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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)

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No.6/15/2003-Admn.II

Dated: 5.12.2017

To

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

Subject:- Revised scoring criteria for Direct Recruitment of
Scientists/Directors – amendments reg.

Sir/Madam,

In supersession of this office letter of even number dated 5.4.2017 on the subject mentioned above, the revised report for scoring criteria for Direct Recruitment of Scientists/Directors of ICMR is enclosed for taking necessary action.

Yours faithfully,

(Bharat Bhushan)
Administrative Officer
For Director General

Copy to:

1. PS to DG
2. PS to Addl. DG
3. PS to Sr. DDG(A)
4. Dy. Director General
5. ADG(AX/RR/VKM)
6. A.O/S.O. Personnel Section
7. Sr. A.O/S.O. Admn.I
8. ✓ ISRM Section for upload on icmr website.

INDIAN COUNCIL OF MEDICAL RESEARCH

**REPORT OF THE COMMITTEE FOR REVISED SCORING CRITERIA FOR
DIRECT RECRUITMENT OF SCIENTISTS**

SCORING CRITERIA FOR SCIENTIST 'B' AND 'C'

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

For short-listing the candidates following criteria have to be followed:

- i) Level 1 Screening Committee for Eligibility – Short-listing strictly based on advertised essential criteria, qualifications and experience
- ii) Level 2 Screening Committee for Short-listing for personal discussion/interview – Based on the following:
 - * Written Test – marks obtained
 - * CV scrutiny – marks for publications, experience, awards etc.

The Level 2 Screening Committee will combine the marks for the above-mentioned categories and prepare a short-list of candidates for personal discussion/interview.

- iii) Selection Committee – Will select the candidate and also keep a panel based on the performance in the personal discussion/interview.

Ensuring that a critical number of candidates is actually interviewed for the number of posts advertised, the following criteria have to be followed:

Level 2 Screening Committee will prepare a merit list of all eligible candidates appearing for screening test combining the marks of written test and CV scrutiny. If the number of candidates is more than 100, between 50 and 99 and less than 49: 10%, 20% and 33% candidates should be short-listed for Personal Discussion/Interview, respectively. In case the final short-listed number comes to be less than 3, then a proportionately higher number of candidates from those who appeared for the written test may be invited for the interview. The decision in this regard will be taken by the Director and appropriately recorded.

- iv) If the number of short-listed candidates is less than 3 for any vacancy, the post/s may be re-advertised.

Of the above, scores for sub-heading B will be computed by the recruiting ICMR Institution/ ICMR Headquarters based on the details provided by the candidate and scoring criteria mentioned below. Search-cum-Selection Committee will provide marks for item C and verify scores for other items before finalizing selection.

A. WRITTEN TEST**[Maximum marks 40]****A1. Marking Pattern**

The written test would be of 100 marks consisting of 100 objective/MCQ type questions of one mark each for the correct answer. The final score should be computed for a maximum of 40 marks based on the marks obtained in the written test of 100 marks. For each wrong answer 0.25 marks shall be deducted. Out of 100 questions, 90 questions shall be objective/MCQ type and 10 objective/MCQ for analytical skills.

The following guidelines may be followed while preparing the question paper:

- a. Level of questions should be M.Sc/MBBS level
- b. Questions must cover all the areas mentioned below:-
 1. Biostatistics
 2. Computing skills
 3. General Scientific Knowledge
 4. Current Affairs including developments in Biomedical Sciences
 5. Common sense
 6. Institute specific areas
 7. Post specific areas
 8. Fundamental knowledge
 9. Subject specific knowledge

B. PUBLICATION, EXPERIENCE, AWARDS ETC.**[Maximum marks B1 + B2 + B3 + B4 = 20]****B1. Publications****(Maximum marks B1a + B1b + B1c + B1d + B1e = 10)**

