

पी ए बी एक्स / PABX : 26588980, 26588707, 26589336,
26589873, 26589414, 26589745
फैक्स / FAX : 011-26588662, 011-26859791, 011-26589258

तार/GRAM: विज्ञानी/SCIENTIFIC
web-site : www.icmr.nic.in
E-mail : icmrhqds@sansad.nic.in



भारतीय आयुर्विज्ञान अनुसंधान परिषद
INDIAN COUNCIL OF MEDICAL RESEARCH
स्वास्थ्य अनुसंधान विभाग (स्वास्थ्य एवं परिवार कल्याण मंत्रालय)
DEPARTMENT OF HEALTH RESEARCH (MINISTRY OF HEALTH & FAMILY WELFARE)

वी. रामलिंगस्वामी भवन, अन्सारी नगर, पोस्ट बॉक्स 4911, नई दिल्ली-110 029
V.RAMALINGASWAMI BHAWAN, ANSARI NAGAR, POST BOX-4911, NEW DELHI-110029

No.6/15/2003-Admn.II

Dated:9.12.2016

To

The Directors/Directors-in-charge of
all ICMR Institutes/Centres

Subject:- Draft revised scoring criteria for Direct Recruitment of
Scientists/Directors –

Sir/Madam,

As you are aware, a Committee under the Chairmanship of Prof. Hasnain, VC, Hamdard University, Delhi was constituted to revise the existing scoring criteria for direct recruitment of Scientists and Directors so as to make the process transparent and objective. The criteria recommended by the Committee for various posts is enclosed.

You are requested to send yours and Scientists comments of your Institute/Centre to Dr. S. Mehendale, Addl. DG, by 26th December, 2016. From 1st January, 2017 revised scoring criteria will be implemented.

Yours faithfully,


(Agnes Xalxo)

Asstt. Director General (Admn.)
For Director General

Encl: as above.

INDIAN COUNCIL OF MEDICAL RESEARCH

REVISED SCORING CRITERIA FOR DIRECT RECRUITMENT OF SCIENTISTS

SCORING CRITERIA FOR SCIENTIST 'B' AND 'C'

Keeping in view the fact that several aspects about the candidate are to be considered for scientific posts that it would be appropriate to revise the distribution of marks for Scientist B and Scientist C as under:-

A.	Written Test	-	40 marks
B.	Publication, experience etc.	-	20 marks
C.	Personal discussion/ Interview	-	40 marks

The revised distribution would help in quantitative and qualitative assessment of the candidates. The detailed distribution of marks under the above heads viz. written test, personal discussion and Publications/ experience etc are as under:-

A) WRITTEN TEST

i) Marking Pattern

The written test would be of 100 marks consisting of 100 questions of one mark each for the correct answer. For each wrong answer 0.25 marks shall be deducted. Out of 100 questions, 90 questions shall be objective/MCQ type and 10 marks based on comprehension/analytical skill based on GRE pattern

- ii) Level of questions should be M.Sc/MBBS level
- iii) Questions will cover the areas as mentioned below:-
 - a) Biostatistics
 - b) Computing skills
 - c) General Scientific Knowledge
 - d) Current Affairs including developments in Biomedical Sciences
 - e) Common sense
 - f) Institute specific areas
 - g) Post specific areas
 - h) Fundamental knowledge
 - i) Subject specific knowledge

All the above mentioned subjects must be covered.

B) PUBLICATION, EXPERIENCE ETC. - 20 Marks

1) Publications - 10 marks

The distribution of marks shall be as under:-

- a) Number of indexed publications in Peer Reviewed Journals with SCI index – 0.25 marks for each publication and maximum shall be 2 marks
- b) If the impact factor of the journal is above 9, the candidate will be given 1.25 marks per publication subject to a maximum of 2.5 marks
- c) If the impact factor of the Journal is between 1.5 and 8.9, the candidate will be awarded 0.25 marks for each publication, subject to a maximum of 4.5 marks

d) If the impact factor (IF) of the journals is between 0.5 to 1.0, the candidate will be awarded 0.1 marks for each publication, subject to a maximum of 2.0 marks.

The cumulative total marks under this category will not exceed 10.

2) Research/Teaching/Service Experience - Maximum marks 2

For each year of experience after the qualifying degree the candidate will be awarded 0.5 marks.

