

11.02.2020

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FOR APPLYING TO THE POSTS ADVERTISED BY NSC FOR DIRECT RECRUITMENT:
Trainees and Employees absorbed from traineeship and are in bond period may refer notice issued under file No. 33(1)/06-HR/NSC dated 26.11.2018.

CONDITION APPLICABLE FOR DEPARTMENTAL CANDIDATE IN DIRECT RECRUITMENT FOR RELAXATION IS MENTIONED BELOW AS PER THE DECISION OF THE BOARD IN ITS 272nd BOARD MEETING HELD ON 30th JUNE, 2017:

“Candidate having higher qualification joining in a lower post will be eligible to apply for higher post after completion of bond period even if the course completed is through correspondence or distance education. If an employee has acquired higher qualification before joining NSC or acquires higher qualification with prior approval during his service period, he will be eligible to apply for higher post after completing four years service, even if the course is through correspondence or distance education”

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF TRAINEE (ACCOUNTS)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of the Post	Trainee (Accounts)
2.	Classification after absorption	Group "C" (NS-3)
3.	Scale of Pay after absorption	Rs. 17000-60000 /-
4.	Maximum age limit for General category	Not exceeding 27* years as on last date of receipt of applications.
5.	Educational Qualification	B.Com with minimum 60%* marks from recognised University. Knowledge of MS-Office and computer application is mandatory.
6.	Period of Training	One year training which is extendable by a maximum period of 06 months.
7.	Stipend	Consolidated amount equal to basic pay of Rs. 17000/- per month + DA applicable on the date of advertisement and HRA at applicable rates OR single seated rent free hostel accommodation depending upon the place of posting. The amount of stipend will remain same during the training period unless otherwise revised by the Management.
8.	Terms & Conditions	On successful completion of training period of one year/extended period and satisfactory performance during training, the trainee may be considered for absorption as Assistant (Accounts) Gd. V in the scale of pay of Rs. 17000-60000 /-. Selected candidates have to execute surety bond of Rs. 1,40,000/- (Rs. 70,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- for completing training period and to serve the Corporation for a minimum period of three years after successful completion of training period and absorption. Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.
9.	Method of Recruitment	100% by direct Recruitment

***Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT (Accounts) Gd. V
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Accounts) Gd. V
2.	Classification	Group C (NS-3)
3.	Scale of Pay	Rs 17000-60000
4.	Method of recruitment	75% by absorption of Trainee (Accounts) and 25% by promotion, failing which through direct recruitment by absorption of Trainees. The basis for determining vacancy to be filled by promotion will be taken from the number of posts already advertised for the post of Trainee (Accounts), so that the ratio of 75: 25 is maintained.
5.	In case of recruitment by promotion	By promotion of Office Attendant/RW Gd I/MPA in Accounts discipline having B.Com qualification and having experience in Accounts Department for minimum period of 10 years including 2 years in RW Gd. I/Attendant Gd. I subject to passing of written test, to be conducted by Selection Committee.
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT (Accounts) GD. IV
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Accounts) Gd. IV
2.	Classification	Group C (NS-4)
3.	Scale of Pay	Rs 18000-64000
4.	Method of recruitment	100% by promotion
5.	In case of recruitment by promotion	By promotion of employees in F&A cadre (including Audit) working in the next below post having following specification: M.Com./MBA (Fin.) from a recognized University/Institution. : 3 years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) B.Com : 4 years Matriculate & above but below Graduation. : 5 years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT (Accounts) GD. III
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Accounts) Gd. III
2.	Classification	Group C (NS-5)
3.	Scale of Pay	Rs 19000-68000
4.	Method of recruitment	100% by promotion
5.	In case of recruitment by promotion	By promotion of employees in F&A cadre (including Audit) working in the next below post having following specifications: M.Com./MBA (Fin.) from a recognized University/Institution. : 3 years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) B.Com : 4 years Matriculate & above but below Graduation. : 5 years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT (Accounts) GD. II
(As approved by the Board in their 285th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Accounts) Gd. II
2.	Classification	Group C (NS-6)
3.	Scale of Pay	Rs 20000-72000
4.	Method of recruitment	100% by promotion
5.	In case of recruitment by promotion	By promotion of employees in F&A cadre (including Audit) working in the next below post having following specifications: M.Com./MBA (Fin.) from a recognized University/Institution. : 3 years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) B.Com : 4 years Matriculate & above but below Graduation. : 5 years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF SR. TRAINEE (ACCOUNTS)
(As approved by the Board in their 285th Meeting held on 28-02-2020)

