

National Institute of Ocean Technology, Chennai

Recruitment Rules for Scientists

New Delhi, the 26th March, 2025

The Recruitment Rules regulating the method of recruitment to the posts of Scientists (Scientist 'C' to 'G') in National Institute of Ocean Technology, an Autonomous Body under the Ministry of Earth Sciences are as follows:

1. **Short-title and commencement:** - (1) These rules may be called the National Institute of Ocean Technology - Scientific/Technical Posts Recruitment Rules, 2025.

(2). They shall come into force on the date of their approval by the Ministry of Earth Sciences.

2. **Definitions:** - In these rules, unless the context otherwise requires,-

(a). "Cadre Controlling Authority" means the Ministry of Earth Sciences, Government of India;

(b). "Schedule" means the Schedules appended to these rules;

(c). 'Scheme' means the "Revised Flexible Complementing Scheme (RFCS)" issued by the Department of Personnel and Training *vide* its O.M. No. AB/14017/41/2013-PP(RR), dated the 13th March, 2024, as amended from time to time;

(d). "Scientific Post" means a post as defined in the Scheme;

(e). "Scientist" means a person as specified in the said Scheme;

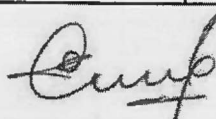
(f). "Institute" means the National Institute of Ocean Technology (NIOT), Chennai.

3. **Designation, sanctioned strength, Classification and Level in the Pay Matrix:** -

The designation, number of posts, their classification and level in the Pay Matrix attached thereto shall be as specified in the following Table, namely: -

Table-1

Sl. No.	Name of Post	Sanctioned Strength	Classification	Level in Pay Matrix
1.	Scientist 'G'	00	Service Rules of Scientific/Technical posts	Level 14
2.	Scientist 'F'	12		Level 13A
3.	Scientist 'E'	19		Level 13
4.	Scientist 'D'	30		Level 12
5.	Scientist 'C'	36		Level 11
	Total	97		



4. Method of Recruitment: -

(1) The vacancies in each grade shall first be filled from the Scientists in the feeder grade who are recommended for promotion to the next higher grade under the Scheme. If the number of Scientists recommended for consideration of promotion to the next grade under the Scheme are more than the number of vacancies available in the promotion grade, then to that extent the number of posts be automatically upgraded to the promotion grade subject to the condition that the combined sanctioned strength of all the grades shall remain the same.

(2) The vacancies arising due to attrition shall normally revert to the entry level grade of the respective Scientific or Technical category.

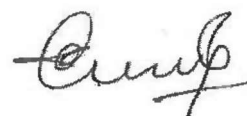
(3) Based on functional needs and with the approval of the Competent Authority, upto 10% of these vacancies may be filled by the method of recruitment provided in these rules, for the posts above entry level, based on the level of the vacancy and commensurate with the higher qualifications and skills of individual candidates within the overall sanctioned strength.

5.(1). Promotion or Upgradation:

- i. The promotion or upgradation of Scientists upto the grade of Scientist 'G' shall be as per the provisions specified in the Scheme.
- ii. Scientist 'B' in Level-10 of the pay matrix shall be assessed for promotion or upgradation to the post of Scientist 'C'.
- iii. The posts are exempted from the purview of consultation with the Union Public Service Commission as for making recruitment through direct recruitment or promotion or deputation (including short term contract) or absorption;
- iv. The promotion or upgradation of Scientist 'C' upto the grade of Scientist 'G' shall be as per the minimum residency period specified in the Table below and in compliance with other provisions specified in the Scheme:

Table-2

Sl. No.	Level in Pay Matrix	Designation	Minimum residency period linked to performance
1.	Pay Level-10	Scientist 'B'	-----
2.	Pay Level-11	Scientist 'C'	3 years as Scientist- 'B'
3.	Pay Level-12	Scientist 'D'	4 years as Scientist- 'C'
4.	Pay Level-13	Scientist 'E'	4 years as Scientist- 'D'
5.	Pay Level-13A	Scientist 'F'	5 years as Scientist- 'E'
6.	Pay Level-14	Scientist 'G'	5 years as Scientist- 'F'

