



भा.कृ.अनु.प- केन्द्रीय मीठाजल जीवपालन अनुसंधान संस्थान
I.C.A.R-Central Institute of Freshwater Aquaculture
कौशल्यागंग, भुवनेश्वर-751002, ओड़ीशा
Kausalyaganga, Bhubaneswar-751002, Odisha

File No.: A-12024/3/2026-Est.I-CIFA

Date: 20.08.2026

WALK-IN-INTERVIEW (Advt. No. 14/2026-27)

The ICAR-Central Institute of Freshwater Aquaculture, Kausalyaganga, Bhubaneswar, Odisha invites applications through **Online mode** for engagement of following project personnel, purely on contractual basis to work under the **Gates Foundation-funded project** entitled “*Productive, Profitable, and Resilient Aquaculture Systems*” at ICAR-CIFA, Bhubaneswar as per details given below:

Sl. No	Duration of engagement	Position	Emoluments	Qualification	Age Limit (as on date of interview)	Date of interview and venue
1.	Initially, up to one year, or until further requirement or termination of the project, whichever is earlier. Extendable based on satisfactory performance, project requirement, and availability of funds.	Project Manager 01(One)	Rs. 1,00,000/- per month (Consolidated)	Essential: • Doctoral Degree in Science or Master's degree in Management/ Agribusiness Management or related discipline. Desirable: • Minimum 5-10 years of experience in aquaculture/ Agriculture project implementation or management. Experience in societal development project management, monitoring/ reporting, documentation, finance/ procurement follow-up, and strong leadership, financial and regulatory management skills. • Planning, budgeting, scheduling, and monitoring progress using tools like MS project or Trello. Fisheries/ aquaculture project experience preferred.	The Upper age limit will be 55 years on the last date of application.	a. Closing date and time for submission of application 05.09.2026 by 17.00 Hrs. b. Date of Interview: 17.09.2026 from 10.00 AM to 05.00 PM for <u>Project Manager/ Research Associate-I (RA-I)/ Senior Research Fellow (SRF) and</u> 18.09.2026 from 10.00 AM to 05.00 PM for <u>Junior Research Fellow (JRF)/ Field Assistant and Finance/ Accounting Associate</u> c. Venue: ICAR-CIFA, Kausalyaganga, Bhubaneswar- 751002
2.		Research Associate-I (RA-I) 03(Three)	Rs. 58,000/- + HRA as per the GOI rule	Essential: • Ph.D in Fisheries/ Aquaculture/ Fish/ Human Genetics/ Animal Genetics/ Fish Health/ Statistics/ Biotechnology/ Data Science/ Bioinformatics/ Microbiology/ Life Sciences/ Zoology/ Genomics or allied discipline, as per ICAR project norms, and with at least 2 years of post-Ph.D. research experience and at least one first-author SCI-indexed research publication. OR	The upper age limit will be 40 years for Men and 45 years for women as on the last date of application, with relaxation to SC/ST/OB C/ PWD as per the GOI. rules as of the	

				M. Tech (Biotechnology/ Genomics) with 5years of research, teaching, and design & development experience, and at least one first-author SCI-indexed research publication. Desirable: - Experience in carp breeding, genetics, challenge tests, wet-lab/ molecular work, and data analysis/ bioinformatics analysis. - Publications in SCI Journal	date of the interview.	
3		Senior Research Fellow (SRF) 2(Two)	Rs. 42,000/- + HRA as per the GOI rule	Essential: - Master's in Fisheries/ Aquaculture/ Fish/ Human/ Animal Genetics/ Fish Health/ Biotechnology/ Data Science/ Bioinformatics/ Microbiology/ Life Sciences/ Zoology/ Genomics/ or allied discipline, as per ICAR/project norms, or a related discipline with 2 years of research experience. <i>Applicants should also have qualified for one of the following: CSIR/UGC/DBT/ DST/ ICMR/ ICAR National Eligibility Test, GATE, or equivalent national-level exams.</i> Desirable: - Working knowledge of advanced quantitative genetics, molecular biology, biotechnology, and challenge test - Experience in survey design, questionnaire preparation, field data collection, data entry, data cleaning, and database management. - Proficiency in statistical and econometric analysis using software such as R, SPSS, STATA, SAS, or similar packages.	The upper age limits will be 35 Years for Men and 40 Years for Women on the last date of application with relaxation to SC/ST/OB C/ PWD as per the GOI rules as of the date of the interview .	