3) Awards/Grants received - Maximum Marks 3

The distribution of marks shall be as under:-

- i) SRF/RA/PDF awarded by DBT/ICMR/UGC/DST/DST/CSIR – 0.5 Marks each
- ii) JRF / ICMR JRF/DST Inspire Award - 0.5 Marks each
- iii) INSA Young Scientist Award - 0.5 Marks
- iv) MNAS/NAS (Allahabad)/MNMS/NAMS/Associate of IASc (Bangalore) - 0.5 Marks each
- v) Patents granted - 0.5 Marks each
- vi) National and International Grant - 0.5 Marks each

4) Extra qualification - 5 marks

The distribution shall be as under:-

- a) Ph.D/M.D./M.S./DNB - 2.5 marks for each degree
- b) Postgraduate diploma in medical subjects/M.Phil/M.P.H.- 1.5 Marks for each diploma/degree
- C) PERSONAL DISCUSSION - 40 Marks

The Selection Committee shall interview the candidate and award marks as mentioned below:-

- a) Comprehension skills - 5 marks
- b) Oral communication skill - 5 marks
- c) General Behaviour/Presentation/Attitude - 5 marks
- d) Subject knowledge/understanding - 20 marks
- e) Awareness about ICMR/DHR/Institute/Position - 5 marks

Revised distributions of marks for Scientist 'D', 'E' & 'F is as under:-

A. Publication	25 marks
B. Extra-mural Grants	10 marks
C. Awards	10 marks
D. Impact of the Publications	15 marks
E. Personal discussion	40 marks

For direct recruitment of Scientist 'D'.

A. PUBLICATION

Maximum Marks **25**

The distribution of marks under this heading shall be as under:

- i. For each indexed publication 0.25 marks will be given subject to a maximum of 10 marks.
- ii. If the journal impact factor (IF) is 9 and above, 1.25 marks per publication will be given, subject to a maximum of 7.5 marks.
- iii. If the impact factor of the Journal is between 1.5 and 8.9, the marks awarded would be 0.25 marks per publication, subject to a maximum of 7.5 marks.

If the candidate is not a Corresponding/Co-Corresponding or First/Co-First Author the total marks under this category will be reduced by 50%. IF will be as per Thompson Reuters.

B. EXTRA-MURAL GRANTS

Maximum Marks 10

- i. National Grant (DBT/ DST/ ICMR/CSIR or any other govt. Agency etc).
 - (a) If grant value is between Rs 1 - 25 lakhs, the candidate will be given 1.0 marks per grant, subject to a maximum of 10 marks
 - (b) If grant value is more than Rs 25 lakhs, the candidate will be given 3 marks per grant, subject to a maximum of 9 marks

Total of a) and b) will be added and it should not exceed 10 marks.

If the candidate is not a PI in any of these grants but is a Co-PI, the marks will be reduced by 25% and if he/she is a Co-Investigator, the marks will be reduced by 50%.

C. AWARDS (NATIONAL/INTERNATIONAL RECOGNITIONS ETC.)

Maximum Marks 10

- i) Any National Award (ICMR/DBT/CSIR/DST, etc) 2.5 marks for each award subject to a maximum of 5 marks.
- ii) Membership of Editorial Boards of Journals of impact factor greater than 1, the Candidate will be awarded 0.5 marks subject to a maximum of 2.
- iii) Membership of National Academies (NAMSC, MNASI) the Candidate will be awarded 1.0 marks, subject to a maximum of 1.0.
- iv) Ph.D guide recognition by a University, 0.5 marks per recognition subject to a maximum of 2.

The Total maximum marks under this category will not be more than 10.

D. IMPACT OF PUBLICATIONS

Maximum Marks 15

Impact of the Candidate's publications will be assessed based on the three parameters defined below:

i. Average Citations per paper will carry a maximum 5.0 marks as mentioned below.

The Average citation will be calculated as:

$$\text{Average Citation} = \frac{\text{Total number of citations}}{\text{Total number of indexed papers}}$$

- a. If the Average citation is between 1-3 ; the candidate will get 1.5 mark.
- b. If the Average citation is between 4-7 the candidate will get 3.0 marks
- c. If the Average citations are more than 8; the candidate will get 5.0 marks

ii. Number of Citation Classics — A published paper which has been cited at least 100 times is referred to as a Citation Classic. For each Citation Classic, 1.0 mark will be awarded with a maximum of 5 marks.

iii. Total Citations of the Candidates publications: Under this category a candidate will get maximum 5 marks.