1.	Name of the Post	Sr. Trainee (Accounts)
2.	Classification after absorption	Group "C" (S-1)
3.	Whether selection post or Non selection post	Selection post
4.	Scale of Pay after absorption	Rs. 22000-77000 /-
5.	Maximum age limit for General category	Not exceeding 27* years as on closing date of vacancy notification
6.	Educational Qualification	M.Com./MBA (Fin.) with minimum 55%* marks from a recognised University/Institution. In addition to above, knowledge of Computer (MS Office) is mandatory.
7.	Period of Training	One year training which is extendable by a maximum period of 06 months.
8.	Stipend	Consolidated amount equal to basic pay of Rs. 22000/- + DA per month on the date of advertisement and HRA at applicable rates OR single seated rent free hostel accommodation depending upon the place of posting. The amount of stipend will remain same during the training period, unless otherwise revised by the Management.
9.	Terms & Conditions	On successful completion of training period of one year/extended period and satisfactory performance during training, the trainee may be considered for absorption as Assistant (Accounts) Gd. I in the scale of pay of Rs. 22000-77000 /-. Selected candidates have to execute surety bond of Rs. 1,70,000/- (Rs. 85,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- for completing training period and to serve the Corporation for a minimum period of 03 years after successful completion of training period and absorption. Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.
10.	Method of Recruitment	100% by direct Recruitment

*** Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT (ACCOUNTS) Gd. I
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Accounts) Gd. I
2.	Classification	Group C (S-1)
3.	Scale of Pay	Rs 22000-77000
4.	Method of recruitment	75% by Promotion and 25% by absorption of Sr. Trainees (Accounts), failing which by promotion.
5.	In case of recruitment by promotion	By Promotion of employees of F&A cadre (including Audit) working as Assistant (Accounts) Gd. II having following specifications: CA/CMA/MBA (Fin)/M.Com : 3 Years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) CA (Inter)/CMA (Inter)/B.Com* : 4 Years Matriculate and above but below Graduation : 5 Years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

* Assistants working in Accounts discipline will be considered with qualification of Graduation other than B.Com also.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF SR. ASSISTANT (ACCOUNTS)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Sr. Assistant (Accounts)
2.	Classification	Group C (S-2)
3.	Scale of Pay	Rs 23500-82000
4.	Method of recruitment	100% by Promotion.
5.	In case of recruitment by promotion	By Promotion of employees of F&A cadre (including Audit) working as Assistant (Accounts) Gd. I having following specifications: CA/CMA/MBA (Fin)/M.Com : 3 Years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) CA (Inter)/CMA (Inter)/B.Com* : 4 Years Matriculate and above but below Graduation : 5 Years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

* Assistants working in Accounts discipline will be considered with qualification of Graduation other than B.Com also.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF SUPERVISOR (ACCOUNTS)
(As approved by the Board in their 288th Meeting held on 28-08-2020)

1.	Name of Post	Supervisor (Accounts)
2.	Classification	Group C (S-3)
3.	Scale of Pay	Rs 25000-87000
4.	Method of recruitment	100% by Promotion.
5.	In case of recruitment by promotion	By Promotion of employees of F&A cadre (including Audit) working as Sr. Assistant (Accounts) having following specifications: CA/CMA/MBA (Fin)/M.Com : 3 Years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) CA (Inter)/CMA (Inter)/B.Com* : 4 Years Matriculate and above but below Graduation : 5 Years
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

* Assistants working in Accounts discipline will be considered with qualification of Graduation other than B.Com also.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 5 will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT OFFICER (FINANCE & ACCOUNTS)

