



भारतीय वन्यजीव संस्थान  
Wildlife Institute of India

(An Autonomous Institution of Ministry of Environment, Forest and Climate Change, Government of India)

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## Contractual Engagement of Project Personnel for Species Conservation Programs

The Ministry of Environment, Forest and Climate Change (MoEFCC) has developed recovery plans for endangered species with technical assistance from the Wildlife Institute of India, Dehradun (WII). To implement these recovery actions, the MoEFCC has provided financial support to the WII. The recovery programs that have been prioritized for funding are: (1) Habitat Improvement and Conservation Breeding of the Great Indian Bustard: an Integrated Approach, (2) Conservation of Manipur's Brow Antlered Deer or Sangai: an Integrated Approach, (3) Development of Conservation Action Plan for River Dolphins, (4) Recovery of Dugongs and their Habitats: an Integrated Participatory Approach. These projects will be implemented for duration of five years, extendable upon the needs of the programs. The brief aims of these projects are as follows.

**The Conservation Program on Great Indian Bustard** aims at: (a) developing conservation breeding center to secure a captive population as insurance against extinction; (b) undertaking applied research to prioritize conservation areas, characterize and mitigate threats, monitor population and habitat status and recovery, assess livelihood issues, and understand population genetics; (c) demonstrating best-practices for habitat improvement through pilot surgical interventions; (d) improving protection enforcement by smart patrolling and sensitizing stakeholders; (e) raising public awareness on bustard conservation, and incentivizing local land-users to adopt bustard-friendly land uses. These actions will be implemented in collaboration with Forest Departments, partner NGOs and local communities in Rajasthan, Gujarat and Maharashtra.

**The Conservation Program on Dugongs and their Habitats in India** aims at: a) assessing Dugong population status, identify critical habitats, classifying threats and developing site-specific monitoring plan to reduce population decline; b) characterizing Dugong habitats, and improving habitat quality through management interventions and incentive-based approaches; c) raising awareness on the species with increased participation from local communities and other stakeholders; d) enhancing the capacity of the State Forest Department staff, improving protection measures, training forest staff and local communities in long-term monitoring. These actions will be implemented in collaboration with Forest Departments, Indian Navy, Indian Coast Guard, Fisheries Departments, partner NGOs and local communities in Tamil Nadu, Gujarat and Andaman and Nicobar Islands.

### Development of Conservation Action Plan for River Dolphins

Ganges river dolphin is an indicator of river quality, not only for the river ecosystem integrity but also for the sustenance of humans. To keep our river system healthy, we need to conserve dolphins and monitor it as indicator of river health. Therefore, this program aims to develop recovery plan for the Gangetic dolphin populations and their habitats in India. This program also aims to develop Ganga and Brahmaputra river monitoring system with river dolphin as the flagship species. The program will also engage people dependent on river specifically fisher folk, and other water dependent profession and industries. The main objectives of this project are, a) to develop a monitoring protocol for Ganges river dolphins, b) status assessment of associated river fauna like the Gharial, Otters, Turtles and Fish species, c) quality assessment of river habitat in terms of water quality, anthropogenic pressure and landscape surrounding river scape, d) evaluate the current status of invasive species in the river scape, e) involve stake holders to develop a network which will assist in Ganges river dolphin conservation. The project envisages filling in the gaps of current knowledge about ecology of dolphin and the wider river scape. We need motivated people to do good science and advocacy for dolphin conservation.

The Institute plans to engage personnel for various positions on contractual basis, initially for one year period from the date of appointment that can be extended depending on the candidates performance and the project requirement. The work description, essential and desirable qualifications, age and the consolidated monthly emoluments including all allowances for the required position is given in **Annexure 1**. The upper age limits as mentioned may be relaxed up to 5 years in case of SC/ST/Women/Physically Challenged and 3 years for OBC candidates. The SC, ST and Physically Challenged candidates will only pay communication charges, they are exempt from exam fees.

The contractual engagement will be made on the following positions and qualified candidates interested in contributing to effective conservation of endangered species, are requested to send applications for the **posts**:

Position	Total Posts	GIB	Dugong	Dolphin	Management Unit
Project Scientist	03	01	01	01	-
Project Veterinarian	02	01		01	
Project Associate	02	02	-	-	
Project Fellow	11	-	03	08	
Project Assistant Grade 2	05	04	-	01	-
Project Coordinator	01				01
Assistant Office Manager	01			01	
Accountant/office manager	01				01

### Recruitment process

The Project Personnel (Indian Nationals) for the Species Conservation Programs will be recruited through a written test followed by a personal interview. The written test for these positions will be conducted at 10 centres namely (i) Dehradun (ii) Jaipur, (iii) Mumbai, (iv) Bangalore, (v) Chennai, (vi) Kolkata, (vii) Guwahati, and (viii) Lucknow, (ix) Bhopal, (x) Delhi/NCR. The written test for the position of Project Coordinator, Office Manager and Accountant/Office Manager will be conducted in Dehradun. The address of the centre(s) will be communicated to candidates in their Admit Card.