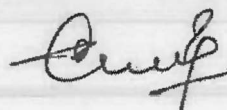


- v. The Scientists shall fill up the Annual Work Report and Annual Performance Appraisal Report as specified in Annexure-III and IV, respectively of the Scheme, mandatorily on an annual basis;
- vi. There shall be two levels of assessment as provided in the Scheme namely, Level-1 Screening (Internal Screening Committee) and Level-2 Screening (Assessment Board or Departmental Peer Review Committee) as provided in Schedule-I;
- vii. The assessment for promotion would be done twice in a year:

Provided that cases of those Scientists who have completed or will complete the minimum residency period as on the cut off dates of assessment that is 1st January or 1st July, as the case may be, and have earned or shall earn number of Annual Confidential Report or Annual Performance Appraisal Report equal to or more than the number of years of minimum residency period for the period preceding the cut-off dates of assessment, shall be considered for assessment as provided in the Scheme:

Provided further that the Scientists who do not qualify either in level-1 Screening or level-2 Screening shall be re-assessed only after one year when they earn at least one more Annual Performance Appraisal Report. Such re-assessment would again entail level-1 and level-2 Screening and not commence from the stage where the Scientist failed to qualify;

- viii. The assessment process under the Scheme for promotion or upgradation to the next grade would be conducted only thrice and thereafter, the Scientist shall be covered under the Modified Assured Career Progression Scheme as approved for the Central Government civilian employees.
- ix. The Scientist who has been granted any grade under the Modified Assured Career Progression may be considered for next grade as provided for in the Scheme;
- x. The Scientists or Technical experts doing management or administrative work shall not be considered for promotion or upgradation under the Scheme and they shall only be given the benefit of upgradation under the Modified Assured Career Progression;
- xi. The date of promotion or upgradation of Scientists recommended for promotion or upgradation to the next higher grade under the Scheme shall be the date on which the Competent Authority approved the promotion or upgradation. Officers on leave or deputation outside the organization may be given promotion only with effect from the date they re-join or return to the parent cadre;
- xii. There shall be no retrospective promotion or upgradation;
- xiii. The field experience, in research and development and or experience in implementation of Scientific projects, of at least two years for promotion to Scientist 'F' and five years for promotion to Scientist 'G' shall be essential;
- xiv. The treatment of period of leave, period spent on deputation or foreign service etc., towards counting of minimum residency period shall be such as provided in the Scheme.



(2). **Direct Recruitment:** The appointment on direct recruitment basis shall be made subject to sub-rule (3) of rule 4 and the educational qualification, experience and age-limit for each post shall be in accordance with Schedule-II.

(3). **Deputation (including short-term contract) or absorption:** The recruitment shall be made on deputation (including short-term contract) or absorption basis subject to sub-rule (3) of rule 4, the eligibility criteria, educational qualification, experience and age limit for each post shall be in accordance with Schedule-III.

6. **Appointing Authority:** - In the case of Scientist 'C' to Scientist 'E', the appointing authority will be Chairman, Governing Board/Council. For Scientist 'F' and Scientist 'G', the appointing authority will be Minister-in-Charge.

7. **Probation:** - (1). Every Scientist appointed by direct recruitment shall be on probation for one year:

Provided that the Cadre Controlling Authority may extend the period of probation in accordance with the instructions issued by the Central Government from time to time in this regard.

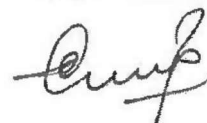
(2). During the period of probation, or any extension thereof, the incumbents may be required by the Institute/Central Government to undergo training and instructions as required under the Scheme for satisfactory completion of the probation.

(3). As regards other matters relating to probation, the same shall be governed by the instructions issued by the Central Government in this regard from time to time.