- B1a) Indexed journal publications - 0.25 marks for each publication (maximum marks 2)
 B1b) If the impact factor (IF) of the journals is upto 1.0 - 0.2 marks per publication
 B1c) If the impact factor of the Journal is between 1.1 and 4.9 – 0.25 marks per publication
 B1d) If the impact factor of the Journal is between 5.0 and 9.0 – 0.5 marks per publication
 B1e) If the impact factor of the journal is above 9, the candidate will be given 1.0 mark per publication

B2. Research/Teaching/Service Experience**(Maximum marks 2)**

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

B3. Awards/Grants received–**(Maximum marks B3a + B3b + B3c + B3d + B3e + B3f = 3)**

- B3a) SRF/RA/PDF awarded by DBT/ICMR/UGC/DST/DST/CSIR – 0.5 marks each
 B3b) JRF / ICMR JRF/DST Inspire Award - 0.5 marks each
 B3c) INSA/ ICMR/ DST Young Scientist Award - 0.5 marks
 B3d) MNAS/NAS (Allahabad)/MNMS/NAMS/Associate of IASc (Bangalore) - 0.5 marks each
 B3e) Patents granted - 0.5 marks each
 B3f) National and International Grant - 0.5 marks each

B4. Extra qualification

(Maximum marks B4a + B4b = 5)

- B4a) Ph.D/M.D./M.S./DNB - 2.5 marks for each degree
 B4b) Postgraduate diploma in medical subjects/M.Phil/M.P.H.- 1.5 marks for each diploma/degree

C) PERSONAL DISCUSSION

[Maximum marks C1 + C2 + C3 + C4 + C5 + C6 = 40]

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

- C1) Comprehension skills – 5 marks
 C2) Oral communication skill – 5 marks
 C3) General Behaviour/Presentation/Attitude – 5 marks
 C4) Subject knowledge/understanding–15 marks
 C5) Awareness about ICMR/DHR/Institute/Position – 5 marks
 C6) Academic background
 i) First division throughout and in first attempt – 5 marks
 ii) Otherwise – 3 marks

SCORING CRITERIA FOR SCIENTIST 'D', 'E' AND 'F'

A. Publications	-	25 marks
B. Extra-mural Grants	-	10 marks
C. Awards	-	10 marks
D. Research Supervision	-	05 marks
E. Impact of the Publications	-	10marks
F. Personal discussion	-	40 marks

Of the above, scores for sub-headings A, B, C, D and E will be computed by the recruiting ICMR Institution/ ICMR Headquarters based on the details provided by the candidate and scoring criteria mentioned below. Search-cum-Selection Committee will provide marks for item F and verify scores for other items before finalizing selection.

A. PUBLICATIONS

[Maximum marks A1 + A2 + A3 + A4 + A5 = 25]

- A1) Indexed journal publications - 0.25 marks for each publication (maximum marks 10)
 A2) If the impact factor (IF) of the journals is upto 1.0 - 0.1 marks per publication
 A3) If the impact factor of the Journal is between 1.1 and 4.9 – 0.2 marks per publication

- A4) If the impact factor of the Journal is between 5.0 and 9.0 – 0.5 marks per publication
 A5) If the impact factor of the journal is above 9, the candidate will be given 1.0 mark per publication

If the candidate is not a Corresponding/Co-Corresponding or First/Co-First Author or Last Author 50% marks will be considered for scoring. Impact factor will be as per Thompson Reuters.

B. EXTRA-MURAL GRANTS

[Maximum marks B1 + B2 = 10]

Grants from DBT, DST, ICMR, CSIR, Industry or any other national or international agency during the last 5 years should be considered.