The decision of the Institute in all matters relating to eligibility, work experience, acceptance or rejection of application, mode of selection will be final and binding on the candidates and no enquiry of correspondence will be entertained from any individual or his/her agency. At the time of the verification of original documents, if it is found that an attempt has been made by the applicant to willfully conceal, misrepresent or canvass the facts, his/her candidature will not be considered. A separate declaration form will have to be submitted through online application system.

### Written Examination and Interview:

- (i) The entrusted online agency will issue "Admit Card" to eligible candidates which can be downloaded from weblink provided. The admit card will have details of Examination Centre, Date and Time of online test on 29<sup>th</sup> July 2017 (NET) wherein applicants will appear in the NET at their own cost. Applicants will make their own arrangement for travel and accommodation for appearing in online NET.

- (ii) **For positions Project Scientist, Project Associate, Project Fellow, Project Assistant Grade-2:** The written examination will be of one hour 30 Minutes duration which will include:
- 20 multiple choice questions from General Ecology and Conservation Biology (20 Marks)
  - 30 multiple choice questions specific to the project (30 Marks)
  - One essay of 500-800 words on the given topic related to Wildlife Conservation and Ecology (20 Marks)

In case of position no. 20 & 21 (Project Fellow in Computer Science and Robotics) there will be 25 subject specific (Robotics and Computer Science) multiple choice questions for a total of 50 marks and a 500-800 words essay on a related subject for 20 marks, examination will be of 1 hour and 30 minutes.

- (iii) Candidates appearing for 2 positions/projects will take a common multiple choice, first paper on General ecology and conservation biology of 20 marks (20 minutes) as described in Section (ii) and two multiple choice papers, specific to the subject of each project, for 30 marks each (30 mins duration each). These candidates will also write an essay of 500-800 words of 30 minutes duration as given in section ii.c. The total time given to these candidates will be 2 hour.
- (iv) Online written examination will be conducted at respective centers on July 29th, 2017 at 11 AM onward. The location of the center will be communicated by email.
- (v) **For positions of Project Coordinator, Office Manager/Accountant and Assistant Office Manager:** The written examination will consist of:
- 50 multiple choice questions of one mark each to be completed in one hour.
  - Questions will cover English language/grammar, quantitative aptitude, accountancy & writing skills on office procedures/drafting/ noting, MSWord, Excel, Power Point and Tally Software.
  - Online written examination will be conducted on July 29th, 2017 at 11 AM onward. The location of the centre will be provided on admit cards.
- (vi) The written test is of a qualifying nature, successful candidates only will be called for the interview. The final selection of the candidate will be in accordance with the performance in the interview and in order of merit as decided by the Interview Committee.
- (vi) The result of the written test for **Project Scientist, Project Veterinarian, Project Associate, Project Fellow, Project Assistant Grade-2** shall be declared at the Institute's website [www.wii.gov.in](http://www.wii.gov.in) on **11 August, 2017**. The shortlisted candidates will be called for a personal interview at the Wildlife Institute of India, Dehradun. The interviews are likely to be held in the first fortnight of **August, 2017**, the specific date of which would be notified to the shortlisted candidates and also hosted on the Institute's website. No TA/DA will be given for attending the written test or the interview
- (vi) The result of the written test for **Project Coordinator, Office Manager/ Accountant and Office Assistant Manager** shall be declared at the Institute's website [www.wii.gov.in](http://www.wii.gov.in) on **11 th August, 2017**. The shortlisted candidates will be called for a personal interview at the Wildlife Institute of India, Dehradun. The interviews are likely to be held in the first fortnight of **August, 2017**, the specific date of which would be notified to the shortlisted candidates and also hosted on the Institute's website. No TA/DA will be given for attending the written test or the interview

## How To Apply

- (i) The entire process for registration and NET is “Online”. Details for online registration and NET will be hosted on the WII’s website (<http://services2.exon.in/wiircnctest/reg>)The online registration process will be open up to 20 July, 2017.
- (ii) All eligible interested candidates are advised to follow the latest updates on the WII’s website ( <http://services2.exon.in/wiircnctest/reg>) for online registration, submission of application and payment of application processing fee, etc.
- (iii) Candidates will be required to fill in their personal, educational and professional experience profiles online besides uploading a recent passport size photograph. Candidates will make the payment of application processing fee of Rs. 500/- (Rupees Five hundred only) through the prescribed “Payment Gateway”. Candidates belonging to SC, ST and Physically Challenged category need to pay only Rs 100/- as communication fees.  
  
