



(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 Programmes

The Ministry of Environment, Forest and Climate Change (MoEFCC) has developed recovery plans for endangered species. To implement these plans, the MoEFCC has provided financial support to the Wildlife Institute of India (WII), Dehradun. The recovery programmes 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 programmes will be implemented for a duration of five years, extendable upon the needs of the programmes. The brief aims of these programmes are as follows.

1. The Conservation Programme on Great Indian Bustard aims at: (a) developing conservation breeding center to secure a captive population as an insurance against likely 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, Madhya Pradesh and Maharashtra.

2. The Conservation Programme on Sangai aims at: (a) securing the existing Sangai population in the Keibul Lamjao National Park (KLNP), Manipur by improving protection measures; (b) establishing a second population in the wild; (c) restoring habitat quality in the KLNP; (d) involving local people in conservation efforts; (e) conducting research on resource requirements for effective conservation management of Sangai. These actions will be implemented in collaboration with Forest Department in Manipur.

3. The Conservation Programme on Gangetic Dolphin aims at: (a) population and habitat monitoring of Gangetic Dolphin and associated river fauna using advanced techniques; (b) characterizing and mitigating threats to the critical Dolphin habitats; (c) understanding their ecology; (d) developing protocols and mechanisms for Dolphin rescue and rehabilitation; (e) enhancing the capacity of concerned stakeholders in participatory management of Dolphin and their habitats. These actions will be implemented in collaboration with State Forest Departments and partner NGOs in Assam, Bihar, Jharkhand, Madhya Pradesh, Uttar Pradesh, Uttarakhand and West Bengal .

4. The Conservation Programme on Dugong aims at: (a) assessing and monitoring population and habitat status; (b) implementing site specific management actions to recover populations and restore critical habitats; (c) initiating/incentivizing participatory conservation efforts involving local stakeholders; (d) improving the capacity of enforcement and management agencies to promote integrated conservation management of Dugong and its associated species. These actions will be implemented in collaboration with Forest Departments of Andaman & Nicobar Islands, Tamil Nadu and Gujarat in collaboration with partner NGOs.

Motivated and qualified candidates, interested in contributing to the effective conservation of these species, are requested to send applications for filling up **20 posts under four categories** as follows:

Category	Number of posts per project				Total posts
	Great Indian Bustard Recovery Programme	Sangai Recovery Programme	Gangetic Dolphin Recovery Programme	Dugong Recovery Programme	
Project Scientist	03	01	02	01	07
Project Associate	01	01	00	00	02
Project Fellow	00	02	03	04	09
Project Assistant Grade 2	01	00	01	00	02

All engagements are on contractual basis initially for a one year period from the date of appointment that can be extended depending on the candidates' performance and the programme needs. The work description, duty station, essential and desirable qualifications and the consolidated monthly emoluments of personnel required is given in **Annexure 1**.

Recruitment process

Project personnel (Project Scientist, Project Associate and Project fellows) will be recruited through a written test followed by a personal interview. The Project Assistants will only appear for personal interview and there will be no written test.

(i) Candidates should send their applications in the prescribed proforma (**Annexure 2**) typed out on A-4 size paper (210 x 297 mm) accompanied by crossed Indian Postal Order/Bank Draft of **Rs. 500/- (Rupees Five Hundred only)** drawn in favour of the **Director, Wildlife Institute of India, payable at Dehradun**. Fee is non-refundable. The application form can also be downloaded from the site www.wii.gov.in. Candidates must mention the **Project name and Position applied for** in their applications. Candidates who are applying for multiple projects and/or positions should send separate applications and fees.

Applications should be accompanied by self attested copies of certificates of age, educational qualifications, and experience. Shortlisted candidates will have to produce original certificates cited in their applications at the time of written test / interview, without which they will be disqualified. Applications should be sent to the **Administrative Officer, Wildlife Institute of India, Chandrabani, Dehradun-248 001 (Uttarakhand)** so as to reach on or before **January 27, 2016 by 17:00 hours**. Applications from abroad and from those in the Andaman & Nicobar Islands, Lakshadweep, North Eastern Region, Ladakh division of the Jammu & Kashmir State, Sikkim, Panaji Sub-division of Chamba, Lahaul & Spiti Districts of Himachal Pradesh should reach up to **February 1, 2016 by 17:00 hours**. Applications may be sent through Registered post/Speed post/By Hand in a cover.

(ii) The Institute shall screen the applications received by due date and organize a written test for short-listing the candidates to be called for the interview. The list of eligible candidates will be hosted on the Institute's website (www.wii.gov.in) on **February 6, 2016**.

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 or canvass the facts, 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 form.

