NATIONAL PRODUCTIVITY COUNCIL

Recruitment for the post of Assistant Director in NPC through GATE-2023

Dated: 2nd December, 2023

Advt. No. NPC/AD/1/2023

DETAILED ADVERTISEMENT

National Productivity Council of India (NPC), established in the year 1958, is an autonomous organization under Department for Promotion of Industry & Internal Trade (DPIIT), Ministry of Commerce and Industry, Government of India. Besides undertaking research in the area of productivity, NPC has been providing consultancy and training services in areas of Industrial Engineering, Agri-Business, Economic Services, Quality Management, Human Resources Management, Information Technology, Technology Management, Energy Management, Environmental Management etc., to the Government and Public & Private sector organizations. NPC is a constituent of the Tokyo-based Asian Productivity Organization (APO), an Inter-Governmental Body of which the Government of India is a founding member.

NPC is looking for energetic and dedicated Graduate Engineers who have qualified GATE-2023, to join the organization as Assistant Director (Group "A"; Pay Level-10 as per 7th CPC). Eligible & interested candidates can access the Notification through the following link https://www.npcindia.gov.in/NPC/User/Notification_Career and https://npcrecruitment.in. Candidates are required to apply **ONLINE only** on the dedicated web portal of NPC https://npcrecruitment.in. Online registration commences on **02/12/2023 (1000 Hrs)** and closes on **31/12/2023 (1700 Hrs).**

1.0 Category wise breakup of vacancies:

Sl. No.	Discipline	GATE-2023 Code	Number of Posts
1	Mechanical Engineering	ME	3 (UR-2, EWS-1)
2	Production & Industrial Engineering	PI	3 (UR-1, OBC [NCL]-1, SC-1)
3	Environmental Science & Engineering	ES	3 (UR-2, OBC [NCL]-1)
4	Electrical Engineering	EE	3 (OBC [NCL]-1, SC-1, ST-1)
5	Computer Science & Information Technology	CS	2 (UR-1, EWS-1)
6	Chemical Engineering	CH	2 (UR-1, OBC [NCL]-1)
7	Civil Engineering	CE	1 (SC-1)

Note: Reservation/ relaxation to OBC (NCL)/ SC/ ST/EWS/ PwBD shall be as per Government of India directives.

Abbreviations: UR-Unreserved, EWS-Economically Weaker Section, SC-Scheduled Caste, ST-Scheduled Tribe, OBC(NCL)-Other Backward classes (Non-Creamy Layer), PwBD- Persons with Benchmark Disabilities.

2.0 Essential Qualification:

B.E./B. Tech/ B.Sc (Engg.) as Full-time Regular course from Institutions/ Colleges/ Universities/ Deemed Universities duly recognized by AICTE/UGC.

Note: Candidates possessing 05 years Integrated Dual Degree in Engineering are also eligible to apply.

3.0 Eligibility Criteria:

3.1 Who can Apply	a. Only Indian Nationals are eligible to apply. b. Candidates must have a valid **GATE-2023 Score.** c. Candidates possessing essential qualification only are eligible to apply.
3.2 Eligible Disciplines (GATE-2023)	Candidates must have qualified in the **GATE-2023** examination from one of the following disciplines in order to be eligible to apply for the advertised posts: I. **Mechanical Engineering (ME)** II. **Production & Industrial Engineering (PI)** III. **Environmental Science & Engineering (ES)** IV. **Electrical Engineering (EE)** V. **Computer Science & Information Technology (CS)** VI. **Chemical Engineering (CH)** VII. **Civil Engineering (CE)** Qualifying in GATE- 2023 from disciplines other than 07 (Seven) disciplines mentioned above shall not be accepted towards eligibility for the advertised post. GATE marks of previous years (GATE-2022 or before) shall also not be accepted.
3.3 Minimum Marks in Qualifying Degree	Candidates should have secured the following minimum percentage of marks in qualifying degree examination:-

Category	Minimum Percentage of Marks*
General (UR), EWS, OBC (NCL)	**60.00 %**
SC, ST and PwBD	**55.00 %**

*Calculation of percentage of marks in the qualifying degree would be governed by institute/university rules.