8. **Confirmation:** - The confirmation in the grade through direct recruitment shall be done by the Cadre Controlling Authority on the recommendations of the Departmental Confirmation Committee (for considering confirmation), consisting of:

For Scientist 'F' and, 'G':

(1)	Secretary, Ministry of Earth Sciences	Chairman
(2)	Additional Secretary or above level, Ministry of Earth Sciences or Ministry of Science and Technology or Department of Space or Department of Atomic Energy	Member
(3)	At least three experts not below the level of Scientist 'H' from outside the Department nominated by the Secretary, Ministry of Earth Sciences	Members



For Scientists 'C', 'D' and, 'E':

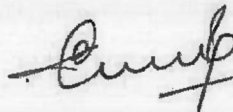
(1)	Director of the Institute	Chairman
(2)	Director or Head of one of the organization under the Ministry of Earth Sciences	Member
(3)	At least three experts not below the level of Scientist 'G' from outside the Department nominated by the Secretary, Ministry of Earth Sciences	Members

9. **Disqualification:** - No person,-

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person, provided that the Central Government may, if satisfied that such a marriage is permissible under the personal law applicable to such person and other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule, shall be eligible for appointment to the said posts.

10. **Power to relax:** - Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

11. Any matter not mentioned in these rules shall be governed by the provisions of the Scheme.



SCHEDULE - I

[See Rule 5 (D)]

(Screening and Selection process for promotion or upgradation)

A. Level 1 Screening (Internal Screening Committee):

An internal screening committee shall be constituted for evaluation of annual work reports vis-a-vis the criteria for promotion or upgradation under the Scheme as per the following composition nominated by the Secretary, Ministry of Earth Sciences namely: -

Chairman not below the level of Scientist 'G'	Chairman
At least three experts not below the level of Scientist 'G', provided that at least one Member shall be from Department of Space or Department of Atomic Energy or Defence Research and Development Organisation.	Members

B. Level 2 Screening (Assessment Board or Departmental Peer Review Committee)

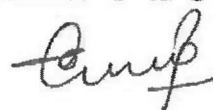
(1). The Assessment Boards constituted in the Ministry or Department or Institute shall undertake Level 2 screening for assessment of Scientists and furnish their recommendation for promotion or upgradation from Scientist 'C' upto Scientist 'E' as per the Scheme. The Assessment Board shall be constituted for promotion or upgradation to the grade of Scientists 'C' to 'E' with the following composition:-

Director of the Institute	Chairman
Two Heads of Organisations under Ministry of Earth Sciences	Members
At least three eminent Scientists not below the level of Scientist 'G' from outside the Department including at least one from Department of Space or Atomic Energy or Defence Research and Development Organisation.	Members

(2). The Departmental Peer Review Committee constituted in the Ministry or Department or Institute shall undertake Level 2 screening for assessment of scientists and furnish their recommendation for promotion or upgradation of Scientists 'E' to 'F' as per the Scheme with the following composition namely: -

Secretary, Ministry of Earth Sciences	Chairman
Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which promotion under the Scheme is to be made	Members
Two eminent scientists specializing in the field of scientific activity.	Members
The nominee of the Department of Personnel & Training as per extant instructions as modified from time to time	Member

(3). The Departmental Peer Review Committee constituted in the Ministry or Department or Institute shall undertake Level 2 screening for assessment of scientists and furnish their recommendation for promotion or upgradation of Scientists 'F' to 'G' as per the Scheme with the following composition: -



Secretary, Ministry of Earth Sciences	Chairman
Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which promotion under the Scheme is to be made	Members
At least three eminent Scientists not below the level of Scientist 'G' specializing in the field of Scientific activity	Members
The nominee of the Department of Personnel & Training as per extant instructions as modified from time to time.	Member

Chief

SCHEDULE - II

[See Rule 5(2)]

(Filling up the posts through direct recruitment)

1. Educational and other qualifications:

a. Essential educational qualification:

Master's degree in Science from a recognised University in any specified subjects, namely in - Mathematics, Physics, Atmospheric Science or Physics, Chemistry, Zoology, Botany, Biology Science, Meteorology, Oceanography, Earth Sciences, Statistics, Operations Research, Environmental Science, Electronics and Instrumentation, Remote Sensing, Agriculture, Geo-informatics, Soil Sciences, Geophysics, Geology, Geosciences, Geochemistry, Fisheries, Marine Sciences, Marine Biology, Marine Geology, Marine Geophysics, Biochemistry, Computer Sciences, Computer Applications, Aquaculture, Micro-biology, Seismology, Hydrochemistry.