4.		Junior Research Fellow (JRF) 01 (One)	Rs. 37,000/- + HRA as per the GOI rule	Essential: • M.Tech/ M.Sc./ MCA in Computer Application or Computer Science from a recognized university. • Candidates with M. Tech in Information Technology/ Data Science/ Computational Biology/ Bioinformatics allied discipline, as per ICAR/ Project norms or a related discipline • <i>Applicants should also have qualified for one of the following: CSIR/ UGC/ DBT/ DST/ ICMR/ ICAR National Eligibility Test, GATE, or equivalent national-level exams.</i> Desirable: • Working knowledge of fisheries and aquaculture, Automation, AI/ML, • Experience in data entry, data cleaning, and database management. • Proficiency in statistical and econometric analysis using software such as R, SPSS, STATA, SAS, or similar packages.	The upper age limits will be 35 Years for Men and 40 Years for Women on the last date of application with relaxation to SC/ST/OB C/ PWD as per the GOI rules as of the date of the interview	
5.		Junior Research Fellow (JRF) 01 (One)	Rs. 37,000/- + HRA as per the GOI rule	Essential: • Master's degree in Science Communication, Journalism and Mass Communications, Public Relations, or Media Studies from a recognized university. • Candidates with a Master's in Life Sciences/ Fisheries/ Environmental Science/ Agricultural Extension, having formal training or experience in science communication or media writing, may also be considered. • <i>Applicants should also have qualified for one of the following: CSIR/ UGC/ DBT/ DST/ ICMR/ ICAR National Eligibility Test, GATE, or equivalent national-level exams.</i>	The upper age limits will be 35 Years for Men and 40 Years for Women on the last date of application with relaxation to SC/ST/OB C/ PWD as per the GOI rules as of the date of the interview	

				Desirable: - Working knowledge of science communications. - Experience in survey design, questionnaire preparation, field data collection, data entry, data cleaning and database management.		
6.		Field Assistant 05(Five)	Rs. 27,000/- Per month + HRA as per the GOI rule	Essential: - Bachelor's degree in fisheries (B.F.Sc.)/ Microbiology/ Zoology/ Data Science/ Computer application/ Artificial Intelligence and Machine Learning, Life Sciences, with relevant fish farm/ hatchery experience. Desirable: - Experience in pond/ hatchery management, fish handling, feeding, water-quality monitoring, netting, and field records.	The Upper age limit will be 50 years on the last date of application.	
7.		Finance/ Accounting Associate 01(One)	Rs. 27,000/- Per month + HRA as per the GOI rule	Essential: - Bachelor's degree in Commerce, Finance, Accounting, or Business Administration from a recognized university. Desirable: - Proficiency in Tally ERP, MS Excel, and financial management software. - Strong understanding of bookkeeping, ledger maintenance, and financial reporting. - Knowledge of GST, TDS, and other statutory compliances. - Minimum 2-3 years of experience in project accounting, preferably in research, development, or donor-funded projects.	The Upper age limit will be 50 years on the last date of application.	

Note: The detailed nature of work and project-linked responsibilities for each position are provided below. The number of posts may be increased, decreased, not filled, or modified depending on project requirement, administrative approval, and availability of funds.

Detailed nature of work/ project-linked responsibilities:

Sl. No.	Positions	Detailed nature of work
1.	Project Manager	• Coordinate overall project implementation at ICAR-CIFA and demonstration sites under the project. • Prepare and maintain work plans, activity calendars, meeting records, action-taken reports, and progress reports. • Coordinate with PI/ Co-PIs, finance/ procurement sections, partners, hatchery teams, field staff, and demonstration-site teams. • Track milestones, training, field demonstrations, data submission, evidence records, compliance files, and reporting deadlines. • Support documentation of innovations, success stories, field evidence, photographs, and donor/project reporting material.
2	Research Associate-I	• Plan and execute work related to fish breeding, Fish Genetics, Fish Biotechnology, selective breeding, challenge test, and aquaculture. • Support production and rearing of full-sib families, PIT tagging, brood stock development, nursery rearing, and communal pond rearing. • Conduct/ supervise <i>Aeromonas hydrophila</i> challenge tests, fish-health observations, and experimental data recording. • Undertake PCR, gene-expression work, muscle-fat extraction/profiling, and allied wet-lab activities. • Develop experiment-wise databases, breeding records, demonstration records, and technical progress reports; guide SRF/ JRF/ field staff.
3	Senior Research Fellow(SRF)	• Perform rearing of experimental spawn, fry, fingerlings, and broodstock under breeding and aquaculture experiments. • Assist Research Associates in selective breeding, full-sib family production, <i>Aeromonas</i> challenge tests, and related experimental work. • Record pond water quality, feeding, growth, survival, health and husbandry information. • Assist in muscle-fat analysis, gene-expression studies, sample collection, sample processing, and laboratory documentation. • Support follow-up of on-farm demonstrations of improved varieties and aquaculture management practices.
4.	Junior Research Fellow(JRF)	• Conduct field surveys and collect socioeconomic, production, cost, return, price, marketing, and technology-adoption data from fish farmers and aquaculture value-chain stakeholders. • Assist in questionnaire preparation, sampling, field coordination, stakeholder interaction, and follow-up of on-farm demonstrations. • Undertake data entry, coding, validation, cleaning, and maintenance of project databases and survey records. • Assist in statistical and economics analysis, preparation of tables and charts, interpretation of results, and drafting of project reports and documentation.

5	Field Assistant	• Support pond, wet-lab, and hatchery management for broodstock, full-sib families, seed rearing, and grow-out demonstrations. • Assist in feeding, water-quality observation, fish-health observation, sampling, netting, grading, counting, and transport support. • Maintain daily records on feeding, water quality, mortality, survival, growth, input use, and site-level activities. • Assist in seed supply coordination, field demonstrations, farmer training, geotagged photo documentation, and beneficiary/ site follow-up. • Support maintenance of farms, hatchery, field equipment, and demonstration-site material as instructed by scientific/ project staff.
06	Finance/ Accounting Associate	• Maintain project financial records, vouchers, bills, utilization details, budget ledgers, and expenditure statements. • Support budget-burn tracking, monthly financial summaries, payment/ procurement documentation, and finance-section coordination. • Assist the Project Manager and the PI office in grant financial reporting, audit preparation, compliance files, and fund-wise expenditure reconciliation. • Maintain soft and hard copies of approvals, sanctions, bills, travel claims, procurements files, and financial correspondence.

Interested candidates should submit their application form online along with self-attested copies of all their Certificates/Marks Sheets/Experience certificate. **The original certificates and proof of age and caste/category, if applicable, shall be produced at the time of interview for verification.** The selected candidate may also be required to work in rural areas and travel extensively as part of the work. No TA/DA will be paid for attending the interview. No interim enquiries will be entertained. Canvassing in any form will render the candidate disqualified for the position. The above engagements are purely temporary and contractual and will stand terminated automatically upon completion of the period indicated in the selection offer, or as otherwise intimated subsequently, subject to project requirements, Satisfactory performance, and availability of funds. The candidate will not have any right for absorption in ICAR-CIFA/ICAR. The selected candidate may have to join immediately. The Director, ICAR-CIFA reserves the right to cancel the recruitment process. The Director's decision will be final and binding in all respects. For further details, please visit to ICAR-CIFA website: <http://www.cifa.nic.in>.
<https://cifa.nic.in/online-application-for-project-personnel/>

Principal Investigator

Evaluation criteria for short listing and final selection of the candidates for Senior Research Fellow(SRF)/ Junior Research Fellow(JRF)

1. Evaluation method:

Scorecard for the selection of SRF/JRF at ICAR-CIFA Bhubaneswar						
Criteria	Educational Qualification				Desirable Qualifications	Personal Interview
Total marks	40 Marks				20 Marks	40 Marks
Breakup	10 th (Secondary)	12 th (10+2) Higher secondary	Graduation (Bachelors)	Post Graduation	Research/ Work Experience	100 Marks
	(I)	(II)	(III)	(IV)	(V)	
Maximum marks	10	10	10	10	20	

2.1. Essential Educational (Academic) Qualification : 40 marks

For essential educational qualifications, based on Percentage Marks / OGPA / Grade obtained, in 10th, 10+2, Graduation and Post-Graduation the marks will be awarded as follows:

Marks or OGPA or Grade obtained	Marks to be awarded
Marks >90 and upto 100% or OGPA >9.0 and upto 10.0 or Grade-A1	Ten (10)
Marks >80 and upto 90% or OGPA >8.0 and upto 9.0 or Grade-A2	Nine (9)
Marks >70 and upto 80% or OGPA >7.0 and upto 8.0 or Grade-B1	Eight (8)
Marks >60 and upto 70% or OGPA >6.0 and upto 7.0 or Grade-B2	Seven (7)
Marks >50 and upto 60% or OGPA >5.0 and upto 6.0 or Grade-C1	Six (6)
Marks >40 and upto 50% or OGPA >4.0 and upto 5.0 or Grade-C2	Five (5)
Marks from 30 and upto 40% or OGPA from 3.0 and upto 4.0 or Grade-D1	Four (4)
Marks <30% or OGPA (<3.0) or Grade- D2	Zero (0)

2.2. Desirable Qualifications : 20 marks

Research/ Work Experience (Certificate should be obtained from previous employer, experience during M.Sc. or Ph.D will not be considered)

(a) Research / Work Experience : 20 marks

Duration of Experience	Marks to be awarded
Any duration less than 6 months	Zero (0)
For six months experience	Three (3)
> 0.5 to 1.0 year	Six (6)
>1.0 to 1.5 year	Nine (9)
>1.5 to 2.0 year	Twelve (12)
>2.0 to 2.5 year	Fifteen (15)
>2.5 to 3.0 year	Eighteen (18)
>3.0 year	Twenty (20)

3. Personal Interview : 40 marks

Note: Final selection will be based on marks obtained in educational qualification, research/work experience, and the candidate's performance in the interview, taken together in order of merit.

Tie-breaking Principles

A. For shortlisting the candidates for interview:

- a) In a case where the total marks obtained in r/o column No. I to V are equal, the candidate senior in age will be ranked higher.
- b) Further, if the candidates are of same age, the candidate securing more total marks in r/o column No. IV and V will be ranked higher.

For final selection of the candidates:

- a) In a case of the overall equal marks, the candidate senior in age will be ranked higher.
- b) Further, if the candidates are of same age, the candidate who has obtained higher marks in respect of educational qualification/ experience while shortlisting the candidates will be ranked higher.

Evaluation criteria for short listing and final selection of the candidates for Project Manager/ Research Associate-I(RA-I)

1. Evaluation method:

Scorecard for the selection of Research Associate-I(RA-I) at ICAR-CIFA Bhubaneswar								
Criteria	Educational Qualification					Desirable Qualifications	Personal Interview	Total
Total marks	50 Marks					20 Marks	30 Marks	100 Marks
Breakup	10 th (Secondary)	12 th (10+2) Higher secondary	Graduation (Bachelors)	Post Graduation	Ph.D	Research/ Work Experience		
	(I)	(II)	(III)	(IV)	(IV)	(V)		
Maximum marks	10	10	10	10	10	20		

2.1 Essential Educational (Academic) Qualification : 50 marks

For essential educational qualifications, based on Percentage Marks / OGPA / Grade obtained, in 10th, 10+2, Graduation and Post-Graduation the marks will be awarded as follows:

Marks or OGPA or Grade obtained	Marks to be awarded
Marks >90 and upto 100% or OGPA >9.0 and upto 10.0 or Grade-A1	Ten (10)
Marks >80 and upto 90% or OGPA >8.0 and upto 9.0 or Grade-A2	Nine (9)
Marks >70 and upto 80% or OGPA >7.0 and upto 8.0 or Grade-B1	Eight (8)
Marks >60 and upto 70% or OGPA >6.0 and upto 7.0 or Grade-B2	Seven (7)
Marks >50 and upto 60% or OGPA >5.0 and upto 6.0 or Grade-C1	Six (6)
Marks >40 and upto 50% or OGPA >4.0 and upto 5.0 or Grade-C2	Five (5)
Marks from 30 and upto 40% or OGPA from 3.0 and upto 4.0 or Grade-D1	Four (4)
Marks <30% or OGPA (<3.0) or Grade- D2	Zero (0)

2.2. Desirable Qualifications : 20 marks

Research/ Work Experience (Certificate should be obtained from previous employer, experience during M.Sc. or Ph.D will not be considered)

(a) Research / Work Experience : 20 marks

Duration of Experience	Marks to be awarded
Any duration less than 6 months	Zero (0)
For six months experience	Three (3)
> 0.5 to 1.0 year	Six (6)
>1.0 to 1.5 year	Nine (9)
>1.5 to 2.0 year	Twelve (12)
>2.0 to 2.5 year	Fifteen (15)
>2.5 to 3.0 year	Eighteen (18)
>3.0 year	Twenty (20)

3. Personal Interview : 30 marks

Note: Final selection will be based on marks obtained in educational qualification, research/work experience, and the candidate's performance in the interview, taken together in order of merit.