- a. Total Citations are <100, candidate will get 0.5 marks
- b. Total Citations are between 100 and 999, candidate will get 1.0 mark
- c. Total Citations are between 1000 and 2500, candidate will get 1.5 marks
- d. Total Citations are between 2501 and 5000, candidate will get 2.0 marks
- e. Total Citations are between 5001-10,000, candidate will get 4.0 marks
- f. Total Citations are >10001, candidate will get 5 marks

Citations will be as per Thomson Reuters Citation Analysis.

E. PERSONAL DISCUSSION

Maximum Marks 40

Personal discussion will be based on the assessment of the Search-cum-Selection Committee which will interview the candidate on the following criteria and then award cumulative marks subject to a maximum of 40 marks.

- | | |
|---|-----|
| a. Comprehension Skills | 7.5 |
| b. Oral Communication Skills | 7.5 |
| c. General Behaviour/Attitude/Positive outlook | 5 |
| d. Domain Knowledge and understanding of Subject | 15 |
| e. Awareness about ICMR Policies/GFR/Gen Administration - | 5 |

Thereafter the Committee made the following recommendation for recruitment of **Scientist 'E'** and **'F'**.

A. PUBLICATION**Maximum Marks 25**

The distribution of marks under this heading shall be as under:-

- iv. For each indexed publication 0.20 marks will be given subject to a maximum of 10 marks.
- v. If the journal impact factor (IF) is 9 and above, 1.25 marks per publication will be given, subject to a maximum of 7.5 marks.
- vi. If the impact factor of the Journal is between 1.5 and 8.9, the marks awarded would be 0.25 marks per publication, subject to a maximum of 7.5 marks.

If the candidate is not a Corresponding/Co-Corresponding or First/Co-First Author the total marks under this category will be reduced by 50%. IF will be as per Thompson Reuters.

B. EXTRAMURAL GRANTS**Maximum Marks 10**

- i. International Grant (Wellcome Trust, NIH, WHO, INSERM, EU, etc.) 2.0 marks per grant.
- ii. National Grant (DBT/ DST/ ICMR/CSIR or any other govt. Agency etc).
 - (a) If grant value is between Rs 1 - 10 lakhs, the candidate will be given 2.0 marks
• per grant, subject to a maximum of 2 marks
 - (b) If grant value is more than Rs 10 lakhs but less than 50 lakhs, the candidate will be given 1.0 Marks per grant, subject to a maximum of 0.75 marks
 - (c) If grant value is more than Rs 50 lakhs and 1 Crore, the candidate will be given 3 marks per grant, subject to a maximum of 10 marks.

Total of i) and ii) will be added and it should not exceed 10 marks.

If the candidate is not a PI in any of these grants but is a Co-PI, the marks will be reduced by 25% and if he/she is a Co-Investigator, the marks will be reduced by 50%.

C. AWARDS (NATIONAL/INTERNATIONAL RECOGNITIONS ETC.)**Maximum Marks 10**

- i) Fellowship of National/International Academies (FNA, FAMS, FASc, FNASc) 2 marks per fellowship;
- ii) Major awards (Shanti Swarup Bhatnagar Prize, Ramalingaswami Fellow, J. C. Bose) 2 marks per award subject to a maximum of 4 marks.

- iii) Other National Awards (ICMR/DBT/CSIR/DST, etc) 1.5 marks for each award subject to a maximum of 3 marks.
- iv) Membership of Editorial Boards of Journals of impact factor greater than 1, the Candidate will be awarded 0.25 marks subject to a maximum of 1.
- v) Membership of National Academies (NAMSC, MNASI) the Candidate will be awarded 0.25 marks, subject to a maximum of 0.5.
- vi) Membership of Expert Committees/Governing Councils (ICMR/DBT/DST/CSIR/other Govt. Bodies and Institutions) Candidate will be awarded 0.25 marks for each Committee subject to a maximum of 1.5 marks.
- vii) Institutional Administrative responsibilities the Candidate will be awarded 0.2 marks, subject to a maximum of 1 mark.

