 2	Stage 3	Remarks
Dy. General Manager (Vigilance)	Computer Based Test*	Documents Verification	Personal Interview	*Based on number of application received, the management of NSC reserves the right to conduct or not to conduct the Computer based test and candidates will be shortlisted and called directly for personal interview before the Selection Committee based on their documents for essential education qualification, experience and other related necessary documents for both OR any of the post.
Assistant Manager (Vigilance)	Computer Based Test*	Documents Verification	Personal Interview	

(ii) MANAGEMENT TRAINEE, SENIOR TRAINEES AND TRAINEES:

Post	Stage 1	Stage 2	Stage 3
Management Trainee*	Computer Based Test	Based on the marks/merit of CBT, candidates will be called for interview and document verification	Taking into together CBT and interview marks the candidate will be finally shortlisted for selection, if everything is found in order i.e. documents/certificates
Senior Trainee	Computer Based Test	Based on mark of CBT, candidates will be called for document verification.	Based on the merit of CBT, the candidate will be finally shortlisted for selection, if everything is found in order i.e. documents/certificates.
Trainee	Computer Based Test	Based on mark of CBT {(CBT & Skill test(s) in case of Trainee (Stenographer) / (HR)}, candidates will be called for document verification.	Based on the merit of CBT {(CBT & Skill test(s) in case of Trainee (Stenographer) / (HR)}, the candidate will be finally shortlisted for selection, if everything is found in order i.e. documents/certificates.

* The candidate will be called for interview based on his/her score in the CBT after taking into account the number of posts and zone of consideration and the weightage of Computer Based Test will be 70% and interview 30% for final selection merit list.

7. ONLINE APPLICATION:

A CANDIDATE SHOULD APPLY FOR ONLY ONE POST

8. PATTERN OF EXAMINATION:

The pattern of examination in Stage 1 above will be Computer Based Test (CBT).

- CBT duration – 90 minutes
- Total Number of questions in CBT – 100 Questions
- Part I – 70 Questions – Questions on Subject knowledge in respective discipline of the post
- Part II – 30 Questions – Questions on Aptitude, Reasoning, Current Affairs, General Knowledge, Computers (MS Office) and English Language.
- Marks per correct questions – 01 Mark per question
- Negative marks – 0.25 mark per wrong answer
- Maximum Marks – 100 marks
- Minimum Qualifying Marks – 35 marks out of 100 marks.

SHORTLISTING OF CANDIDATES: A candidate shall be shortlisted for further recruitment process only after securing minimum qualifying marks i.e. 35 marks out of 100 marks in CBT. Further, mere qualifying the examination i.e. scoring 35 marks out of 100 marks does not guarantee shortlisting of candidates for the applied post.

9. POST IDENTIFIED SUITABLE FOR PWD CATEGORY CANDIDATE:

The age concession to the persons with disabilities shall be admissible irrespective of the fact whether the post is reserved for person with disabilities or not, provided the post is identified suitable for the relevant category of disability.

S.No.	Designation / Group	Physical requirement	Identified categories and sub-categories from the list of PWBD category
1	Dy. General Manager (Vigilance)	S,ST,C,RW,H	OL,BL,OAL,LV
2	Asstt. Manager (Vigilance)	S,ST,C,RW,H	OL,BL,OAL,LV
3	Management Trainee (HR)	S,ST,W,SE,MF,C,RW	OA,OL,OAL,BL,LV,HH
4	Management Trainee (QC)	SE,MF,C,RW	HH,OL
5	Management Trainee (Elect. Engg.)	S,ST,BN,SE,W,MF,PP,L,KC,C,R,W	OL,HH
6	Senior Trainee (Vigilance)	S,ST,W,SE,H,C	OA,OL,OAL,BL,LV
7	Trainee (Agriculture)	ST,W,L,BN,MF	OL,LV,HH
8	Trainee (QC)	SE,MF,C,RW	HH,OL
9	Trainee (Marketing)	ST,W,L,BN,MF	OL,LV,HH
10	Trainee (HR)	S,W,MF,SE,RW,H	OA,OL,BL,LV,HH
11	Trainee (Stenographer)	S,ST,W,MF,SE,RW,H,C.	OA,OL,BL,OAL,LV
12	Trainee (Accounts)	S,W,MF,SE,RW,H,C	OL,BL,LV,HH
13	Trainee (Agri. Stores)	S,ST,W,L,PP,MF,SE,RW	OL,HH
14	Trainee (Engg. Stores)	S,ST,W,L,PP,MF,SE,RW	OL,HH
15	Trainee (Technician)	S,ST,BN,SE,RW,H,CL	HH

