

**EVALUATION CRITERIA FOR
PROMOTION AND DIRECT
RECRUITMENT FOR NARS
SCIENTISTS
(Revised)**

Handwritten signature and date: 2/7/2010

Approved by the BARC Executive Council
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Bangladesh Agricultural Research Council

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GUIDELINES FOR PROMOTION/EVALUATION FOR NARS SCIENTISTS

1. The minimum requirement for promotion as laid down in the Service Rule of respective ARIs must be fulfilled.
2. Promotion cases will generally be considered for vacant posts.
3. Promotion will be on Merit-cum-Seniority basis. No claim for promotion will be entertained only for Seniority.
4. All Scientific posts (SO to CSO and equivalent Scientific Position) shall be categorized as (a) Open posts and (b) Discipline-based posts . Scientists of all disciplines shall be eligible for promotion to 'Open Posts' while Discipline-based posts will be filled up with scientists from relevant disciplines. Each ARI will identify the "Open" and "Discipline based" posts.
5. Evaluation criteria as developed for NARS scientists must be followed.
6. Evaluation for promotion will be made by a panel of evaluators to be selected as follows: (a) In the case of Chief Scientific Officer (CSO) of ARIs/BARC, evaluators would be selected by the Executive Chairman, BARC. (b) For posts below the rank of CSO, the evaluators would be selected by the Head of the respective ARI. In the case of BARC, evaluators would be selected by the Executive Chairman of BARC.
7(a) A 3 - member evaluation team for evaluation of performance will be selected from the relevant Discipline. (b) The Head of the Institute will select one of the members of the evaluation committee as 'Convenor'.
8. The performance of respective Scientists will be evaluated as and when the posts will fall vacant and all the processes for promotion is to be completed within three months.
9. Marks of ACR (Annual Confidential Report) for the preceding five (5) years would be submitted to the Promotion Committee by the Head of the concerned Institute. Candidates having ACR marks below the average for the three years (out of five years) will not be considered for promotion. However, the Promotion Committee shall interview the incumbent and record their observation on the ACR.
10. For promotion, information of the candidate shall be obtained in the prescribed forms and then submitted to the evaluator. After evaluation, the Evaluation Report would be placed before the promotion committee.
11. Scientific personnel shall be grouped into two categories: (a) Those who are directly engaged in research. (b) Personnel engaged in non-research activities. <ul style="list-style-type: none">• For personnel under category (a), 70% marks obtained out of Evaluation and 30% marks out of ACR shall be taken into consideration.• For personnel under category (b), 60% marks obtained out of ACR and 40% marks out of Evaluation shall be taken into consideration.
14. Seventy five percent (75%) marks shall be considered as the qualifying mark for promotion to the posts of CSO & PSO, while 70% for SSO. Among the qualified candidates the senior-most shall get promotion.

Note: Wherever the positions SO, SSO, PSO and CSO used in the above guideline will mean the positions and their Equivalent Scientific Positions.

EVALUATION CRITERIA FOR DIRECT RECRUITMENT/PROMOTION TO CSO

1. Academic: Full Marks- 15				
Degree	Marks in Traditional System		Marks in Grading System	
	1 st class	2 nd class	Max. Marks	Calculation Procedure
B.Sc.Ag./Equivalent	4	3	4	Grade points obtained
M.Sc.Ag./Equivalent	4	3	4	Grade points obtained
Ph.D.			7	
2. Experience (SO - PSO) Full Marks -30 @ 2 marks/year of service				
3. Performance; Full Marks - 45				
(A) Publication - 35				
(i) Journals:				
(a) Paper published in Peer Reviewed Reputed International Journal				
- Principal Author - 3.0 marks/paper				
- Co-author - 1.5 marks/paper				
(b) Other Journals (National/Int'l)				
- Principal Author - 2.0 marks/paper				
- Co-author - 1.0 marks/paper				
(ii) Short Communication				
- Principal Author - 1.0 marks/paper				
- Co-author - 0.5 marks/paper				
(iii) Books/Monograph/Bulletins				
(a) Books (Professional)				
- Principal Author - 3 marks/Book				
- Co-author - 2 marks/Book				
(b) Monograph:				
- Principal Author - 2 marks/Monograph				
- Co-author - 1 mark/Monograph				
(c) Bulletins:				
- Principal Author - 1 marks/ TRpt/Booklet				
- Co-author - 0.5 mark/TRpt/Booklet				
(iv) Proceedings of Seminar/Workshop				
- Principal Author - 1.5 marks for Int'l/				
- 1.0 marks for National				
- Co-author - 0.75 for Int'l/				
- 0.5 marks for National				
(B) Research Achievement/Contribution - 10 marks				
i. Research Program Developed/ Supervised/Executed/ Technologies developed. (To be certified/endorsed by the Head of Division & Director(Research): - 06 marks				
ii. Outstanding/Notable Research Contribution/Award/ Honours Received/MS/Ph.D Thesis Supervised/Patent Registered (Evidence must be attached & be endorsed by the Head of Division & Director(Res) - 04 marks				
4. Oral (For Direct Recruitment only)			- 10 marks	
Total:			- 100	

