

**SENIOR RESEARCH ASSOCIATESHIP  
(Scientists' Pool Scheme)**

**OBJECTIVE**

1. The Senior Research Associateship (SRA ship) is primarily meant to provide temporary placement to highly qualified Indian scientists, engineers, technologists, and medical personnel returning from abroad, who are not holding any employment in India. Persons, who have not been abroad and possess outstanding academic record and have not been able to secure regular employment, are also eligible for selection. Bonafide Indian citizens only are eligible to apply.
2. The Senior Research Associateship is not a regular appointment, but is a temporary facility to enable the Associate to do research/teaching in India while looking for a regular position. The Associateship is for a period of three years only. There is no provision for extension beyond three years.

**AGE LIMIT**

3. The maximum age limit as on the date of receipt of the application in CSIR is forty (40) years.

**MINIMUM QUALIFICATIONS**

4. The minimum qualifications, experience and publications required for consideration for selection to Senior Research Associate (SRA) position are:

Sl. No.	Subject area	Minimum qualifications
<i>(a) Qualification and experience</i>		
(i)	Agricultural Sciences	PhD followed by two (2) years of research/teaching experience
(ii)	Chemical Sciences	-do-
(iii)	Earth, Atmospheric, Ocean & Planetary Sciences	-do-
(iv)	Life Sciences	-do-
(v)	Materials Science	-do-
(vi)	Mathematics, Statistics, Operations Research and Computer Science	-do-
(vii)	Physical Sciences	-do-
(viii)	Pharmaceutical/ Veterinary Sciences	Fresh PhD or thesis submitted in Pharmaceutics/ Veterinary Sciences
(ix)	Engineering Sciences	Fresh PhD or thesis submitted in engineering/ technology
(x)	Medical Sciences	MD/MS/MDS or equivalent degree followed by two years of Residency in Hospital, or equivalent experience, or research experience, or higher degrees.  Medical candidates should be registered with either the Medical Council of India or the concerned State Medical Council, and should send an attested photocopy of the registration certificate along with the application. They are advised to write to the Secretary, Medical Council of India, Sector – 8, Pocket- 14, Dwarka, Phase – 1, New Delhi - 110077, to ascertain information regarding recognition of their Medical Degrees by the Council, and attach an attested photocopy of the reply received from them. Similarly, Dental candidates should be registered with either the Dental Council of India or the concerned State Dental Council, and should attach an attested

photocopy of their registration certificate with the application. They are advised to write to the Secretary, Dental Council of India, Aiwan-E-Ghalib Marg, Kotla Road, Temple Lane, New Delhi-110002, to ascertain information regarding recognition of their Dental Degrees by the Council, and attach an attested photocopy of the reply received from them.

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*(b) The minimum academic scores and publications:*

- |   |   |
|---|---|
| (i) Natural Sciences                      | Academic score of at least 55% marks in BSc plus MSc plus three (3) publications in SCI listed Journal.<br>or<br>Academic score of at least 60% marks in BSc plus MSc plus two (2) publications in SCI listed Journal.  |
| (ii) Medical Sciences including Dentistry | Cumulative academic score of at least 55% marks in the last degree examination plus two (2) publications in SCI/PUBMED listed Journal.<br>or<br>Cumulative academic score of at least 60% marks in the last degree examination plus one (1) publication in SCI/PUBMED listed Journal.<br>Cumulative academic score for those candidates who did not earn marks or grades in MD/MS is percentage of marks in the first, second and third professional MBBS examinations added together and then divided by 3; for others it is the percentage of marks or grade in MD/MS examination. This applies <i>mutatis mutandis</i> to MDS. |
| (iii) Engineering and Technology          | Academic score of at least 55% marks in BE/BTech plus ME/MTech plus two (2) publications in SCI listed journal.<br>or<br>Academic score of at least 60% marks in BE/BTech plus ME/MTech plus one (1) publication in SCI listed Journal.   |
| (iv) Pharmaceutical/ Veterinary Sciences  | Academic score of at least 55% marks in BPharm/BVSc plus MPharm/MVSc or equivalent plus two (2) publications in SCI listed journal.<br>or<br>Academic score of at least 60% marks in BPharm/BVSc plus MPharm/MVSc or equivalent plus one (1) publication in SCI listed Journal.   |