3.4 Upper age Limit

Upper Age Limit, in years (As on 31/12/2023)				
General (UR)/ EWS	OBC (NCL)	SC	ST	PwBD
25	Age relaxation by 3 years	Age relaxation by 5 years	Age relaxation by 5 years	Age relaxation by 10 years (over and above the relaxation admissible for candidates belonging to UR/EWS/SC/ ST / OBC(NCL) categories)

3.5 Reservation	a. Reservation in posts for candidates from EWS, OBC(NCL), SC, ST and PwBD categories will be available as per directives of Government of India.
	b. Candidates belonging to EWS, OBC(NCL), SC, ST and PwBD categories should have valid certificate in support of their claim of belonging to such category, to be eligible for claiming reservation under the respective category.
	c. **For getting the benefits of reservation under OBC(NCL) category:**
	i. Name of caste to which candidate belongs must appear in the Central List of Other Backward Classes of respective state as notified by Ministry of Social Justice and Empowerment, Govt. of India for appointment to posts under GoI and Central Govt. Public Sector Undertakings. The name of the caste mentioned in the certificate should be spelled exactly in the same manner as appearing in the central list.
	ii. Candidates should produce valid caste certificate issued by the competent authority in the latest prescribed format applicable for purpose of reservation in appointment to posts under Government of India/Central Government Public Sector Undertaking.
	iii. The certificate must contain the date of issue along with name of caste, spelled exactly in the same manner as appearing in the central list of the respective state.
	iv. The OBC category candidates who belong to **"CREAMY LAYER"** are not entitled for OBC(NCL) reservation and such candidates shall have to apply as "General" category candidate.
	d. **For getting the benefits of reservation under SC/ST category:**
	i. Name of caste/tribe to which candidate belongs must appear in the Central List of SC/ST of respective state as notified respectively by Ministry of Social Justice and Empowerment, Govt of India and Ministry of Tribal Affairs, Govt of India.
	ii. The caste/tribe certificate must contain date of issue along with name of caste/tribe. The certificate must contain the date of issue along with name of caste/tribe, spelled exactly in the same manner as appearing in the central list of the respective state.
	iii. The candidates need to furnish their SC/ST certificate as per the latest format prescribed by Government of India.
	e. **For getting the benefits of reservation under EWS category:**
	i. The Income and Asset Certificate shall be valid for the financial year 2023-24 and should have been prepared based on income and asset verification for the financial year 2022-23.
	ii. The name of the caste should be clearly mentioned in the aforesaid certificate. Caste name like "General/Samanya etc." will not suffice.
	iii. Candidate's photo on the certificate should be duly pasted, signed and stamped by the issuing authority.
	f. **For getting the benefit of reservation under PwBD category:**
	i. PwBD certificate as per latest format based on Government of India policy and guidelines.
	ii. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit for PwBD.

3.6 Physical Fitness	Final selection and joining of candidates is subject to their being medically fit. The medical certificate should be from Medical Board/ Civil Surgeon/District Medical Officer or of equivalent status. All medical reports towards physical fitness shall be required to be submitted by the candidate at the time of joining, if selected for the advertised posts.

4.0 Application Process: Applications shall be accepted through **ONLINE** mode only.

i. Candidates must go through this detailed advertisement very carefully and check their eligibility before proceeding to apply ONLINE for the post.

ii. The relevant link to apply ONLINE is **https://npcrecruitment.in.** Candidates should click on the ONLINE application link, read the instructions carefully and fill-in the ONLINE application form giving correct and complete information.

iii. The Online registration process consists of following steps:-

Step 1: Registration:

The candidate is required to Register and furnish information such as GATE-2023 Discipline, Candidate's Name, Date of Birth, Email-id, Mobile number etc. On successful completion of this stage, the login details shall be sent to candidate's email id and registered mobile number.

Step 2: Application Submission:

On successful completion of Registration, the candidate can login using their login id and password to apply online. In this step the candidate is required to fill in all details of his Educational Qualifications, Category, upload photo, signature etc. If candidate is sure that all the information entered is correct, she/he can submit the application using **"Final Submit"** option. Please note that the Candidate will not be allowed to make any changes in the information furnished once she/ he submits the Application.

Step 3: Payment of Application Fee:

Only male candidates belonging to UR/EWS/OBC (NCL) categories are required to make a non-refundable payment of **INR 300/-** towards application fee with the applicable bank charges using Bank link provided on the website after final submission of the online application. **SC, ST, PwBD, Female candidates** are exempted from the payment of Application Fee. The Valid modes for payment of fee are VISA/MASTERCARD/Rupay/Prepaid debit/credit card (of any bank) or Internet Banking.

Only after verification of payment of fee, the online application form can be viewed/ printed. The printed application is required to be brought at the time of attending Group Discussion/Personal Interview.