Abbreviation used:

1) S=Sitting, ST=Standing, SE= Seeing, W=Walking, BN=Bending, CRL=Crawling, CL=Climbing, JU=Jumping, L=Lifting, KC=Kneeling & Crouching, RW=Reading & Writing, MF=Manipulation by Fingers, PP=Puling & Pushing, C=Communication, H=Hearing.

2) OA=One arm affected, OL=One leg affected, OAL=One arm and one leg affected, BL=Both leg affected, LV=Low Vision, B=Blind, HH=Hard of Hearing

The post identified suitable for PwDs with duties & responsibilities are available on NSC website at <https://www.indiaseeds.com/doc-file/PWD-PD.pdf> Candidates of PwD category are advised to accordingly apply for the posts identified suitable as per their respective category/sub-category of PWD.

10. MODE OF APPLICATION:

Only **ONLINE APPLICATION** will be considered. No other mode of application shall be considered. The link for online application is available on official website of NSC i.e. www.indiaseeds.com

10.1 ELIGIBILITY BEFORE SUBMITTING ONLINE APPLICATION:

Before submitting the online application, the candidate must ensure that he/she fulfil all the eligibility criteria with respect to age , education qualification, work experience and other requirements as published in the online advertisement. If the candidate is not eligible, his/her candidature will be cancelled at any stage of the recruitment. If the candidate qualifies in the selection process and subsequently, it is found that he/she does not fulfil the eligibility criteria, his/her candidature will be cancelled and if appointed, service so obtained will be terminated without any notice or compensation.

10.2 INCORRECT / MISLEADING INFORMATION IN ONLINE APPLICATION:

Online application containing incorrect/misleading information will lead to the candidate being disqualified, as and when detected, irrespective of stage of selection process and will also lead to dismissal from service of NSCL, on its detection at any time after appointment. NSCL will not entertain any correspondence from these candidates.

10.3 VALID EMAIL ID AND MOBILE NUMBER FOR ONLINE APPLICATION:

The email id and mobile number entered in the online application form should remain active till completion of recruitment process. No change in the email id and mobile number will be allowed once registered, as all the communication will be made on registered email ID and mobile no. and candidate will be responsible for any communication gap due to change in email ID and mobile number of the candidate.

10.4 RETENTION OF ONLINE APPLICATION FORM:

Candidate has to retain a copy of his/her online application till completion of recruitment process.

11. ROLE & RESPONSIBILITY:

S. No.	Post	Role & responsibilities
1.	Dy. General Manager (Vigilance)	All the Middle managerial related functions and work
2.	Assistant Manager (Vigilance)	All the Junior Managerial related functions and work
3.	Management Trainee	All the Junior Managerial related functions and work
4.	Senior Trainee	All supervision & operational level work in Fields and Offices
5.	Trainee	All Operational Level work in Fields and Offices

However, any task / work / area of work as per the need of the Corporation on discretion of the Management can be assigned.