**NOTES:**

- (a) Research paper(s) published in SCI/PUBMED Journals will only be considered. Publications will include published paper(s) and those accepted for publication. A paper accepted should be supported by an attested photocopy of the letter of acceptance from the Editor of the Journal. Reprints and preprints should invariably be enclosed with the application. Papers presented in conferences/symposia and chapters in books will not be considered.
- (b) Cumulative Grade Point Average (CGPA) or other grades would be converted into equivalent marks, as per a standard conversion table.

## APPLICATION

5. The prescribed application proforma is given as Annexure-(ii). The instructions relevant to the form may kindly be read in Annexure-(i) before filling it. There is no “**last date**” for sending the completed application form. Applications are received and processed continuously.

## APPLICATION FEE

6. (i) There is an application fee of Rs.500/- (Rupees Five Hundred Only) for candidates applying from within India, and US\$ 200 (US Dollar Two Hundred only) or equivalent foreign currency for candidates applying from abroad.  
(ii) The application fee should be in the form of a Demand Draft payable to **The Deputy Secretary, EMR, CSIR Complex, Pusa, New Delhi**, and should accompany the completed application. **The application fee is not refundable.**

## SELECTIONS

7. Selections to the Senior Research Associateship is made by the Special Selection Boards (SSB) constituted for this purpose, on the basis of academic qualifications, professional experience, research publications, and interview. Normally, the selection process takes up to 4 months from the date of receipt of application to the communication of result. Applications should be complete in all respects, in order to avoid delay in processing.
8. The case of candidates who have applied from abroad and have not returned to India by the date of the interview will be considered in-absentia.
9. The candidates, who are not recommended by SSB, can reapply only twice after six months from the date of the last interview.

## EMOLUMENTS

10. The basic pay of a Senior Research Associate is fixed between Rs.21000 and Rs.25810 per month, depending upon qualifications, experience, research publications, and performance in the interview. In addition, he/she is entitled to the allowances (excluding Transport Allowance) admissible to employees of CSIR. The basic pay fixed is final. No revision thereof is possible. No annual increment is allowed to a Senior Research Associate.

## TENURE

11. The tenure in the Senior Research Associateship Scheme is for a limited period of three years. **No extension of the tenure is granted.** Continuation in the scheme from year to year, during the tenure, is based on progress reports on the performance of work and confidential reports obtained annually from the institution of placement.

## PLACEMENT

12. Selected candidates are placed in public funded universities and other institutions of higher education, national laboratories, other R&D organizations, central and state government departments, public sector undertakings, and State Councils of Science and Technology. SRAs are not attached to private hospitals and private clinics. It is the responsibility of the selected person to contact the Head of the Institution where he/she wishes to be placed and get concurrence in writing for submission to CSIR. On receipt of concurrence, placement order would be issued. CSIR reserves the right to place a candidate in an institution of its choice, and its decision in the matter is final. CSIR also reserves the right to effect change of placement of an SRA during the tenure of the Associateship, without assigning any reason thereof.

## NATURE OF WORK

13. The nature of work or duties of a Senior Research Associate will primarily be research. In addition, depending on the organizations of their placement, they may engage themselves in teaching, development and design, and clinical work or some other kind of professional work.