EVALUATION CRITERIA FOR DIRECT RECRUITMENT/PROMOTION TO PSO

1. Academic: Full Marks- 20				
Degree	Marks in Traditional System		Marks in Grading System	
	1 st class	2 nd class	Max. Marks	Calculation Procedure
B.Sc.Ag./Equivalent	8	6	8	Grade points obtained multiplied by two
M.Sc.Ag./Equivalent	4	3	4	Grade points obtained
Ph.D.	8			
2. Experience(SO-SSO) Full Marks 30 @ 3 marks/year of service.				
3. Performance; Full Marks-40				
(A) Publication- 30				
(i) Journals:				
(a) Paper published in Peer Reviewed Reputed International Journal				
	- Principal Author		- 3.0 marks/paper	
	- Co-author		- 1.5 marks/paper	
(b) Other Journals (National/Int'l)				
	- Principal Author		- 2.0 marks/paper	
	- Co-author		- 1.0 marks/paper	
(ii) Short Communication				
	- Principal Author		- 1.0 marks/S.C	
	- Co-author		- 0.5 marks/S.C	
(iii) Books/Monograph/Bulletins:				
(a) Books:				
	- Principal Author		- 3.0 marks/Book	
	- Co-author		- 2.0 marks/Book	
(b) Monograph:				
	- Principal Author		- 2.0 marks/Monograph	
	- Co-author		- 1.0 mark/Monograph	
(c) Bulletins:				
	- Principal Author		- 1.0 marks/ TRpt/Booklet	
	- Co-author		- 0.5 mark/TRpt/Booklet	
(iv) Proceedings of Seminar/Workshop				
	- Principal Author		- 1.5 marks for Int'l/ - 1.0 marks for National	
	- Co-author		- 0.75 for Int'l/ - 0.50 marks for National	
(B) Research Achievement/Contribution - 10 marks				
i. Research Program Developed/Supervised/Executed Technologies developed. (To be certified/endorsed by the Head of Division & Director(Research): - 06 marks				
ii. Outstanding/Notable Research Contribution/Award/Honours Received/MS/Ph.D Thesis Supervised/Patent Registered (Evidence must be attached & be endorsed by the Head of Division & Director(Res) - 04 marks				
4. Oral (For Direct Recruitment only)			- 10 marks	
Total:			- 100	

EVALUATION CRITERIA FOR DIRECT RECRUITMENT /PROMOTION TO SSO

1. Academic: Full Marks- 30

Degree	Marks in Traditional System		Marks in Grading System	
	1 st class	2 nd class	Max. Marks	Calculation Procedure
S.S.C	5	4	5	Grade points obtained
H.S.C	5	4	5	Grade points obtained
B.Sc.Ag./Equivalent	8	6	8	Grade points obtained multiplied by two
M.Sc.Ag./Equivalent	4	3	4	Grade points obtained
Ph.D.	8			

2. Experience (SO) Full Marks- 30 @ 5 marks/year of service

3. Performance; Full Marks-30

(A) Publication- 25 marks

- (i) Full Paper Published in Journal
 - Principal Author - 4 marks/paper
 - Co-author - 2 marks/paper
- (ii) Short Communication
 - Principal Author - 01 marks/S.C
 - Co-author - 0.5 marks/S.C
- (iii) Bulletins
 - Principal Author - 02 marks/ TRpt/Booklet
 - Co-author - 0.1 mark/TRpt/Booklet
- (iv) Proceedings of Seminar/Workshop
 - Principal Author - 01 marks
 - Co-author - 0.5 marks

(B) Achievement/Contribution - 05 marks

- i. Research Programme developed and executed - 3
- ii. Foundation training completed - 2
(Endorsed by the Head of Division and Director (Res.))

4. Oral (For Direct Recruitment only) - 10 marks

Total: - 100

EVALUATION CRITERIA FOR DIRECT RECRUITMENT OF SCIENTIFIC OFFICER (SO)**1. Academic: Full Marks – 24**

Degree	Marks in Traditional System		Marks in Grading System	
	1 st class	2 nd class	Max. Marks	Calculation Procedure
S.S.C	5	4	5	Grade points obtained
H.S.C	5	4	5	Grade points obtained
B.Sc.Ag./Equivalent	14	9	14	Grade points obtained multiplied by 3.5

2. Written Test: Full Marks - 60

- | | |
|--|------------|
| (a) Concerned Faculty Subject | - 45 marks |
| (b) General Knowledge | - 05 marks |
| (c) English Language (Expressional Capacity) | - 05 marks |
| (d) Bengali Language (Expressional Capacity) | - 05 marks |

3. Oral: -16

Total :-100