(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant Officer (Finance & Accounts)						
2.	Classification	Group B (S-4)						
3.	Scale of Pay	Rs 26500-92000						
4.	Method of recruitment	100% by Promotion.						
5.	In case of recruitment by promotion	<u>(A.) For Normal and Accelerated Promotion (50% of total promotion quota):</u> By Promotion of employees of F&A cadre (including Audit) working as Supervisor (Accounts) having following specifications: CA/CMA/MBA (Fin)/M.Com : 3 Years (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) CA (Inter)/CMA (Inter)/B.Com* : 4 Years Matriculate and above but below Graduation : 5 Years <u>(B.) For Promotion through Limited Departmental Competitive Examination (LDCE) through a third party (50% of total promotion quota):</u> By Promotion through Limited Departmental Competitive Examination (LDCE) of employees working in F&A cadre as Supervisor, Sr. Assistant, Assistant Gd. I, II, III & IV fulfilling following conditions / specifications: <table><tr><td>1. Minimum Experience</td><td>7 years of regular continuous services in concerned department of Corporation and during the 7 years at-least 04 "Very Good" & above APAR grading.</td></tr><tr><td>2. Educational Qualification</td><td>Associate Member of Institute of Chartered Accountants (ACA) or Associate member of Institute of Cost & Management Accountants (ACMA). Knowledge of Computer (MS Office) is mandatory.</td></tr><tr><td>3. Method of promotion</td><td>Written examination and Personal Interview. The weightage of written test and interview will be 70:30 to draw final merit list.</td></tr></table> If there is no candidate in the feeder cadre in normal case / accelerated case of promotion then the balance 50% vacancy will be also be filled through LDCE	1. Minimum Experience	7 years of regular continuous services in concerned department of Corporation and during the 7 years at-least 04 "Very Good" & above APAR grading.	2. Educational Qualification	Associate Member of Institute of Chartered Accountants (ACA) or Associate member of Institute of Cost & Management Accountants (ACMA). Knowledge of Computer (MS Office) is mandatory.	3. Method of promotion	Written examination and Personal Interview. The weightage of written test and interview will be 70:30 to draw final merit list.
1. Minimum Experience	7 years of regular continuous services in concerned department of Corporation and during the 7 years at-least 04 "Very Good" & above APAR grading.							
2. Educational Qualification	Associate Member of Institute of Chartered Accountants (ACA) or Associate member of Institute of Cost & Management Accountants (ACMA). Knowledge of Computer (MS Office) is mandatory.							
3. Method of promotion	Written examination and Personal Interview. The weightage of written test and interview will be 70:30 to draw final merit list.							
6.	Period of probation	One year- extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.						

* Assistant Officer (Finance & Accounts)

* Assistants working in Accounts discipline will be considered with qualification of Graduation other than B.Com also.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 5 and possessing educational qualification mentioned in 1st & 2nd category will be considered for accelerated promotion in 2 years & 3 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 81 marks as average of all the years under consideration.

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ACCOUNTS OFFICER
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of post	Accounts Officer
2.	Classification	Group-B (E-0)
3.	Scale of pay	Rs. 30000-120000
4.	Method of recruitment	By promotion of Asst. Officers (F&A) working in the scale of Rs. 26500-92000 (S-4) having following specifications: CA/CMA/MBA (Fin)/M.Com : 4 Years B.Com* : 5 Years
5.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

*Assistant Officer (F&A) recruited with Graduation qualification (other than B.Com.) will be considered for promotion at par with B.Com.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 4 and possessing 1st & 2nd educational qualification mentioned in 1st & 2nd category in S.No. 4 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED**RECRUITMENT RULES FOR THE POST OF MANAGEMENT TRAINEE (Finance & Accounts)**

(As approved by the Board in their 288th Meeting held on 25.02.2020)

1	Name of the Post	Management Trainee (Finance & Accounts)
2	Classification after absorption	Group "A" (E-1)
3	Scale of Pay after absorption	Rs. 40000-140000 /-
4	Maximum age limit for General category	Not exceeding 27* years as on last date of receipt of applications.
5	Educational Qualification	Associate Member of Institute of Chartered Accountants (ACA) or Associate member of Institute of Cost & Management Accountants (ACMA). Knowledge of Computer (MS Office) is mandatory.
6	Period of Training	One year training which is extendable by a maximum period of 06 months.
7	Stipend	Consolidated amount equal to basic pay of Rs. 40000/- per month + DA applicable on the date of advertisement and HRA at applicable rates OR single seated rent free hostel accommodation depending upon the place of posting. The amount of stipend will remain same during the training period unless otherwise revised by the Management.
8	Terms & Conditions	On successful completion of training period of one year/extended period and satisfactory performance during training and personal interview, the Management Trainee may be considered for absorption as Asstt. Manager (Finance & Accounts) in the scale of pay of Rs. 40000-140000 /-. Selected candidates have to execute surety bond of Rs. 3,00,000/- (Rs. 1,50,000 for SC/ ST) to the Corporation on non-judicial stamp paper of Rs. 100/- to complete the training and to serve the Corporation for a minimum period of three years after successful completion of training period and absorption. Management Trainees not absorbed by the Corporation will be given a certificate on completion of training without any obligation on the part of Corporation for future employment.
9	Method of Recruitment	100% by direct Recruitment

***Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSTT. MANAGER (FINANCE & ACCOUNTS)
(As approved by the Board in their 28th Meeting held on 28-02-2020)

1.	Name of Post	Asstt. Manager (Finance & Accounts)
2.	Classification	Group 'A' Post (E-1)
3.	Scale of Pay	Rs. 40000-140000
4.	Age limit for direct recruitment	Not exceeding 30* years as on closing date of vacancy notification.
5.	Educational and other Qualifications for direct recruitment.	<u>Essential Educational Qualifications & Experience :</u> <u>Educational Qualification(s):</u> Associate Member of Institute of Chartered Accountants (ACA) or Associate Member of Institute of Cost & Management Accountants (ACMA). <u>Experience:</u> 2 years post qualification experience of handling Finance, Taxes, Preparation of Company's Balance Sheet and all other Accounts functions in a large organization/PSU having turnover of more than 200 crores. Weightage will be given to those having handled similar functions in a large Industry. Those working in PSU/Govt. should have 2 years experience in the next below scale i.e. Rs.30000-120000 <u>OR</u> 5 years experience in the scale of pay of Rs.26500-92000 and above or equivalent in related field.
6.	Method of Recruitment.	60% by direct recruitment through absorption of Management Trainees and 40% by promotion of officers working in Finance & Accounts discipline in the scale of Rs.30000-120000 (E-0) having following specifications, failing which by direct recruitment. a. Associate Member of Institute of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA) - 4 Years b. MBA (Fin.) / M.Com. - 5 Years c. B.Com/Graduate - 6 Years
7.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

***Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 6 and possessing ~~of required educational~~ educational qualification mentioned in 1st & 2nd category in S.No. 6 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF MANAGER (FINANCE & ACCOUNTS)
(As approved by the Board in their 285th Meeting held on 28-02-2020)

1.	Name of post	Manager (Finance & Accounts)
2.	Classification	Group 'A' Post (E-2)
3.	Scale of pay	Rs. 50000-160000
4.	Method of recruitment	By Promotion of Asstt. Managers working in Fin. & Accts. discipline in the scale of Rs.40000-140000 (E-1) having following specifications:- a. Associate Member of Institute of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA) - 4 Years b. MBA (Fin.) / M.Com. - 5 Years c. B.Com/Graduate - 6 Years
5.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 4 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 4 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ASSISTANT GENERAL MANAGER
(FINANCE & ACCOUNTS)

(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of post	Assistant General Manager (Finance & Accounts)
2.	Classification	Group A Post(E-3)
3.	Scale of pay	Rs. 60000-180000
4.	Method of recruitment	By Promotion of Managers working in Fin. & Accts. discipline in the scale of Rs. 50000-160000 (E-2) having following specifications:- a. Associate Member of Institute - 4 Years of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA) b. MBA (Fin.) / M.Com. - 5 Years c. B.Com/Graduate - 6 Years
5.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 4 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 4 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF DEPUTY GENERAL MANAGER (FINANCE & ACCOUNTS)

(As approved by the Board in their 28th Meeting held on 28-02-2020)

1.	Name of Post	Deputy General Manager (Finance and Accounts)
2.	Classification	Group 'A' Post (E-4)
3.	Scale of Pay	Rs. 70000-200000
4.	Age limit for direct recruitment	Not exceeding 50* years as on closing date of vacancy notification.
5.	Educational and other Qualifications for direct recruitment.	<u>Essential Educational Qualifications & Experience :</u> <u>Educational Qualification(s):</u> Associate Member of Institute of Chartered Accountants (ACA) or Associate Member of Institute of Cost & Management Accountants (ACMA). <u>Experience:</u> 10 years post qualification experience of handling Finance, Taxes, Preparation of Company's Balance Sheet and all other Accounts functions in a large organization/PSU having turnover of more than 500 crores out of which 5 years should be in a senior managerial position (equivalent to E-2 level of NSC) in related field. Should have ability to organize independently Finance and Accounts Division including Management Accounting, Cost Accounting, Budget preparation in a reputed large Organization. Weightage will be given to those having handled similar functions in a large Industry. Those working in PSU/Govt. should have 2 years experience in the next below scale i.e. Rs.60000-180000 or 5 years experience in the scale of pay of Rs. 50000-160000 and above or equivalent.
6.	Method of Recruitment.	By promotion of AGMs working in Finance & Accounts discipline in the scale of Rs. 60000-180000(E-3) having following specifications or by direct recruitment. a. Associate Member of Institute of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA) - 4 Years b. MBA (Fin.) / M.Com. - 5 Years
7.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

***Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 6 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 6 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.

NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF ADDITIONAL GENERAL MANAGER (FINANCE & ACCOUNTS)

(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of post	Additional General Manager (Finance & Accounts)
2.	Classification	Group 'A' (E-5)
3.	Scale of pay	Rs. 80000-220000
4.	Method of recruitment	By Promotion of DGMs working in Fin. & Accts. discipline in the scale of Rs. 70000-200000 (E-4) having following specifications: a. Associate Member of Institute of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA) - 4 Years b. MBA (Fin.) / M.Com. - 5 Years
5.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 4 and possessing educational qualification mentioned in 1st & 2nd category in S.No. 4 will be considered for accelerated promotion in 3 years & 4 years respectively subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of all the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF GENERAL MANAGER (FINANCE & ACCOUNTS)

(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	General Manager (Finance & Accounts)
2.	Classification	Group 'A' Post (E-6)
3.	Scale of Pay	Rs. 90000-240000
4.	Method of Recruitment.	By promotion of Addl. GMs working in Finance & Accounts discipline in the scale of Rs.80000-220000 (E-5) having following specifications Associate Member of Institute of - 3 Years Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA)
5.	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

ACCELERATED PROMOTION CHANNEL: Those employees fulfilling conditions mentioned at S.No. 4 and possessing advertised essential educational qualification of Management Trainee of relevant discipline will be considered for accelerated promotion in 2 years subject to consecutive "Very Good" & above APAR grading with minimum 80 marks in each year and 82 marks as average of the years under consideration.



NATIONAL SEEDS CORPORATION LIMITED
RECRUITMENT RULES FOR THE POST OF SENIOR GENERAL MANAGER (FINANCE & ACCOUNTS)

(As approved by the Board in their 288th Meeting held on 28-02-2020)

1	Name of Post	Senior General Manager (Finance & Accounts)
2	Classification	Group 'A' Post (E-7)
3	Scale of Pay	Rs. 100000-260000
4	Age limit for direct recruitment	Not exceeding 55* years as on closing date of vacancy notification.
5	Educational and other Qualifications for direct recruitment.	<u>Essential Educational Qualifications & Experience :</u> <u>Educational Qualification(s):</u> Associate Member of Institute of Chartered Accountants (ACA) or Associate Member of Institute of Cost & Management Accountants (ACMA). <u>Experience:</u> 18 years post qualification experience of handling Finance, Taxes, Preparation of Company's Balance Sheet and all other Accounts functions in a large organization/PSU having turnover of more than 800 crores out of which 7 years should be in a senior managerial position (equivalent to E-5 level of NSC) in related field. Should have ability to organize independently Finance and Accounts Division including Management Accounting, Cost Accounting, Budget preparation in a reputed large Organization. Weightage will be given to those having handled similar functions in a large Industry. Those working in PSU/Govt. should have 2 years experience in the next below scale i.e. Rs.90000-240000 or 5 years experience in the scale of pay of Rs. 80000-220000 and above or equivalent in related field.
6	Method of Recruitment.	By promotion of officers at the level of General Manager working in Finance & Accounts discipline in the next below post (E-6) with 2 years experience in the scale of Rs.90000-240000 (E-6) having following specifications: Associate Member of Institute - 2 Years of Chartered Accountants (ACA) or Institute of Cost and Management Accountants (ACMA)
7	Period of Probation	One year, extendable by a maximum period of one more year in two phases (i.e. six months at a time), if considered necessary.

***Not applicable for existing Departmental Candidates**

Note: All above essential and additional educational qualification must be of full time Course/Degree/Diploma from a reputed Institution/University for Direct Recruitment (not applicable for existing departmental candidates as per decision taken by Board in its 272nd Board Meeting held on 30th June, 2017)