Tie-breaking Principles

A. For shortlisting the candidates for interview:

- In a case where the total marks obtained in r/o column No. I to V are equal, the candidate senior in age will be ranked higher.
- Further, if the candidates are of same age, the candidate securing more total marks in r/o column No. IV and V will be ranked higher.

For final selection of the candidates:

- In a case of the overall equal marks, the candidate senior in age will be ranked higher.
- Further, if the candidates are of same age, the candidate who has obtained higher marks in respect of educational qualification/ experience while shortlisting the candidates will be ranked higher.

Evaluation criteria for short listing and final selection of the candidates for Field Assistant, Finance/Accounting Associate

2. Evaluation method:

Scorecard for the selection of <u>Field Assistant, Finance/Accounting Associate</u> at ICAR-CIFA Bhubaneswar					
Criteria	Educational Qualification			Desirable Qualifications	Personal Interview
Total marks	30 Marks			20 Marks	50 Marks
Breakup	10 th (Secondary)	12 th (10+2) Higher secondary	Graduation (Bachelors)	Research/ Work Experience	100 Marks
	(I)	(II)	(III)	(IV)	
Maximum marks	10	10	10	20	

2.2 Essential Educational (Academic) Qualification : 30 marks

For essential educational qualifications, based on Percentage Marks / OGPA / Grade obtained, in 10th, 10+2, Graduation and Post-Graduation the marks will be awarded as follows:

Marks or OGPA or Grade obtained	Marks to be awarded
Marks >90 and upto 100% or OGPA >9.0 and upto 10.0 or Grade-A1	Ten (10)
Marks >80 and upto 90% or OGPA >8.0 and upto 9.0 or Grade-A2	Nine (9)
Marks >70 and upto 80% or OGPA >7.0 and upto 8.0 or Grade-B1	Eight (8)
Marks >60 and upto 70% or OGPA >6.0 and upto 7.0 or Grade-B2	Seven (7)
Marks >50 and upto 60% or OGPA >5.0 and upto 6.0 or Grade-C1	Six (6)
Marks >40 and upto 50% or OGPA >4.0 and upto 5.0 or Grade-C2	Five (5)
Marks from 30 and upto 40% or OGPA from 3.0 and upto 4.0 or Grade-D1	Four (4)
Marks <30% or OGPA (<3.0) or Grade- D2	Zero (0)

2.3. Desirable Qualifications : 20 marks

Research/ Work Experience (Certificate should be obtained from previous employer, experience during M.Sc. or Ph.D will not be considered)

(a) Research / Work Experience : 20 marks

Duration of Experience	Marks to be awarded
Any duration less than 6 months	Zero (0)
For six months experience	Three (3)
> 0.5 to 1.0 year	Six (6)
>1.0 to 1.5 year	Nine (9)
>1.5 to 2.0 year	Twelve (12)
>2.0 to 2.5 year	Fifteen (15)
>2.5 to 3.0 year	Eighteen (18)
>3.0 year	Twenty (20)

4. Personal Interview : 50 marks

Note: Final selection will be based on marks obtained in educational qualification, research/work experience, and the candidate's performance in the interview, taken together in order of merit.

Tie-breaking Principles**A. For shortlisting the candidates for interview:**

- In a case where the total marks obtained in r/o column No. I to IV are equal, the candidate senior in age will be ranked higher.
- Further, if the candidates are of same age, the candidate securing more total marks in r/o column No. III and IV will be ranked higher.

For final selection of the candidates:

- In a case of the overall equal marks, the candidate senior in age will be ranked higher.
- Further, if the candidates are of same age, the candidate who has obtained higher marks in respect of educational qualification/ experience while shortlisting the candidates will be ranked higher.