Shortlisted candidates called for interview will be required to upload their documents pertaining to their educational/professional qualifications and experience etc. and originals documents will be produced for verification at the time of personal interview.
- (iv) Candidates must mention the **Project name and Position applied for** in their applications.
- (v) Candidates can apply for maximum of two positions in any project and pay the fee for every position. For candidates who have applied for two positions, the general test would be common for both positions followed by specific subject tests, one for each position. There would be a common essay for both positions.
- (vi) Candidates appearing for **Project Coordinator**, can only apply for one position.
- (vii) Candidates applying for 1) **Office Manager/ Accountant** and 2) **Office Assistant** Manager may apply for one or both the positions.

**Terms of disqualification:** Applications received after the due date, without the application fee, incomplete, or not in prescribed format will be rejected. Mere fulfillment of the minimum advertised qualification and experience requirement DOES NOT automatically entitle an applicant to be called for written test / interview. The decision of the Institute in all matters relating to eligibility, acceptance or rejection of application, mode of selection will be final and binding on the candidates and no enquiry or correspondence will be entertained from any individual or his / her agency. At the time of the verification of original documents, if it is found that an attempt has been made by the applicant to willfully conceal, misrepresent facts or canvass in any form, his / her candidature will not be considered and he / she will not be allowed to appear for the interview. Candidates are required to furnish the declaration form as given in the prescribed application format.

**Annexure 1: Recruitment details for Species Conservation Programs**

Component	Position	Posts	S.No.*	Work description	Duty station	Essential qualifications	Experience	Age limit - General	Age limit - SC/ ST/ Women/ Phy.Challenged	Age limit - OBC	Consolidated monthly emolument
Habitat Improvement and Conservation Breeding of Great Indian Bustard	Project Scientist	2	1	Candidate will manage, coordinate and implement activities in the Bustard Breeding Center.	Breeding Centers in Jaisalmer &/or Sorson	Ph.D. / M.Sc. in Wildlife Sciences / Zoology / Life Sciences / Forestry	If PHD selected: >=0 years If MSC selected: >=3 years	<=45 years	<=50 years	<=48 years	54,100 INR
	Project Veterinarian		2	Candidate will provide veterinary services to <i>ex-situ</i> (health, hygiene, medical care and nutrition of captive birds) and <i>in-situ</i> programs.	Breeding Centers in Jaisalmer &/or Sorson & field in Thar Desert and Kachchh	Masters / Bachelors in Veterinary Science	If BVSC selected: >=2 years If MVSC selected: >=0 years				
	Project Associate	1	3	Candidate will provide assistance to Project Scientist in daily activities of Bustard Breeding Center inclusive of incubation, husbandry, hygiene, and nutrition of captive birds, and documentation	Rajasthan	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Life Sciences	>=1 year	<=45 years	<=50 years	<=48 years	43,300 INR
	Project Assistant grade 2- Sociology	4	4	Candidate will conduct social surveys / appraisals and will provide technical assistance in training / awareness programs.	Thar Desert / Kachchh / Solapur	B.A. / B.Sc. in Sociology / Anthropology / Social Sciences	0 year	<=30 years	<=35 years	<=33 years	20,000 INR
	Project Assistant grade 2- Ecology		5 to 7	Candidate will assist in field research, conservation and/or Breeding Center activities as per project requirements	5,6) Thar Desert and Kachchh and 7) Breeding Centers in Jaisalmer &/or Sorson	B.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Life Sciences	0 year	<=30 years	<=35 years	<=33 years	20,000 INR
Recovery of Dugongs and their Habitats in India: An Integrated	Project Scientist	1	8	Candidate will manage, coordinate and implement activities of the project.	Tamil Nadu, Gujarat, Andaman and Nicobar islands and Dehradun	Ph.D. or M.Sc.in Marine Sciences/ Marine Biology/ Fisheries Sciences/ Wildlife Sciences / Zoology / Life Sciences	If PHD selected: >=0 years If MSC selected: >=3 years	<=45 years	<=50 years	<=48 years	54,100 INR