12. TYPE OF ENGAGEMENT:

Post	Engagement
Dy. General Manager (Vigilance)	Regular employment
Assistant Manager (Vigilance)	
Management Trainee	
Senior Trainee	01 year Training. After successful completion of training, candidates will be absorbed to the Regular post as mentioned below
Trainee	

Specific Terms & Conditions:

The period of training will be normally one-year duration subject to satisfactory performance and passing out various tests and carrying out different assignments satisfactorily during the period of training. In the event of failure to pass the prescribed tests, assignments or not satisfactorily performing the different assignments prescribed, the Management at its discretion, may extend the period of training by a maximum period of six months only. **Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future absorption**

Post	Terms & Conditions
Management Trainees	On successful completion of training period of one year and satisfactory performance during the training and personal interview, the Management Trainees may be considered for absorption as Assistant Manager in respective discipline in the scale of Pay of Rs. 40000-140000 /-. Selected candidates have to execute surety bond of Rs. 3,00,000/- (Rs. 1,50,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- to complete the training and to serve the Corporation for a minimum period of three years after successful completion of training period and absorption. Management Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.
Sr. Trainees	On successful completion of training period of one year and satisfactory performance during the training, the Sr. Trainees may be considered for absorption as Junior Officer – I in respective discipline in the scale of Pay of Rs. 22000-77000 /-. Selected candidates have to execute surety bond of Rs. 1,70,000/- (Rs. 85,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- for completing training period and to serve the Corporation for a minimum period of three years after successful completion of training period and absorption. Sr. Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.
Trainees	On successful completion of training period of one year and satisfactory performance during the training, the Trainees may be considered for absorption as Junior Executive in respective discipline in the scale of Pay of Rs. 17000-60000 /-. Selected candidates have to execute surety bond of Rs. 1,40,000/- (Rs. 70,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- for completing training period and to serve the Corporation for a minimum period of three years after successful completion of training period and absorption. Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.

12.1 For the post of Dy. General Manager (Vigilance) and Assistant Manager (Vigilance):

Selected candidates have to give consent in writing for accepting the offer of appointment within seven days of the receipt of the offer letter with an amount of Rs. 5,000/- as Security Money through Demand Draft in favour of National Seeds Corporation Limited, New Delhi which will be refunded on joining the post and in case of non-joining, the said money will be forfeited.

13. APPLICATION FEE:

A non-refundable fee of Rs. 500/- plus GST on Rs. 500/ plus processing fee *and* payment gateway charges on actual is applicable for Unreserved Category/EWS/OBC/Ex-Servicemen. Candidates belonging to any particular category of SC/ST/PWD are not required to pay the application fee, however, processing fee *and* payment gateway charges on actual is applicable for SC/ST/PWD and shall necessarily submit a photo copy of caste/disability certificate, as prescribed by Govt. of India, as the case may be, from a Competent Authority. Before applying a candidate must see the process of filling of online application as well as instructions related to payment process of fee. **(The Degree of Disability for PWD Candidates is 40% & above).**

14. GENERAL CONDITIONS & INFORMATION: (IMPORTANT TO READ)

1. Only Indian Nationals are eligible to apply.
2. Corporation reserves the right to modify/cancel/expand the whole process of this recruitment and selection process at any stage without assigning any reason or intimation. The NSCL may at its discretion, conduct re-written test/ skill test, wherever necessary in respect of a Centre / Venue and / or all Centers / candidates in case of any eventualities.
3. Number of posts can be increased or decreased as per the requirement of the Corporation. The recruitment process can be cancelled/suspended/terminated without assigning any reason. The decision of Management will be final and no appeal will be entertained.
4. Management reserves the right to reject the application without assigning any reason and to raise standard of specifications/percentage of marks to restrict the number of candidates to be called for Computer Based Test.
5. NSCL reserves the right not to select/engaged any of candidate(s) for the advertised post if suitable candidate is not found.
6. **Necessary assistance for access & seating will be provided to PWD candidates at the Computer Based Test / Skill Test Centre.**
7. Candidate(s) will be required to carry a Govt. issued photo identity proof for the Computer Based Test and skill/proficiency test. The original photo identity proof shall be checked and verified during the tests. A self attested photocopy of the same shall also be collected during Computer Based Test and skill / proficiency test. Candidates without valid Govt. photo identity proof like Pan card, Voter ID card, Aadhar card, Driving license etc shall not be allowed to appear in Computer Based Test and skill / proficiency test.
8. Electronic gadgets such as mobile phones, electronic wrist watches, wrist watch phones, multimedia watches, pagers, calculator, pen scanners or any other such electronic devices are not permitted inside the premises of Examination Hall. Any infringement of these instructions shall entail cancellation of their Candidature.
9. The final selection of the candidate in the Corporation will be subject to medically fit certification by the prescribed authority, verification of Character & Antecedents (C&A) and verification of Caste Certificate, **PWD** certificate and income & asset certificate for EWS.
10. Canvassing in any form shall be a disqualification.
11. No correspondence will be made with the candidates not selected.
12. The Maximum marks on the basis of which candidates to be called for Interview / Skill Test will be restricted and may not be uniform for all categories, disciplines and reserved categories as it depends upon the response of the candidates.