- 13a The results of research work may be published in standard refereed journals, acknowledging support of CSIR. The Senior Research Associates are required to send to CSIR, copies of reprints, preprints and manuscripts of the research papers, published/accepted for publication, prepared on the basis of research carried out during the SRAship. Acknowledgement of CSIR support is mandatory.
- 13b The commercial exploitation of the results and ownership of patent rights pertaining to investigations concerning the intellectual work of the CSIR research fellows/associates will be as follows:
- (i) Public funded educational/research institution, to which a fellow is associated, may seek patent right at their own cost and/or commercial exploitation of the results of the investigation concerning the Intellectual work of the fellow and all rights would vest exclusively with the Institution concerned. All matters concerning ownership of IP and its licensing/exploitation would be governed by the IP policy of the concerned institutions.
  - (ii) In case an institution, to which a fellow is associated, is not in a position to seek patent rights and/or commercial exploitation of the results of the investigation concerning the intellectual work of the fellow, CSIR at its own cost may seek the patent rights and/or commercial exploitation of the results of the intellectual work of the fellow and all rights would vest exclusively with CSIR.
14. Senior Research Associates are allowed the normal privileges of leave, and tour for professional work but prior permission for these has to be obtained from CSIR. They cannot visit any foreign country for any purpose without obtaining prior approval of CSIR. Failure to obtain prior permission may lead to termination of SRAship.

#### **CONTINGENT GRANT**

15. The organization utilizing the services of a Senior Research Associate is expected to provide him/her the necessary facilities for research etc. It may sometimes happen that a few of such facilities may not be available with the organization where he/she is attached. In order to meet such contingencies, CSIR provides a Contingent Grant of Rs.20000 (Rupees Twenty Thousand only) per annum for the use of the Associate. For part of a year, the contingent grant is made available on a pro rata basis. On receipt of claim bill, the grant is credited to the account of the organization of placement, and the SRA can draw his/her requirements through the Head of the Department.

#### **EMPLOYMENT**

16. Senior Research Associates should apply for regular positions in India suitable to their qualifications and experience, and leave the Associateship as early as possible. They are also permitted to join ad-hoc/purely temporary assignments in Government or public sector organizations, during their tenure in the Pool, on request. Leave without pay on secondment basis, up to a period of one year, is allowed for the purpose. However, the secondment period is treated as part of the SRA's tenure.

#### **ADDRESS FOR CORRESPONDENCE**

17. All correspondence about the SRA ship (Scientists' Pool Scheme) should be addressed to **The Head, DSTP, HRD Group, CSIR Complex, Library Avenue, Pusa, New Delhi-110012.**

#### **PROFORMAE**

18. The following documents are attached as annexure. Except the instructions, the rest of the documents should be completed, and submitted to CSIR.
- (i) Instructions to fill in Application Form
  - (ii) Application Form
  - (iii) Arrival Form IAR: (to be completed only on arrival in India)

***The information contained in this website supersedes all the previous information in connection with the SRA ship (Scientists' Pool Scheme). In all matters, the decision of CSIR shall be final.***

### Instructions to fill in Application Form

- General (a) Please download the attached Form, complete it, and return. It should be accompanied by the prescribed application fee.
- (b) No Column of application form should be left blank. Dashes should not be used.
- (c) A passport size photograph with signature on top should be pasted on the right side.
- (d) Use additional sheets where necessary, with relevant columns drawn thereon, inserting proper references. **Please do not attach curriculum vitae or bio-data;** it will not be taken note of.
- (e) Completed application should be accompanied by all the requisite documents. You are requested to go through the 'check list' of documents before submitting the application. **Incomplete applications would lead to delay in consideration, and are liable to be rejected.**
- (f) Photocopies of documents asked for need attestation with official seal.
- Item No. 1 Name given here should be the same as given in your matriculation/higher secondary certificate and degree certificates. If there is a change, addition or deletion, an affidavit from a Notary Public/Magistrate is necessary.
- Item No.10 (a & b) Clear attested photocopies of all degree certificates, along with corresponding mark sheets/grade cards/transcripts are essential. Attestation by Notary Public, First Class Magistrate, or Gazetted Officer with respective official seal and date is necessary. **The name, designation and full official address of the attesting authority should be available below his signature.** The mark sheets/grade cards/transcripts should contain the final Grade Point Average (GPA), if any, awarded. If not given, final GPA has to be worked out in detail on a separate sheet and attached. Medical doctors should submit clear attested photocopies of mark sheets of first, second and final MBBS examinations (all parts). The name of the University/Institution awarding the qualification should be mentioned. Names of colleges and departments should not be mentioned.
- Item No. 12 Specializations may be indicated in terms of (a) Subject (b) Broad Area(s) of specialization and (c) Exact area(s) of specialization.