The Total maximum marks under this category will not be more than 10.

D. IMPACT OF PUBLICATIONS

Maximum Marks 15

Impact of the Candidate's publications will be assessed based on the three parameters defined below:

- iv. Average Citations per paper will carry a maximum 5.0 marks as mentioned below.

The Average citation will be calculated as:

$$\text{Average Citation} = \frac{\text{Total number of citations}}{\text{Total number of indexed papers}}$$

- b. If the Average citation is between 1-3 ; the candidate will get 1.5 mark.
 - b. If the Average citation is between 4-7 the candidate will get 3.0 marks
 - c. If the Average citations are more than 8; the candidate will get 5.0 marks
- v. Number of Citation Classics — A published paper which has been cited atleast 100 times is referred to as a Citation Classic. For each Citation Classic, 1.0 mark will be awarded with a maximum of 5 marks.
- vi. Total Citations of the Candidates publications: Under this category a candidate will get maximum 5 marks.
 - b. Total Citations are <100, candidate will get 0.5 marks
 - b. Total Citations are between 100 and 999, candidate will get 1.0 mark
 - c. Total Citations are between 1000 and 2500, candidate will get 1.5 marks
 - d. Total Citations are between 2501 and 5000, candidate will get 2.0 marks
 - e. Total Citations are between 5001-10,000, candidate will get 4.0 marks
 - 1. Total Citations are >10001, candidate will get 5 marks

Citations will be as per Thomson Reuters Citation Analysis.

E. PERSONAL DISCUSSION

Maximum Marks 40

Personal discussion will be based on the assessment of the Search-cum-Selection Committee which will interview the candidate on the following issues and then award cumulative marks subject to a maximum of 30 marks.

- | | |
|---|----|
| f. Comprehension Skills | 6 |
| g. Oral Communication Skills | 6 |
| h. General Behaviour/Attitude/Positive outlook | 5 |
| i. Domain Knowledge and understanding of Subject | 18 |
| j. Awareness about ICMR Policies/GFR/Gen Administration | 5 |

SCORING CRITERIA FOR DIRECTOR'S POST

Total transparency in the Selection of Directors of the Institutes/Centres/Hqrs. is required as it is a very important and senior most position in the ICMR Institutions.

1. Applicants for Director position must have served for a minimum of 3 years as Scientist 'F' in the ICMR set up or equivalent position in other Institutions under the Govt. of India while those from the Universities/IIT's must have 5 years of service as a Full Professor in the Grade pay of Rs.8700 to be eligible to apply for Director position.

2. Candidates who are applying for Director Position should have at least Minimum of 3 years of service left at the time of applying and in exceptional cases the Director General, ICMR can waive this age requirement in public interest/ interest of the ICMR.

3. The distributions for the various components proposed are as follows.
 - A. Publication - 25 marks
 - B. Extra-mural Grants - 15 marks
 - C. Awards - 10 marks
 - D. Impact of the Publications - 10 marks
 - E. Translational Impact of the work - 10 marks
 - F. Personal discussion - 30 marks

Of these above sub-headings A, B, C and D would be computed by the ICMR Headquarter based on the details given below, whereas for items E and F marks will be awarded by the Search-cum-Selection Committee.

A. PUBLICATION

Maximum Marks 25

The distribution of marks under this heading shall be as under:-

- i. For each indexed publication 0.1 marks will be given subject to a maximum of 10 marks.
- ii. If the journal impact factor (IF) is 9 and above, 1.25 marks per publication will be given, subject to a maximum of 7.5 marks.
- iii. If the impact factor of the Journal is between 1.5 and 8.9, the marks awarded would be 0.25 marks per publication, subject to a maximum of 7.5 marks.

If the candidate is not a Corresponding/Co-Corresponding or First/Co-First Author total marks under this category will be reduced by 50%. IF will be as per Thompson Reuters.

B. EXTRA-MURAL GRANTS

Maximum Marks 15

- i. International Grant (Wellcome Trust, NIH, WHO, INSERM, EU, etc.) 4.0 marks per grant.
- ii. National Grant (DBT/ DST/ ICMR/CSIR or any other govt. Agency etc).