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Participatory Approach	Project Fellow	3	9 to 11	Conducting research activities, socio-economic surveys; activities with involvement of local communities; awareness campaigns; execution & synthesis of results; report writing	Tamil Nadu, Gujarat, Andaman and Nicobar islands and Dehradun	M.Sc in Marine Science/ Marine Biology/ Life Science/ Wildlife Science/ Sociology/ Psychology /Social Sciences/ Zoology/Botany/ Environmental Science	0 year	<=35 years	<=40 years	<=38 years	32,000 INR
Development of Conservation Action Plan for River Dolphins	Project Scientist-Sociologist/ Ecologist **	1	12	Candidate will supervise sociological work in Brahmaputra and Ganga.	Field sites in Ganga and Brahmaputra, headquarters at Guwahati and Dehradun	Ph.D. or M.Sc. in Human ecology/ Anthropology/ Social sciences or Fisheries/ Wildlife Ecology/ Aquatic Ecology	If PhD selected: >=0 years If MSc selected: >=3years	<=45 years	<=50 years	<=48 years	54,100 INR
	Project Veterinarian	1	13	Candidate will supervise veterinary research work related to dolphins and aquatic animals in Brahmaputra and Ganga	--do--	Masters or Bachelors in Veterinary Science	If BVSC selected: >=2years If MVSC selected: =0 years				
	Project Fellow- Ecology / Sociology **	6	14 to 19	Candidates will work on aspects of aquatic ecology, including Mammals, Fishes, Reptiles and Planktons and/or aspects of human and socio-economic factors related to conservation of Gangetic dolphins	Field sites: three each in Brahmaputra & Ganga.	M.Sc. in Biological Sciences /Wildlife / Fisheries/Forestry/ Environment/ Botany/ Zoology / Geoinformatics / Biodiversity Conservation/	0 year	<=35 years	<=40 years	<=38 years	32,000 INR
						Masters. in Social Sciences / Economics	0 year	<=35 years	<=40 years	<=38 years	
	Project Fellow-Robotics	2	20 & 21	Candidates (20) will manage hardware and assist in assembling equipments needed for research.	Head office Dehradun	M.Tech./MSc in Robotics, Electronics and allied subjects.	0 year	<=35 years	<=40 years	<=38 years	32,000 INR
	Project Fellow-Computer Science			Candidate (21) will be required to develop and maintain websites, and GIS Server and will need to program using c++, .net and Python languages	Head office Dehradun	M.Tech./ M.Sc. in Computer Science	0 year	<=35 years	<=40 years	<=38 years	32,000 INR
	Assistant Office Manager	1	22	Candidate will be responsible for regular office management duties	Dehradun	Graduate degree with Diploma/Certificate in Computer/Software Course.	0 year	<=35 years	<=40 years	<=38 years	20,000 INR

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	Project Assistant grade 2 **	1	23	Candidates will assist in Social and Ecological aspects related to conservation of Gangetic dolphins and riverine ecology in general	Field site Ganga	B.Sc. in Biological Sciences, Sociology / Zoology / Botany/ Forestry / Life Sciences/ Economics	0 year	<=30 years	<=35 years	<=33 years	20,000 INR
Project Management Unit	Project Coordinator	1	24	The Coordinator will be responsible for managing the activities of all four species recovery programme, liaise with Ministry, Chief Wildlife Wardens, Field Managers and partners to ensure smooth functioning of the project.	Dehradun, and Project Field Sites as required	Post Graduate Degree in any subject	>=2 year	<=45 years	<=50 years	<=48 years	43,300 INR
	Office Manager/ Accountant	1	25	Assist with office management, purchase and maintenance of accounts.	Dehradun, Field Visits as necessary	Graduate degree in any subject	>=5 year	<=55 years	<=60 years	<=58 years	25,000 INR
Conserving Great Indian Bustard Occupied Landscapes through Scientific Understanding and Participatory Planning (RSCB funding)	Project Associate	1	26	Candidate will conduct field research and training / awareness programs; supervise habitat improvement work; assist in analysis and report-writing.	GIB States	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Life Sciences	>=1 year	<=45 years	<=50 years	<=48 years	43,300 INR

\* The serial number (S. No.) segregates posts based on the unique eligibility qualifications and MUST BE mentioned in the application form.