A few examples are given below:

- (i) a) Subject : Physics  
 b) Broad area of specialization : Spectroscopy  
 c) Exact area of specialization : NMR Spectroscopy
- (ii) a) Subject : Chemistry  
 b) Broad area of specialization : Physical Chemistry of Polymers  
 c) Exact Area of specialization : Biopolymers
- (iii) a) Subject : Electrical Engineering  
 b) Broad area of specialization : Design of Electrical Machinery  
 c) Exact Area of specialization : Electrical motors of small horse power

Item No. 13 The numbers mentioned in the application should tally with those in the attached list of publications.

List of research papers classified into (i) papers published with impact factor of the journal and (ii) papers accepted must be sent. Papers should have full references viz. Author(s), Title, Name of Journal, Vol. No. and page numbers and published by whom and from where. Books published should have full references viz. Author(s), Title, Publisher, Year, and place of publication.

Reprints/Preprints/Photocopies of published and accepted papers, bearing serial numbers as given in the list, must be attached. Copies of letters of acceptance for accepted papers from the Editors should be enclosed.

Patents should have full references viz. patent holder's name, patent number, year, country, period, and brief description of the patent.

Item No. 16(a) Dates, in terms of date, month and year, should be given. If exact date is not in memory, month and year may be given. Year alone is not sufficient. Break in chronological employment/training, if any, should be explained with corresponding dates.

Clear attested photocopies of official certificates for employment/training in India and abroad must be sent. In addition, two testimonials from persons with whom you have worked recently must also be furnished. These should contain the designations of the positions held, exact dates of joining and leaving each position, and highlights of research achievements pertaining to each position.

***Completed form along with enclosures may be sent to the Head, DSTP, HRD Group, CSIR Complex, Library Avenue, Pusa, New Delhi – 110012 (INDIA)***

Registration No. \_\_\_\_\_

**COUNCIL OF SCIENTIFIC AND INDUSTRIAL RESEARCH**  
**Human Resource Development Group**  
**CSIR Complex, Library Avenue,**  
**Pusa, New Delhi 110 012**

**APPLICATION FORM FOR SENIOR RESEARCH ASSOCIATESHIP**

Please use **BLOCK LETTERS** to help speedy processing

Application Fee :

Value of Draft: ..... Draft No.: .....

Date of Draft: ..... Name of Bank: .....

If earlier considered/worked as SRA (Pool Officer), please indicate  
Registration No.: .....



1. Full Name: ..... Sex : .....  
Last or Surname First Middle

2. Present Address .....  
.....  
.....

3. Permanent Address in India: .....  
.....  
.....

4. Contact Phone No: ..... Mobile No: .....

E-mail address: .....

5. a) Date of Birth\*: ..... (b) Birth Place : ..... (c) State of Domicile.....  
\*Please attach attested copy of Certificate indicating date of birth.