OR

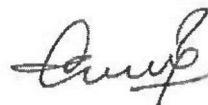
Bachelor's Degree in Engineering and Technology from a recognised University in specified subjects: Environmental Engineering, Ocean Engineering, Electronic and Communication Engineering, Marine Engineering, Civil Engineering, Mechanical Engineering, Information Technology, Telecom Technology, Earthquake Engineering, Chemical Engineering, Instrumentation and Technology, Mechatronics, Electrical Engineering, Computer Science, Biotechnology.

OR

Master's Degree in Engineering and Technology from a recognized University in specified subjects : Atmospheric Science, Ocean Science, Ocean Technology, Water Resources, Hydrology, Hydraulic and Coastal Engineering, Atmospheric Physics, Geo technical and Geo-Environmental Engineering, Atmospheric-Ocean Science and Technology, Energy and Environmental Management, Ecology Environmental Science, Ocean Engineering and Management, Aerospace Engineering, Agricultural Engineering, Biotechnology, Geology and Geophysics, Mining Engineering, Marine Engineering, Environmental Science and Technology, Geo-Engineering, Construction Technology and Natural Disaster Technology and Project Management, Structural Engineering and Natural Disaster Management, Disaster Management, Radar and Microwave Engineering

(b) Desirable Qualification:

Master's Degree in Engineering and Technology (M.E. or M.Tech), in cases where Bachelor's degree is essential qualification or Doctorate in related subjects where Master's is essential qualification, to be specified at the time of recruitment from the above mentioned disciplines.



(c) **Experience:**

Scientist 'C'	Three years' experience in Research and Development in Industrial or Academic Institutions or Science and Technology Organisation or scientific activities and services.
Scientist 'D'	Seven years' experience in Research and Development in Industrial or Academic Institutions or Science and Technology Organisation or scientific activities and services.
Scientist 'E'	Eleven years' experience in Research and Development in Industrial or Academic Institutions or Science and Technology Organisation or scientific activities and services.
Scientist 'F'	Sixteen years' experience in Research and Development in Industrial or Academic Institutions or Science and Technology Organisation or scientific activities and services.
Scientist 'G'	(i) Twenty-one years' experience in Research and Development in Industrial or Academic Institutions or Science and Technology Organisation or scientific activities and services; (ii) experience of evolving, managing and directing scientific programme; and (iii) published research work of high standard.

Note: The educational qualifications and areas of experience according to the requirement mentioned in item (1) of this schedule shall be specified at the time of recruitment by the Cadre Controlling Authority.

2. **Age-limit:** -The upper age- limit for direct recruits in each category of posts shall be as provided in the table below, namely: -

Table			
Sl.No.	Name of post	Level in the Pay Matrix	Age limit (Not exceeding)
1	Scientist 'C'	Level - 11	40 years
2	Scientist 'D'	Level - 12	50 years
3	Scientist 'E'	Level - 13	50 years
4	Scientist 'F'	Level - 13A	50 years
5	Scientist 'G'	Level - 14	50 years

(Relaxable for Government servants upto five years in accordance with the orders issued by the Central Government.)

Note: The crucial date for determining the age limit shall be closing date for receipt of application and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Lahaul and Spiti District and Pangi Sub-division of Chamba District of Himachal Pradesh, Union Territories of Ladakh, Andaman and Nicobar Islands and Lakshadweep.