- B1. If grant value is between Rs 1 - 25 lakhs, 2.0 marks per grant
 B2. If grant value is more than Rs25 lakhs, 3.0 marks per grant

If the candidate is not a PI on any of these grants but is a Co-PI/ Coordinator, 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 C1 + C2 + C3 = 10]

- C1. Any National Award (ICMR/DBT/CSIR/DST, etc) 2.0 marks for each award
 C2. Membership of Editorial Boards of Journals of impact factor greater than 1, 0.5 marks for each membership
 C3. Fellowship of National Academies (NAMSC, MNASI) 1.0 mark for each fellowship/ Membership

D. RESEARCH SUPERVISION

[Maximum marks D1 + D2 = 5]

- D1. Guide/ Supervisor for Ph.D, MS, MD, MPH student: 1 mark per student
 D1. Co-Guide/ Co-Supervisor for Ph.D, MS, MD, MPH student: 0.5 mark per student

E. IMPACT OF PUBLICATIONS

[Maximum marks E1 + E2 + E3 = 10]

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

- E1. Average Citations per paper –
 (maximum 2.0 marks)

The Average citation will be calculated as:

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

- E1a. If the Average citation per paper is between 1 and 4.99, the candidate will get 1.0 mark.
- E1b. If the Average citation per paper is between 4 and above, the candidate will get 2.0 marks.
- E1c. If the Average citations per paper is 8 or more; the candidate will get 3.0 marks.
- E2. Number of Citation Classics –
(maximum 3.0 marks)
- A Published paper cited at least 100 times is referred to as a Citation Classic. For each Citation Classic, 1.0 mark will be awarded.
- E3. Total Citations of the Candidates publications:
(maximum 5 marks)
- E3a. Total Citations are <100, 0.5 marks
- E3b. Total Citations are between 100 - 999, 1.0 mark
- E3c. Total Citations are between 1000 - 2500, 1.5 marks
- E3d. Total Citations are between 2501 - 5000, 2.0 marks
- E3e. Total Citations are between 5001-10,000, 4.0 marks
- E3f. Total Citations are >10001, 5 marks

Citations will be as per Thomson Reuters Citation Analysis.

F. PERSONAL DISCUSSION

[Maximum marks 40]

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

- a. Comprehension Skills – 4.0 marks
- b. Oral Communication Skills – 4.0 marks
- c. General Behaviour/Attitude/Positive outlook – 5.0 marks
- d. Domain Knowledge and understanding of Subject – 15.0 marks
- e. Awareness about ICMR Policies/GFR/Gen Administration – 4.0 marks
- f. Contribution and significance of research to public health and national programs – 8.0 marks

SCORING CRITERIA FOR DIRECTOR'S POST

Total transparency in the Selection of Directors of the Institutes/Centres/Hqrs. is required as these are very important and senior most positions in the ICMR Institutions.

1. Applicants for Director's position must have served for a minimum of 2 years in Grade Pay Rs.8900 in the ICMR set up or equivalent position in other Institutions under the Govt. of India while those from the Universities/IIT's or equivalent Institutions must have 2 years of service in the Grade pay of Rs.8900 to be eligible to apply for Director's position.

2. Candidates who are applying for Director Position should have a minimum of 4years of service left at the time of applying.

3.The distributions for the various components proposed are as follows.

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

Of the above, scores for sub-headings A, B, C and D will be computed by ICMR Headquarters based on the details provided by the candidate and scoring criteria mentioned below. Search-cum-Selection Committee will provide marks for item E and verify scores for other items before finalizing selection.

A. PUBLICATIONS

[Maximum marks A1 + A2 + A3 + A4 + A5 = 25]

- A1) Indexed journal publications - 0.1 marks for each publication (maximum marks 5)
- A2) If the impact factor (IF) of the journals is upto 1.0 - 0.1 marks per publication (maximum marks 5)
- A3) If the impact factor of the Journal is between 1.1 and 4.9 – 0.2 marks per publication
- A4) If the impact factor of the Journal is between 5.0 and 9.0 – 0.5 marks per publication
- A5) If the impact factor of the journal is above 9, the candidate will be given 1.0 mark per publication

If the candidate is not a Corresponding/Co-Corresponding or First/Co-First Author or Last Author 50% marks will be considered for scoring. Impact factor will be as per Thompson Reuters.