6. Citizenship: (a) Self : ..... (b) wife/Husband: .....

7. Father's name and Citizenship.....

8. Category, which the candidate belong to:

General  SC  ST  OBC  PH

9. Date of arrival in foreign country: ..... Date of actual/expected return .....

10(a) Academic and Professional qualifications (from Bachelor's degree onwards):

**(Please send copies of all degrees and diplomas along with mark sheet/grade cards, transcripts, duly attested by notary public, first class magistrate, or gazette officer with his official seal)**

Degree/ Diploma	Subjects	Month & year of passing	Duration of Course	Percentage of Marks or Grade*	Name of Univ./Institution

\* **Formula to convert grades into percentage (%) may please be given**

10(b) Details of marks (percentage) obtained in MBBS:

1 <sup>st</sup> Professional Examination (1)	2 <sup>nd</sup> Professional Examination (2)	3 <sup>rd</sup> Professional Examination (3)	Average percentage of all Professional Examinations (Column 1+2+3)/3

10(c) If studying, Course.....Institution.....  
Expected date of completion.....

11. Title of Thesis (accepted): (a) Master.....

(b) Doctorate: .....

12. Specializations, in terms of Broad Area of Specialisation and Exact Area of Specialisation:

(a) Subject	(b) Broad Area of Specialization	Exact Area of Specialization



13. Publications and Patents: **(Please attach list of publications with impact factor of the Journal and reprints or photocopies bearing serial numbers corresponding with those in the list)**

(a) No. of Papers (i) Published.....(ii) Accepted.....

(b) No. of Books published..... (c) No. of patents: (i) Filed: .....(ii) Granted: .....

14. Prizes, Honours, Awards, Distinctions, if any: .....

15. Fellowships held (In India & abroad):

Name of fellowship	Organization	Dates From To	Amount	Name of Sponsoring Agency

16. (a) Chronological record of employment (in India and abroad), if any:

(Use additional sheets, if necessary, and attach documentary proof of each experience)

Date/Month/Year From To	Designation	Nature of work	Name of Organization	Salary Last drawn

(b) If not employed, since when? Month.....Year.....

© If employed in India before going abroad, indicate

Are you under contract to serve in India on your return? Yes: ..... No: .....If yes,  
Period.....Organization.....

17. Efforts made to find employment during the last 12 months

Post applied for	Organization	Scale	Date of application	Present Position

18. Names of Organizations with Addresses, which you have contacted for placement as Senior Research Associate (SRA)\*

(i).....

(ii).....

(iii).....

\*Note: Candidates are advised to contact Institutions/Organizations where they would like to work and should produce acceptance letter from the Head(s) of the Institution(s) at the time of Interview.

19. Title of Proposed Research and Development Scheme .....

.....  
 .....

(Describe in detail on a separate sheet the proposed Research or Development Scheme you would like to pursue, and attach it to the completed application. **The scheme should include (a) Title of Research & Development Scheme, (b) Proposed department and place of study, (c) Contact details of the key persons/guide in that department, (d) Specific objectives of the study, (e) Background knowledge and reason for this study, (f) Methodology details, study design, experimental schedule and outcome for three years, (g) Shadow pricing of the proposed study and modalities, (h) Likely scientific impact of the proposed study, (i) Institutional ethical clearance certificate and (j) Your specific function and role in the proposed study. (This is one of the important criteria for deciding candidate’s selection).**

19. Testimonials from two referees who are familiar with your recent research work may be attached. They should contain highlights of your research achievements and specific dates of joining and leaving the position held. Please give the names, designations, and addresses of referees:

(i).....

.....

(ii).....

.....

- |    |      |     |  |        |
|----|------|-----|--|--------|
| 21 | (i)  | (a) | Have you ever been arrested?   | Yes/No |
|    |      | (b) | Have you ever been prosecuted?   | Yes/No |
|    |      | (c) | Have you ever been kept under detention?   | Yes/No |
|    |      | (d) | Have you ever been bound down?   | Yes/No |
|    |      | (e) | Have you ever been fined by a court of law for any offence?  | Yes/No |
|    |      | (f) | Have you ever been debarred from any examination or rusticated by any University or any other educational authority/institution?   | Yes/No |
|    |      | (g) | Have you ever been debarred/disqualified by any Public Service Commission from appearing in any of its examinations/selections   | Yes/No |
|    |      | (h) | Is any case pending against you in any court of law at the time of filling up this Form?   | Yes/No |
|    |      | (i) | Is any case pending against you in any university or any other educational authority/institution at the time of filling up this Form?  | Yes/No |
|    | (ii) |     | If the answer to any of the above mentioned questions is 'yes' give full particulars of the case/arrest/detention/fine/conviction/sentence/punishment, etc, and/or the nature of the case pending in Court/University/educational authority, etc. at the time of filling up this form? |        |