Category	Application Fees
UR/EWS/OBC (NCL)	INR 300/- (non-refundable)
SC, ST, PwBD, Female Candidates	Exempted

Note: The application fees mentioned above does not include service charges or any other charges that the Bank may levy.

iv. In case of any problems faced by the candidates in filling up the online application, they may call on the **Helpline Number: +91- 9453819323** available on the portal https://npcrecruitment.in**.**

v. Candidates are requested to scan and upload scanned copies of following original documents/certificates while filling the Online Application form:

Sl. No.	Documents	File Type	File Size not exceeding
1.	**Colour photograph** (Passport size)	jpg/png	500 KB
2.	**Signature** (In Dark Blue or Black Ink)	jpg/png	500 KB
3.	**Date Of Birth** (Birth Certificate or Xth Standard Passing Certificate Indicating Date of Birth)	jpg or pdf	500 KB
4.	**XIIth Pass Certificate and Marksheet** (NOTE: Please make a single file to upload)	jpg or pdf	500 KB
5.	**Graduate Engineering Degree Certificate** Consolidated/Semester wise Mark sheets indicating date of declaration of results (in Chronological Order) (NOTE: Please make a single file to upload)	jpg or pdf	2.5 MB
6.	**Graduate Engineering Degree Certificate** Final degree certificate or Provisional passing certificate (In case final degree certificate is not issued).	jpg or pdf	500 KB
7.	All experience certificates (if any)	jpg or pdf	1 MB
8.	PwBD Certificate	jpg or pdf	500 KB
9.	SC / ST / OBC(NCL)/EWS Certificate	jpg or pdf	500 KB
10.	ID Type	jpg or pdf	500 KB
11.	NOC from current employer (if applicable)	jpg or pdf	500 KB
12.	GATE Score Card (2023)	jpg or pdf	500 KB
13.	GATE Admit Card (2023)	jpg or pdf	500 KB

vi. Candidates applying from any of the reserved category (EWS, OBC(NCL), SC, ST, PwBD) must have relevant and valid document in support of their claim of belonging to reserved category from which they are applying, failing which their candidature may be cancelled and appointment/engagement may be summarily terminated, if selected. Such candidates must also furnish details of such documents in ONLINE application portal wherever asked for.

vii. Before applying online, a candidate will be required to have a scanned (digital) image of their photograph and signature. The Photograph must be a recent passport style colour picture, taken against a light-coloured, preferably white background, Photo size equal to or less than 500 KB with 200 dpi and the dimension should be 139 pixel (width) X 179 pixel (height). For uploading the Signature, the applicant has to sign on white paper with Dark Blue or Black Ink pen, with preferred dimensions of 140 x 160 pixels, size equal to or less than 500 KB with 200 dpi and the dimension should be 6 cms (width) X 3 cms (height).

viii.   Candidates must keep PDF format of the ONLINE application form in their safe custody for future reference. Candidates need not send this printout to any office of NPC.

ix.   The candidates should ensure that they fulfill all eligibility criteria and other conditions as specified in this advertisement and that the particulars furnished by them in the online application are complete and correct in all respects.

x.   Suppression of any fact may lead to termination of candidature at any stage of selection process or during employment, if selected. Furnishing false information or concealment/suppression of factual information may render the candidate unfit for employment/engagement.

xi.   Mere registration on portal shall not mean that candidate is meeting the eligibility criteria. The same has to be established by producing relevant and valid documents in original at the time of document verification. In case it is detected at any stage of the selection process that a candidate does not fulfill the eligibility criteria, and/ or that candidate has furnished any incorrect information or has suppressed any material fact(s), his/her candidature may be cancelled, and appointment may be summarily terminated, if selected.

xii.   Candidature of the candidates not found meeting the prescribed eligibility criteria or submitting false/ incorrect information may be rejected at any stage of selection process.

xiii.   One candidate can fill only one application.

xiv.   Candidates presently employed in Government Departments / PSUs / Autonomous Bodies need to submit **NOC** from competent authority of their current employer at the time of Group Discussion/Personal Interview. Selected candidates will have to submit clear/unconditional release letter from their current employer, failing which they will not be allowed to join/engage. Selected candidates working in Private organization will have to submit proof of acceptance of resignation from their current employment prior to being allowed to join as Assistant Director in NPC.

xv.   Any canvassing directly or indirectly by the candidate will lead to disqualification of his/ her candidature.

xvi.   Any revision, clarification, addendum, corrigendum, time extension in submission of ONLINE application, etc. to the above advertisement will be hosted on dedicated web portal of NPC **https://npcrecruitment.in**. Candidates are requested to visit the website regularly to keep themselves updated.

xvii.   All the details mentioned in the online form will be treated as final and no request for changes will be entertained later on. Therefore, candidates are advised to fill the ONLINE form very carefully making correct entries in the respective fields.

xviii.   Candidates selected as Assistant Director are liable to be posted anywhere in India in any of the NPC offices.

xix.   For any queries regarding this recruitment please send email to **adrecruitment@npcindia.gov.in** **with "Assistant Director-2023" in the subject line.**

However, candidates are advised to go through the advertisement in detail and not to raise any query which is already mentioned/ clarified in the advertisement. For technical queries relating to online application form or browsing issues, mail may be sent with subject line: **"Assistant Director-2023 - Technical Issue** - **<subject matter>**". For other recruitment related issue, mail may be sent with subject line: **"Assistant Director-2023 - <subject matter>".** No postal communication shall be entertained.