- (a) If grant value is between Rs 1 - 10 lakhs, the candidate will be given 0.25 marks per grant, subject to a maximum of 1.5 marks
- (b) If grant value is more than Rs 10 lakhs but less than 50 lakhs, the candidate will be given 0.5 marks per grant, subject to a maximum of 3 marks
- (c) If grant value is between Rs 50 lakhs and 1 Crore, the candidate will be given 1.5 marks per grant, subject to a maximum of 4.5 marks.
- (d) If grant value is more than 1 Crore the candidate will be given 2.5 marks per grant subject to a maximum of 7.5 marks.

Total of i) and ii) will be added and it should not exceed 15 marks.

If the candidate is not a PI in any of these grants but is a Co-PI, the marks will be reduced by 25% and if he/she is a Co-Investigator, the marks will be reduced by 50%.

C. AWARDS (NATIONAL/INTERNATIONAL RECOGNITIONS ETC.)
Maximum Marks - 10

- i) Fellowship of National/International Academies (FNA, FAMS, FASc, FNASc)
1 marks per fellowship;

ii) Major awards (Shanti Swarup Bhatnagar Prize, Ramalingaswami Fellow, J. C.

Bose) 1.5 marks per award subject to a maximum of 3 marks.

iii) Other National Awards (ICMR/DBT/CSIR/DST, etc) 1 marks for each award subject to a maximum of 2 marks.

iv) Membership of Editorial Boards of Journals of impact factor greater than 1, the Candidate will be awarded 0.25 marks subject to a maximum of 1.

v) Membership of National Academies (NAMSC, MNASI) the Candidate will be awarded 0.25 marks, subject to a maximum of 0.5.

vi) Membership of Expert Committees/Governing Councils (ICMR/DBT/DST/CSIR/other

Govt. Bodies and Institutions) Candidate will be awarded 0.25 marks for each Committee subject to a maximum of 1.5 marks.

vii) Institutional Administrative responsibilities the Candidate will be awarded 0.2 marks, subject to a maximum of 1 mark.

The Total maximum marks under this category will not be more than 10.

D. IMPACT OF PUBLICATIONS

Maximum Marks 10

Impact of the Candidate's publications will be assessed based on the three parameters defined below:

i. Average Citations per paper will carry a maximum 3.0 marks as mentioned below.

The Average citation will be calculated as:

$$\text{Average Citation} = \frac{\text{Total number of citations}}{\text{Total number of indexed papers}}$$

- a. If the Average citation is between 1-5; the candidate will get 1 mark.
- b. If the Average citation is between 6-10; the candidate will get 2 marks
- c. If the citations are more than 11; the candidate will get 3 marks

ii. Number of Citation Classics – A published paper which has been cited at least 100 times is referred to as a Citation Classic.

- a. Candidate having between 1-5 Citation Classics will be awarded 1 mark
- b. Candidate having between 6-10 Classics will be awarded 2 marks
- c. Candidate having >10 Citation Classics will be awarded 4 marks

iii. Total Citations of the Candidates publications :

- a. Total Citations are <100, candidate will get Zero marks
- b. Total Citations are between 100 and 999, candidate will get 0.5 mark
- c. Total Citations are between 1000 and 2500, candidate will get 1.0 mark
- d. Total Citations are between 2501 and 5000, candidate will get 1.5 marks
- e. Total Citations are between 5001-10,000, candidate will get 3.0 marks

f. Total Citations are >10001, candidate will get 5 marks

Citations will be as per Thomson Reuters Citation Analysis.

E. TRANSLATIONAL IMPACT OF THE CANDIDATE'S WORK Maximum
Marks 10

This will be measured by the Search-cum-Selection Committee based on any product developed, Drugs/Vaccines produced, Monographs/Reports produced by the Candidate that has led to policy intervention or any other major programmes adopted by the ICMR.

F. PERSONAL DISCUSSION Maximum Marks 30

Personal discussion will be based on the assessment of the Search-cum-Selection Committee which will interview the candidate on the following issues and then award cumulative marks subject to a maximum of 30 marks.

- | | | |
|---|---|----|
| a. Comprehension Skills | - | 5 |
| b. Oral Communication Skills | - | 5 |
| c. General Behaviour/Attitude/Positive outlook | - | 5 |
| d. Domain Knowledge and understanding of Subject | - | 10 |
| e. Awareness about ICMR Policies/GFR/Gen Administration | - | 5 |