Note: Specific answer to each of the questions should be given by striking out "Yes" or "No" as the case may be

## 22. Declaration

I have read the terms & conditions and I accept and agree to abide by these if the Associateship is offered to me. I certify that to the best of my knowledge and belief the particulars given in the application are correct. I understand that the decision taken on my application by CSIR will be final. (If false and suppression of factual information in the application form comes to the notice of CSIR at any time during the tenure of an Associate, the Associateship would be liable to be terminated).

Place: .....

Signature of the candidate

Date: .....

***(Please send the completed form along with enclosures to the Head, DSTP, HRD Group, CSIR Complex, Library Avenue, Pusa, New Delhi-110012)***

**HUMAN RESOURCE DEVELOPMENT GROUP**  
**CSIR Complex, Library Avenue,**  
**Pusa, New Delhi-110 012**

**(SENIOR RESEARCH ASSOCIATESHIP)**

(To be filled in by registrants in foreign countries immediately on their return to India.)

1. Name.....  

Last	First	Middle
------	-------	--------
2. SRA Registration No. ....
3. Date of actual return to India.....
4. Mailing address in India.....  
.....  
.....  
.....
5. Are you currently employed? Yes/No; If yes, specify:  
  - (a) Name and address of the employer.....  
.....  
.....
  - (b) Designation.....
  - (c) Nature of work.....
  - (d) Monthly emoluments (Rs.): basic.....total.....scale.....
6. Please use the space below, if you wish to add anything to what you have already stated in your application form.

Date: .....

Signature of the candidate

Place: .....

### Check list of documents to be attached

- |     |   |        |
|-----|---|--------|
| 1.  | Bank draft for US \$ 200 or Rs.500/-  | Yes/No |
| 2.  | Photograph on the main application form   | Yes/No |
| 3.  | Affidavit if you carry different name/surnames in your certificates   | Yes/No |
| 4.  | Attested copy of School Leaving/High School/Secondary School Certificate (For date of birth)  | Yes/No |
| 5.  | Attested copies of Degrees<br>BSc/MSc/MPhil/PhD<br>BE/ME/PhD<br>BPharm/MPharm/PhD<br>MBBS/MD/MS/MCh/DM<br>BVSc/MVSc/PhD   | Yes/No |
| 6.  | Attested copies of Mark Sheets/Grade Cards for<br>BSc/MSc/MPhil/PhD<br>BE/ME/PhD<br>BPharm/MPharm/PhD<br>MBBS (1 <sup>st</sup> , 2 <sup>nd</sup> & 3 <sup>rd</sup> Professional Examinations)<br>BVSc, MVSc, etc. | Yes/No |
| 7.  | Attested copy of Certificate of Registration with MCI/State Medical Council/Dental Council of India/ State Dental Council.  | Yes/No |
| 8.  | List of Publications  | Yes/No |
| 9.  | Reprints  | Yes/No |
| 10. | Attested copies of Letter(s) of Acceptance for paper(s) accepted for publication & preprints.   | Yes/No |
| 11. | Attested copies of Award Letters<br>For Fellowship: JRF/SRF/RA  | Yes/No |
| 12. | Attested copies of Experience Certificates  | Yes/No |
| 13. | Attested copy of the certificate from an appropriate authority stating date of joining and likely date of expiry of your present employment   | Yes/No |
| 14. | Attested copy of Release Order from your last employer  | Yes/No |
| 15. | Detailed Research Proposal  | Yes/No |
| 16. | Testimonials from 2 Referees  | Yes/No |