B.EXTRA-MURAL GRANTS

[Maximum marks B1 + B2a + B2b + B2c + B2d = 15]

- B1. International Grant (Wellcome Trust, NIH, WHO, INSERM, EU, etc.) 4.0 marks per grant.
- B2. National Grant (DBT/ DST/ ICMR/CSIR/ Industry or any other agency etc.
 - B2a. If grant value is between Rs 1 - 10 lakhs, 0.25 marks per grant
 - B2b. If grant value is more than Rs 10 lakhs but less than 50 lakhs, 0.5 marks per grant
 - B2c. If grant value is between Rs 50 lakhs and 1 Crore, 1.5 marks per grant
 - B2d. If grant value is more than 1 Crore, 2.5 marks per grant

If the candidate is not a PI in any of these grants but is a Co-PI/ Coordinator 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 C1 + C2 + C3 + C4 + C5 + C6 + C7 = 10]

- C1. Fellowship of National/International Academies (FNA, FAMS, FASc, FNASc): 1 mark per fellowship, subject to a maximum of 2 marks.
- C2. Major awards (Shanti Swarup Bhatnagar Prize, Ramalingaswami Fellow, J. C. Bose, Shakuntaladevi Amirchand award or equivalent awards): 1.5 marks per award, subject to a maximum of 3 marks
- C3. Other National Awards (ICMR/DBT/CSIR/DST, etc): 1 mark for each award, subject to a maximum of 2 marks
- C4. Membership of Editorial Boards of Journals of impact factor greater than 1: 0.25 marks for each membership, subject to a maximum of 1 mark,
- C5. Membership of National Academies (NAMSC, MNASI, MNAMS etc): 0.25 marks for each Membership subject to a maximum of 0.5 marks
- C6. Membership of Expert Committees/Governing Councils (ICMR/DBT/DST/CSIR/other Govt. Bodies and Institutions): 0.25 marks for each Membership, subject to a maximum of 1.5 marks
- C7. Institutional Administrative responsibilities: 0.2 marks for each responsibility, subject to a maximum of 1 mark.

D. IMPACT OF PUBLICATIONS

[Maximum marks D1 + D2 + D3 = 10]

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

D1. Average Citations per paper (Maximum 3.0 marks)

The Average citation will be calculated as:

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

- D1a. If the Average citation per paper is between 1 and 4.99: 1.0 mark
- D1b. If the Average citation per paper is between 5 and 9.99: 2.0 marks
- D1c. If the Average citation per paper is 10 or more: 3.0 marks

D2. Number of Citation Classics (Maximum 4 marks)

A published paper that has been cited at least 100 times is referred to as a Citation Classic. For each Citation Classic, 1.0 mark will be awarded,

- D2a. If the number of Citation Classics is between 1 and 5, 1 mark
- D2b. If the number of Citation Classics is between 6 and 10, 2 marks
- D2c. If the number of Citation Classics is 11 or more, 4 marks

**D3. Total Citations of the Candidates publications
(Maximum 3 marks)**

- D3a. Total Citations are <1000: 0 marks
- D3b. Total Citations are between 1000 and 4000: 1.0 mark
- D3c. Total Citations are between 4000 and 10000: 2.0 marks
- D3d. Total Citations >10001: 3.0marks

Citations will be as per Thomson Reuters Citation Analysis.

E. PERSONAL DISCUSSION

[Maximum Marks E1 + E2 + E3 + E4 + E5 + E6 = 40]

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

- E1. Comprehension Skills - 5 marks
- E2. Oral Communication Skills - 5 marks
- E3. General Behaviour/Attitude/Positive outlook – 5 marks
- E4. Domain Knowledge and understanding of Subject – 10 marks
- E5. Translational/ public health Impact of research contributions* – 10 marks
- E6. Awareness about ICMR Policies/GFR/Gen Administration – 5 marks

*Translational/ public health Impact of research contributions will be decided by the Search-cum-Selection Committee based on any product/s [Drugs/Vaccines/ Diagnostics] developed, Patnets granted, Monographs/Reports/Research Papers that have led to policy intervention or any other major programs adopted by the ICMR.