13. At any stage of this recruitment process including after recruitment or joining, if any of the following is detected, the said applicant will be liable to be disqualified, prosecuted and debarred for all appointments in NSCL and his/her application/appointment will be rejected forthwith: **If the applicant;**

- has provided wrong information or submitted false documents; or
- has suppressed relevant information; or
- does not meet the eligibility criteria prescribed for the post; or
- unfair means during the Recruitment process; or
- is found guilty of impersonation; or
- has created disturbance affecting the smooth conduct of the Computer Based Test at the test centre venue; or
- has uploaded non-human or irrelevant photograph.

14. Candidates are required to submit invariably **self-attested copy of the following certificates/documents as applicable to his/her case along with the print out of online application and admit card at the time of document verification/Skill Test with originals:-**

- Birth Certificate/SSC Mark Sheet as a proof of Date of Birth
- SSLC/SSC/HSC Mark Sheet
- Mark Sheets of (each year or each semester) UG Degree and convocation/Provisional Certificate.
- Mark Sheets & Certificates of all Educational, Professional and Technical Qualifications. Mark Sheet of each year or each semester is must.
- Computer Course Certificate of not less than 6 months duration.
- Transfer Certificate (TC)
- Experience Certificate/Service Certificate issued by the Employer indicating the period of service, nature of experience like full time/part time, designation and details of job or responsibilities clearly (if applicable).
- No Objection Certificate (NOC) from present employer - as applicable.
- Caste Certificate (SC/ST/OBC (Non-Creamy Layer) issued by the Competent Authority in the prescribed format by the Government.
- Income and Assets certificate to be produced by Economically Weaker Sections.
- Discharge Certificate in case of Ex-Servicemen
- Disability Certificate issued by the Competent Authority in the prescribed format in respect of Person with Disabilities (PWD).
- Any other relevant certificates (as applicable).

Note: Candidate has to retain a copy of his online application and admit card carefully till completion of recruitment process.

15. Issuance of an admit card for the examination will not confer any right for appointment. Appointment will be solely subject to fulfilment of all the eligibility conditions and qualifying in the selection criteria prescribed.

16. Only those candidates who are shortlisted for appearing in the CBT/document verification will be intimated at the communication address furnished by them in the application form. Applications without the required documents/information/fees/photograph or unsigned will not be considered.

17. In case of any dispute, legal jurisdiction shall be at New Delhi.

18. IN CASE OF ANY AMBIGUITY OR DISPUTE, DECISION OF CMD, NSCL WILL BE FINAL.

15. IMPORTANT DATES

a.	Commencement of online registration of application by candidate	26th October, 2024
b.	Last date for online application by candidate	30th November, 2024
c.	Computer Based Test (CBT)	22nd December, 2024 (Tentative)

ALL CANDIDATES ARE ADVISED TO REGULARLY CHECK THE NSC'S OFFICIAL WEBSITE WWW.INDIASEEDS.COM FOR ANY INFORMATION AND UPDATE ON THE RECRUITMENT PROCESS OF THE YEAR 2024.