(iii) Eligible candidates have to report at the Auditorium located inside the Institute campus at Dehradun **on February 23, 2016 at 09:00 hours** with their **original documents / certificates** for verification. Eligible candidates have to appear for written test **on the same day (23.02.2016) from 1000 hours onward** in the Auditorium. Separate examinations will be organized for the project positions, between **10:00 – 11:00 hours for Project Scientist positions, 12:00 – 13:00 hours for Project Associate positions, and 14:30 – 15:30 hours for Project Fellow positions**. The examination will be of one hour duration with 40 objective type questions of one mark each. There will be twenty questions covering wildlife ecology and management, and twenty questions on the subject domain of respective posts as specified in the Syllabus (**Annexure 3**).

(iv) Results of the written test shall be declared on **February 24, 2016 at 13:00 hours** in the Institute's website (www.wii.gov.in). Up to five (05) candidates will be short-listed per post in each of the projects based on their merit, i.e., the marks obtained in the test. The short-listed candidates have to appear for a personal interview **on February 24, 2016 from 14:30 hours onward** in the Institute's Board Room. The merit in written test is of a qualifying nature in the screening process to be called for interview. The final selection of the candidate will be in accordance with his / her performance in the interview and in order of merit as decided by the Interview Committee.

Annexure 1: Recruitment details for Species Conservation Programmes.

Project	Position	Posts	S.No.*	Work description	Duty station	Essential qualifications	Desirable qualifications**	Age limit	Consolidated monthly emolument
1. Habitat Improvement and Conservation Breeding of Great Indian Bustard	Project Scientist	3	1	Candidate will coordinate and implement the activities in the Bustard Breeding Center.	Breeding Centers in Kachchh and / or Thar Desert	Ph.D. in Wildlife Sciences / Zoology / Life Sciences / Forestry with ≥ 2 years experience in field research / conservation after the submission of Ph.D. thesis.	Expertise in avian conservation breeding; sound knowledge on bustard biology; good management skills	50 years	56,000 INR
			2	Candidate will conduct field research, training / awareness programmes and habitat improvement work in collaboration with partner organizations.	Thar Desert / Kachchh / Solapur	Ph.D. in Wildlife Sciences / Zoology / Life Sciences / Forestry with ≥ 2 years experience in field research / conservation after the submission of Ph.D. thesis.	Expertise in avian research and conservation, bustard biology, designing / conducting field studies, advanced statistical analysis and public communication; peer-reviewed publications		
			3	Candidate will provide veterinary services to the Bustard Breeding Center (health, hygiene, medical care and nutrition of captive birds).	Breeding Centers in Kachchh and / or Thar Desert	BVSC with ≥ 4 years experience or MVSC with ≥ 2 years of experience in veterinary practice / field conservation.	Experience in wildlife (preferably avian) medicine, nutrition and husbandry practices		
	Project Associate	1	4	Candidate will conduct field research and training / awareness programmes; supervise habitat improvement work; assist in analysis and report-writing.	Thar Desert and Kachchh	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Life Sciences with ≥ 2 years experience in wildlife science.	Experience in population and habitat assessment; good analytical skills; ability to work in harsh field conditions; good management skills	45 years	45,200 INR
	Project Assistant grade 2	1	5	Candidate will conduct social surveys / appraisals and will provide technical assistance in training / awareness programmes.	Thar Desert / Kachchh / Solapur	B.A. in Sociology / Anthropology with ≥ 1 year experience in social surveys / appraisals / awareness campaigns	≥ 1 year experience in human-wildlife research; good communication skills; ability to work in harsh field conditions	35 years	20,000 INR
2. Conservation Action Plan For Manipur's Brow Antlered Deer or Sangai: An Integrated Approach	Project Scientist	1	6	Candidate will implement conservation management of Sangai in collaboration with Manipur Forest Department.	Manipur	Ph.D. in Wildlife Sciences / Environmental Science or Management / Zoology / Life Sciences / Forestry with ≥ 2 years experience in field research / conservation after the submission of Ph.D. thesis	Experience of wildlife habitat monitoring particularly biomass productivity of wetlands / grasslands; experience of working in Northeast India.	50 years	56,000 INR
	Project Associate	1	7	Candidate will assist the Project Scientist in implementing conservation management of Sangai.	Manipur	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Life Sciences with ≥ 2 years experience in wildlife science	Experience of wildlife population monitoring and environment enrichment for conservation breeding	45 years	45,200 INR