3. **Screening and Selection process:** - The Screening and selection process shall be as specified by the Cadre Controlling Authority and the composition of the Screening cum-short listing Committee and Interview or Selection Board as the like shall be as under:

- (a) Screening cum-short listing Committee for direct recruitment of Scientists 'C', 'D', 'E', 'F' and 'G':

Chairman, not below the level of Scientist 'G'	Chairman
At least three experts not below the level of Scientist 'G', provided that at least one Member shall be from Department of Space or Department of Atomic Energy or Defence Research and Development Organisation.	Members

- (b) Selection Committee for direct recruitment of Scientists 'C', 'D' and E:

Director of the Institute	Chairman
Two Heads of organisations under Ministry of Earth Sciences	Members
At least three eminent Scientists not below the level of Scientist 'G' from outside the Department including at least one from Department of Space or Atomic Energy or Defence Research and Development Organisation.	Members

- (c) Selection Committee for direct recruitment of Scientist 'F':

Secretary, Ministry of Earth Sciences	Chairman
Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which promotion is to be made	Members
Two eminent Scientists specializing in the field of scientific activity.	Members

- (d) Selection Committee for direct recruitment of Scientist 'G':

Secretary, Ministry of Earth Sciences	Chairman
Two Secretaries of other Scientific Ministries or Departments or their representatives who are at least one level above the post to which promotion is to be made	Members
At least three eminent Scientists not below the level of Scientist 'G' specializing in the field of scientific activity	Members

Camp

SCHEDULE - III

[See Rule 5(3)]

Filling up the post through deputation (including short-term contract) or absorption

1. Educational and other qualifications required for deputation (including short-term contract) or absorption for Scientist 'C' to 'G' shall be as specified for direct recruitment in paragraph 1 of Schedule -II.

2. Grades from which deputation (including short-term contract) or absorption to be made for Scientists 'C' to 'G' shall be as follows: -

Scientists or Engineers working in the Central Government or State Government or Union territory or universities or recognised research institutions or statutory or autonomous organisations in India:

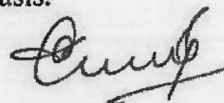
Scientist 'C'	(i) holding analogous post on regular basis; or (ii) with three years service in the pay matrix level-10, in the Government Sector, rendered after appointment thereto on regular basis or equivalent;
Scientist 'D'	(i) holding analogous post on regular basis; or (ii) with four years service in the pay matrix Level-11, in the Government Sector, rendered after appointment thereto on regular basis or equivalent;
Scientist 'E'	(i) holding analogous post on regular basis; or (ii) with four years service in the pay matrix Level-12, in the Government Sector, rendered after appointment thereto on regular basis or equivalent;
Scientist 'F'	(i) holding analogous post on regular basis; or (ii) with five years service in the pay matrix Level-13, in the Government Sector, rendered after appointment thereto on regular basis or equivalent;
Scientist 'G'	(i) holding analogous post on regular basis; or (ii) with five years service in the pay matrix Level-13A, in the Government Sector, rendered after appointment thereto on regular basis or equivalent;

Note 1: The period of deputation including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organisation or department of the Central Government for the posts of Scientist 'C' and Scientist 'D' shall ordinarily not exceed four years. For the posts in Scientist 'E' and above, it shall ordinarily not exceed five years.

Note 2: The departmental candidates in the feeder category who are in the direct line of promotion shall not be eligible for consideration for appointment on deputation. Similarly, deputationists shall not be eligible for consideration for promotion.

Note 3: The maximum age limit for appointment by deputation shall be not exceeding fifty-six years for Scientists 'C' to 'F' and fifty-eight years for Scientists 'G' as on the closing date of receipt of applications.

Note 4: Officers of the Central Government or State Government or Union territories are eligible to be considered for appointment on absorption basis.



3. Screening and Selection process for recruitment on deputation (including short-term contract) or absorption basis shall be as specified for direct recruitment in paragraph 3 of Schedule -II.



[File No. A-115/1/2025-O/o US(ESTT)]
(Ajit Kumar Dung Dung)
Under Secretary, Ministry of Earth Sciences.

AJIT KUMAR DUNG DUNG
Under Secretary
Government of India
Ministry of Earth Sciences
Lodi Road, New Delhi - 110003