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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 ASSISTANT (VIGILANCE) Gd. I
(As approved by the Board in their 285th Meeting held on 28-02-2020)

1.	Name of Post	Assistant (Vigilance) Gd. I
2.	Classification	Group C (S-1)
3.	Scale of Pay	Rs 22000-77000
4.	Age Limit for Direct Recruits	30* Years as on last date of receipt of applications.
5.	Method of recruitment	100% by Direct Recruitment
6.	Educational and other qualifications required for direct recruits	Graduate with 60%* marks from a recognized University, having 5 years experience in the scale of 19000-68000/- and above out of which 2 years experience in the Intelligence Wing of Govt. Organization or working in vigilance set up of a Govt. Department /PSU in the pay scale of Rs. 20000-72000 or equivalent. Preference will be given to those candidates who have undergone training in Intelligence or Vigilance work. Departmental candidates who are already working in Vigilance Department, and Law Graduates working in other departments, with 2 years experience in next below scale having aptitude for vigilance work will also be considered on merits, along with others.
7.	In case of recruitment by promotion	NA
8.	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)



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

1.	Name of Post	Sr. Assistant (Vigilance)
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 Vigilance Cadre working as Assistant (Vigilance) Gd. 1 having following specifications: MBA (HR) / Two years PG : 3 Years Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) Graduation and above : 4 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 SUPERVISOR (VIGILANCE)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Supervisor (Vigilance)
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 Vigilance Cadre working as Sr. Assistant (Vigilance) having following specifications: MBA (HR) / Two years PG : 3 Years Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution (Provided the incumbent had 3 years consecutive 'Very Good' APAR rating) Graduation and above : 4 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 OFFICER (VIGILANCE)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Assistant Officer (Vigilance)						
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 Vigilance Cadre working as Supervisor (Vigilance) having following specifications: MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution (Provided the incumbent had 3 years consecutive ‘Very Good’ APAR rating) Graduation and above : 4 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 Vigilance 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>MBA (HR) / Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution. 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	MBA (HR) / Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution. 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	MBA (HR) / Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/Institution. 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.						

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

1.	Name of post	Vigilance Officer
2.	Classification	Group-B (E-0)
3.	Scale of pay	Rs. 30000-120000
4.	Method of recruitment	By Promotion of Asstt. Officer (Vigilance) working in the scale of Rs.26500-92000(S-4) having following specifications: MBA (HR)/ Two years PG : 4 Years Degree/Diploma in Industrial Relations / Personnel Management/ Labour Welfare / MSW/MA(Public administration)/LLB from a recognized University/Institution Graduation & above : 5 Years
5.	Period of Probation	One year, extendable by 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 MANAGER (Vigilance)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Asstt. Manager (Vigilance)
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 Qualifications & Experience :</u> <u>Qualification:</u> MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognized University/ Institution with minimum of 60%* marks <u>Experience:</u> 2 years experience of working at Officer level in supervisory position (equal to E-0) in Vigilance Department of a Govt. Office/PSU/Bank/large reputed Organization having manpower of more than 250 regular employees. Should be well versed and have working experience in all aspects of Vigilance including its monitoring/reporting system applicable to PSUs/Govt. and applicable Laws/Manuals. Those working in PSUs / Govt. should have 2 years experience in next below scale i.e Rs 30000-120000 (E-0) <u>OR</u> 5 years experience in scale of Rs 26500-92000 and above or equivalent in related field.
6.	Method of Recruitment.	By promotion of officers working in Vigilance discipline in the scale of Rs.30000-120000 (E-0) having following specifications, failing which by direct recruitment. 1. MBA (HR)/ Two years PG Degree/Diploma in). 4 Years Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution 2. Graduates with one year Diploma in - 5 Years Administrative law or vigilance related field from a recognized University/Institution
7.	Period of Probation	One year, extendable by 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 MANAGER (Vigilance)
(As approved by the Board in their 28th Meeting held on 28-02-2020)

1.	Name of post	Manager (Vigilance)
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 Vigilance discipline in the scale of Rs.40000-140000 (E-1) having following specifications: MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution 4 Years Graduates with one year Diploma in Administrative law or vigilance related field from a recognized University/Institution 5 Years
5.	Period of Probation	One year, extendable by 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~~ 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 (Vigilance)

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

1.	Name of post	Assistant General Manager (Vigilance)
2.	Classification	Group ‘A’ Post (E-3)
3.	Scale of pay	Rs. 60000-180000
4.	Method of recruitment	By Promotion of Managers working in Vigilance discipline in the scale of Rs. 50000-160000 (E-2) having following specifications: 1 MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution 4 Years 2 Graduates with one year Diploma in Administrative law or vigilance related field from a recognized University/Institution 5 Years
5.	Period of Probation	One year, extendable by 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 DEPUTY GENERAL MANAGER (Vigilance)
(As approved by the Board in their 288th Meeting held on 28-02-2020)

1.	Name of Post	Deputy General Manager (Vigilance)
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> MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution with minimum of 60%* marks <u>Experience:</u> 10 years post qualification experience of working at Officer Level in a Govt./PSU/Organization, out of which 5 years should be in a Managerial position (equal to E-2 level of NSC) in Vigilance Department of a Govt. Office/PSU/Organization having manpower of more than 500 regular employees. Should be well versed and have working experience in all aspects of vigilance including its monitoring/reporting system applicable to PSUs and applicable Laws/Manuals. Those working in PSUs/Govt. should have 2 years experience in the next below scale of Rs.60000-180000 or 5 years experience in the scale of pay of Rs.50000-160000 and above or equivalent in related field.
6.	Method of Recruitment.	By promotion of AGMs working in Vigilance discipline in the scale of Rs.60000-180000 (E-3) having following specifications or by direct recruitment. 4 Years MBA (HR)/ Two years PG Degree/Diploma in Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution 5 Years Graduates with one year Diploma in Administrative law or vigilance related field from a recognized University/Institution
7.	Period of Probation	One year, extendable by 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
(VIGILANCE)

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

1.	Name of post	Additional General Manager (Vigilance)
2.	Classification	Group 'A' Post (E-5)
3.	Scale of pay	Rs. 80000-220000
4.	Method of recruitment	By Promotion of DGMs working in Vigilance discipline in the scale of Rs. 70000-200000 (E-4) having following specifications: 1 MBA (HR)/ Two years PG Degree/Diploma in 4 Years Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution 2 Graduates with one year Diploma in 5 Years Administrative law or vigilance related field from a recognized University/Institution
5.	Period of Probation	One year, extendable by 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 (VIGILANCE)
(As approved by the Board in their 28th Meeting held on 28-02-2020)

1.	Name of Post	General Manager (Vigilance)
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 Vigilance discipline in the scale of Rs.80000-220000 (E-5) having following specifications MBA (HR)/ Two years PG Degree/Diploma in 3 Years Industrial Relations / Personnel Management / Labour Welfare / MSW/MA (Public administration)/LLB from a recognised University/Institution
5.	Period of Probation	One year, extendable by 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 Assistant Manager (Vigilance) 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.