	Project Fellow	2	8	Candidate will assist the Project Scientist and Associate in generating scientific information on Sangai and its habitat and in implementing community based conservation efforts.	Manipur	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Biodiversity and Conservation / Life Sciences	Experience in any of the following work areas: (a) wetland conservation, (b) community survey, (c) ethnobotany, (d) environmental policy issues	40 years	32,000 INR
3. Development of Conservation Action Plan for River Dolphins	Project Scientist	2	9	Candidate will implement conservation work in Brahmaputra and Ganga river basins.	Assam / West Bengal	Ph.D. in Wildlife Sciences / Zoology / Life Sciences / Forestry / Fisheries with ≥ 2 years experience in field research / conservation after the submission of Ph.D. thesis	Research / conservation experience on aquatic mammals / gharial / wetland ecology;	50 years	56,000 INR
			10		Uttarakhand / U.P. / Bihar / M.P. / Jharkhand		Experience in landscape ecology; skills in advanced quantitative analysis		
	Project Fellow	3	11	Candidate will conduct field ecological research and conservation of Dolphins in Ganga and Brahmaputra river basins.	Uttarakhand / U.P. / Bihar / M.P. / Jharkhand / Assam / West Bengal	M.Sc. in Wildlife Sciences / Forestry / Environmental Science or Management / Botany / Zoology / Geo-informatics / Life Sciences	≥ 2 years experience in wetland ecology / conservation / geo-informatics; demonstrated ability to work in harsh field conditions; analytical skills	40 years	32,000 INR
	Project Assistant grade 2	1	12	Candidate will assist the Project Scientists and Associates in conducting field ecological research.	Assam / West Bengal / Uttarakhand / U.P. / M.P. / Bihar / Jharkhand	Bachelors degree in any discipline with ≥ 1 year experience in field research / conservation	Experience and enthusiasm in implementing conservation projects; good management skills; ability to work in harsh field conditions	35 years	20,000 INR
4. Recovery of Dugongs and their Habitats in India: An Integrated Participatory Approach	Project Scientist	1	13	Candidate will coordinate project work (research, participatory conservation, capacity building programs, analysis and report-writing) for dugong conservation.	Gulf of Kutch / Gulf of Mannar / Palk Bay / Andaman-Nicobar	Ph.D. in Wildlife Sciences / Zoology / Life Sciences / Marine Sciences / Oceanography / Fisheries / Ecology with ≥ 2 years experience in field research / conservation after the submission of Ph.D. thesis	SCUBA diving certification; experience in marine conservation research; leadership and management skills; experience of working in the field duty sites	50 years	56,000 INR
	Project Fellow	3	14	Candidate will conduct conservation related work on dugong.	Gulf of Kutch / Gulf of Mannar / Palk Bay / Andaman-Nicobar	M.Sc. in Wildlife Sciences / Environmental Science or Management / Botany / Zoology / Marine Sciences / Fisheries / Life Sciences	SCUBA diving certification; ≥ 1 year experience in marine ecology research	40 years	32,000 INR
			1	15	Candidate will conduct social surveys / appraisals and awareness programs for dugong conservation.	Gulf of Kutch / Gulf of Mannar / Palk Bay / Andaman-Nicobar	Masters degree in Sociology / Anthropology / Economics / Psychology / Mass Communications		

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

** Desirable qualifications are only indicative in nature. In case of exceptional candidates, these may be relaxed.

Annexure 2: Application Form**PROFORMA FOR APPLICATION**

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 **February 1, 2016**
(in Years, Months and Days):
12. Educational Qualifications starting with Higher Secondary (10+2) :

Space for photograph duly signed by the candidate
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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 01.02.2016 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

Wildlife ecology and management (20 marks)

Basic concepts of ecosystem, evolution, community ecology and bio-statistics. Bio-geography of India. Habitat ecology of arid grassland/savanna, wetland and coastal ecosystems. Demography, population dynamics and meta-population concepts.

In situ and ex situ conservation. Management of small and insular populations. Role of protected areas in biodiversity conservation. Application of tools in wildlife management: conservation genetics (Small and declining population paradigms: inbreeding depression & bottleneck etc), Population and Habitat Viability Analysis, Remote Sensing & GIS.

Translocation and reintroduction of endangered and vulnerable species in India. Major species specific conservation programs (e.g.: Project Tiger, Crocodile Project etc). Human wildlife interactions and their impacts (e.g.: Developmental projects, conflict).

Basic concepts of ecodevelopment, relocation of village and compensatory mechanisms. 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, 2 and 4: Biology of bustards; grassland ecology.

Posts S.No. 3: Wildlife- health, diseases and management.

Posts S.No. 6, 7 and 8: Biology of Indian cervids; wetland ecology.

Posts S.No. 9, 10, 11 and 13, 14 & 15: Biology of aquatic mammals; ecology of aquatic systems.