\*\* For posts S.No. 12, 14-19, 23, candidate should choose subject between Social sciences and Ecology for their written examination

## Annexure 2: Application Form

### PROFORMA FOR APPLICATION

Space for  
photograph duly  
signed by the  
candidate

1. Project Name:
2. Position Applied for  
(with S.No. of Post as per Annexure 1):
3. Application Fee details:
4. Category  
(SC/ST/OBC/UR):
5. Name (in block letters):  
Last Name:  
Middle Name:  
First Name:
6. Father's /Husband's Name:
7. Permanent Address
8. Address for correspondence  
  
Pin code :  
Tel. & Fax. No. with STD Code:  
E- mail :  
Mobile :
9. Nearest Railway Station:
10. Date of Birth (Date/Month/Year):
11. Age as on **1<sup>st</sup> July, 2017**  
(in Years, Months and Days):
12. Educational Qualifications starting with Higher Secondary (10+2) :

Exams passed	Name of the Board/University	Year of passing	Subjects	Division	Percentage of marks obtained

13. If Ph.D., mention the following:
  - (i) Title of thesis:
  - (ii) University:
  - (iii) Name of Supervisor(s):
  - (iv) Date of Submission of Ph.D thesis:



14. Secondary and Tertiary skills, if any
15. Number and details of publications
16. Total experience as on 01.07.2017 in years and months in field research / conservation after the submission of Ph.D thesis or after passing out M.Sc. course.
17. Employment / engagement details (Chronologically from present position backwards)

Name of the Employer/ Organization	Full Address of Employer/ Organization	Post held (with pay scale)	Period From* - To*	Total emoluments drawn	Nature of duties/ experience

\* Specify Month and Year

18. References: (Name, Designation and contact address details including email and phone)

1

2

3

19. Any other relevant information:

### DECLARATION

I affirm that information given in this application is true and correct. I also fully understand that if at any stage it is found that any attempt has been made by me to willfully conceal or misrepresent the facts, my candidature may summarily be rejected and employment terminated.

PLACE :

(SIGNATURE OF THE APPLICANT)

DATE :

## **Annexure 3: Written test syllabus**

### **General ecology and conservation biology (10 marks)**

Basic concepts of ecosystems. Energy flow, nutrient cycles and trophic levels. Definitions of plant and communities, populations and individuals. Species interactions: competition, predation and mutualism. Population demography and dynamics. Carrying capacity. Metapopulation concept. Nature and structure of biological communities. Niche concept. Succession. Factors governing species diversity. Vertebrate biology. Bio-molecules (DNA, RNA and proteins); Conservation applications of genetics (loss of genetic diversity, inbreeding depression and bottleneck). Population and Habitat Viability Analysis. Small and declining population paradigms. Ecological restoration.

Overview of sampling and experimental design. Probability theory and distributions. Parametric and Non Parametric tests of difference. ANOVA, Correlation and regression analysis. Population enumeration techniques.

Major wildlife habitats in India: forests, grasslands, wetlands and deserts. Biogeographic zones and affinities of flora and fauna in Indian subcontinent. Protected Area network. Losses and threats to biodiversity. Habitat fragmentation, barriers and isolation. Climate change.

In situ and ex situ conservation. Management of small and insular populations. Role of protected areas in conservation. Conservation outside Protected Areas. Translocation and reintroduction projects. Project Tiger, Elephant and Snow Leopard. Human wildlife interactions. Concepts of eco-development, village relocation, and compensation schemes for conservation. Legal instruments for conservation: Wildlife (Protection) Act, 1972; Indian Forest Act, 1927; Forest (Conservation) Act, 1980; and Environmental (Protection) Act, 1986. International agreements and conventions (CITES, CMS, CBD and Ramsar).

### **Subject domains of respective posts (20 Marks)**

**Posts S.No. 1, 5, 6, 26:** Biology of bustards; grassland ecology.

**Posts S.No. 2, 3, 7, 13:** Wildlife- health, diseases and management, captive population management.

**Posts S.No. 4:** India's wildlife and conservation history; participatory conservation approaches (concept, mechanisms and examples); sociological and socioeconomic survey methods.

**Posts S.No. 8-11:** Marine biology, biology of dugong, ecology of seagrass, coral reefs, sociological and socioeconomic survey methods, fisheries science.

**Posts S.No. 12, 14-19, 23:** Biology of Dolphins & ecology of aquatic ecosystems (for ecological sciences)  
**OR** India's wildlife and conservation history; participatory conservation approaches (concept, mechanisms and examples); sociological and socioeconomic survey methods (for social sciences).

**Posts S.No. 20:** Msc/MTech Computer Science and Robotics

**Posts S.No. 21:** Msc/MTech Computer Science and Programming