5.0 Selection and Shortlisting Process:

5.1 Selection Process	-The Selection Process comprises shortlisting based on marks obtained **(out of 100)** in the corresponding paper of **GATE- 2023** followed by Group Discussion (GD) & Personal Interview (PI). -Qualified candidates will be shortlisted for Group Discussion/Personal Interview on the basis of their marks in GATE-2023 in order of merit in the ratio of 1: 10 to the number of vacancies in each discipline and category. -Final Merit List shall be prepared by assigning the weightage of 85% for GATE-2023 marks, 5% for GD marks and 10% for PI marks. -Candidates shall have the option of appearing in the GD/PI in Hindi or English. -Shortlisted candidates for GD/PI shall be notified on the NPC's website **https://www.npcindia.gov.in/NPC/User/Notification_Career** and on portal **https://npcrecruitment.in** and candidates shall be informed through their registered email ids/mobile numbers also. -Candidates shortlisted for the Group Discussion and Personal Interview shall be required to bring the original documents/certificates/marksheets etc. as mentioned in their GD/PI call letter. -Candidates must qualify in the Personal Interview in order to be considered for appointment as Assistant Director. The qualifying % in interview for different categories is as mentioned below:

Category	Qualifying % in Interview
General (UR)/ EWS	40%
OBC (NCL) / SC/ ST/ PwBD	30%

Weightage of Different Parameters

For calculation of final score of a candidate for appointment as Assistant Director, the weightages of marks obtained in GATE-2023, Group Discussion and Personal Interview is indicated below:

GATE-2023 Marks (out of 100) in corresponding paper	**85%**
Group Discussion	**5%**
Personal Interview	**10%**
Total	**100%**

Please note that only GATE-2023 Marks is valid for this recruitment process. GATE Marks of 2022 or prior is not valid.

The offer for appointment shall be issued to the suitable candidates in the order of category wise merit. Selected candidates shall be notified on the NPC's website **https://www.npcindia.gov.in/NPC/User/Notification_Career** and on portal **https://npcrecruitment.in** and candidates shall be informed through their registered email ids/mobile numbers also.

	Appointment of selected candidates will be subject to their being found medically fit. The medical certificate should be from Medical Board/ Civil Surgeon/District Medical Officer or of equivalent status.
5.2 Document Readiness	Eligibility of the shortlisted candidates shall be verified at the time GD/PI prior to allowing candidates further in the selection process and only those candidates shall be allowed to appear in the selection process who would meet the eligibility criteria by furnishing relevant and valid documents in latest formats in original at the time of document verification, failing which candidates may not be allowed to participate further in the selection process and may be declared ineligible for the post. Candidates are therefore advised to exercise utmost caution while filling up the application form.

6.0 Other Information:

6.1 Joining Time	Selected candidates will have to join NPC on the date mentioned in their offer letter failing which the NPC reserves the right to cancel/withdraw the offer letter without any further correspondence/reference to the candidates.
6.2 Remuneration	Assistant Directors are entitled to draw an initial pay in the scale of Rs 15600-39100 + grade pay of Rs 5400 (Level 10 as per 7th CPC) plus other allowances as admissible under NPC rules.
6.3 Job Description	The role of Assistant Director entails conducting thorough field studies as an integral part of strategic Consulting assignments and Research/Training initiatives for NPC's clients in the manufacturing and service sectors, which includes Government Departments/PSUs and private sector.
6.4 Probation	The selected candidates shall be on probation for a period of 2 years which may be extended or curtailed by NPC at its discretion. During probation, the candidates will get remuneration as mentioned in **6.2.**
6.5 Bond	Selected candidates who belong to General (UR), EWS, and OBC (NCL) categories are required to execute an agreement, a personal indemnity bond for **Rs. 1,50,000/-** (Rupees One Lakh Fifty Thousand Only) (**Rs. 75,000/-** for candidates belonging to SC/ST and PwBD categories) and a service bond to serve NPC for at least **three years** from the date of joining.
6.6 Legal Jurisdiction	Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in New Delhi and the Courts/Tribunals/Forums (Jurisdiction Courts) at New Delhi shall have sole and exclusive jurisdictions.
6.7 NPC's Discretion	The decision of Director General, NPC in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard. NPC reserves the right to cancel / restrict / modify / alter the recruitment process, if need so arises, without assigning any reason thereof.

7.0 Important Dates:

Opening of On-line Registration of application (Date and Time)	**02/12/2023 at 1000 Hrs**
Closing of On-line Registration of application (Date and Time)	**31/12/2023 at 1700 Hrs**

National Productivity Council

Group Head (Administration)

National Productivity Council

Utpadakta Bhavan,

5-6 Institutional Area

Lodhi Road, New Delhi