

RECRUITMENT RULES FOR THE POSITION OF DIRECTOR
Academy of Scientific and Innovative Research (AcSIR)

1. The Recruitment Rules for the position of Director is being formulated as per clause 21 of the Academy of Scientific and Innovative Research Act, 2011. The Director shall be the principal academic and executive officer of the Academy and shall be responsible for the administration of the Academy and for imparting instruction, research and maintenance of discipline.
2. Scope of Rules:
These rules shall govern the recruitment and the selection for the position of Director of the Academy of Scientific and Innovative Research (AcSIR). Words denoting the masculine gender shall also include the feminine gender.
3. Appointment of Director:
The Director shall be engaged on a contractual basis by the President of the Council of Scientific and Industrial Research on the recommendation of the Selection Committee.
4. Constitution of Search-cum-Selection Committee:
The composition of the Search-cum-Selection Committee for the selection of Director as per Clause 22(2) of the Academy of Scientific and Innovative Research Act, 2011 will be as follows:
 - i) The Chairperson of the Board
 - ii) The Vice-Chairperson of the Board
 - iii) The President of the Indian National Science Academy
 - iv) The Chairman, Atomic Energy Commission, Government of India
 - v) The Chairman, Space Commission, Government of India

The Associate Director (Admin. & Finance) of the Academy will serve as the Secretary of the committee but will not take part in the actual proceedings of the Search-cum-Selection Committee.

Presence of three members of the selection committee will form the quorum for the meeting.

5. Process of Search and Selection:
 - i) The selection committee may evolve its own procedure for the purposes of meetings including making recommendations in respect of a person who has not applied for the position of Director on a contractual basis.
 - ii) Names of suitable candidates could be sought by the Search-cum-Selection Committee from the academia and industries.
 - iii) The Selection Committee will consider nominations received from eminent Scientist/Technologist/Academicians and recommend a suitable candidate.

- iv) Recommendations of the Search-cum-Selection Committee for engagement of Director will have to be submitted to the President of Council of Scientific and Industrial Research for approval.
- v) The Director shall be engaged by the President of the Council of Scientific and Industrial Research, on the recommendation of the Selection Committee.
- vi) For subsequent appointments for the position, the Search-cum-Selection Committee is to be constituted within six months before the completion of the tenure of the Director in position.
- vii) The Committee is to submit its recommendation at least three months before the completion of the tenure of the Director in position.

6. Eligibility Criteria:

- i) A candidate will be considered for the position of the Director only if he/she is a bona fide citizen of India.
- ii) The candidate must have a proven track record in areas of cutting-edge Science & Technology along with administrative experience.
- iii) The candidate must have national and international recognition and eminence.
- iv) The candidate must have leadership qualities required for building/nurturing the Academy to outstanding national and global visibility.

7. Notification/Advertisement

The advertisement for the position of Director will be put up on the AcSIR and CSIR websites and also circulated among the Board members, Directors of all CSIR labs and Distinguished scientists of CSIR for nomination of candidates.

8. Term of office of Director:

- i) The tenure of engagement of the Director will be initially for a period of five years from the date of engagement on contractual basis.
- ii) Director can also be appointed on deputation/lien from other organization including CSIR.
- iii) The extension of tenure may be considered by an Evaluation Committee having at least three members of the Search-cum-Selection Committee for the Director including the Chairperson and the Vice Chairperson.
- iv) The person appointed as Director may continue in the office till the age of 70 years.
- v) The Director might be removed from office with a three months' notice through a resolution moved by two-third majority of the Board and subject to the approval of the President of CSIR.
- vi) In lieu of the notice period, the Director may be paid his remuneration.

9. Duties and Powers of Director:

The Director of the Academy shall have the following powers and duties:

- a) The Director shall have the duty to implement the decisions taken by the Board and the Senate of the Academy other than the ones delegated by Statutes/Ordinances to other functionaries of AcSIR;
- b) Subject to the availability of funds in the approved budget, the Director shall have the power to incur expenditure in accordance with the procedures as laid down in

- the Ordinance and in terms of the decisions taken by the Board, the Senate and the Finance Committee from time to time;
- c) The Director shall have the powers to re-appropriate the funds to the extent as approved by the Finance Committee;
 - d) The Director shall have the powers, subject to the concurrence of the Finance Committee and ratification of the Senate and Board, to waive off loans, recoveries and irrevocable losses, to the extent that might be fixed by the Board;
 - e) The Director shall make all the appointments to the Academy, constitute Selection Committees for such appointments, recommend initial pay of the incumbents and decide on the level of appointment with the approval of the authority as appropriate;
 - f) The Director shall have the powers to fix the eligibility criteria and the standards for assessment/evaluation for admissions to the Academy and approve all such admissions;
 - g) The Director shall fix the rents and fees for buildings, hostels, guesthouses and other infrastructure of the Academy, subject to the recommendations of the Finance Committee and approval by the Senate;
 - h) The Director shall submit the annual report and the annual accounts of the Academy to the Board;
 - i) The Director shall, subject to the criteria recommended by the Senate and approved by the Board, have the powers to create temporary posts in the Academy and induct suitable individuals in the said posts on contractual basis and have such appointments ratified by the Board;
 - j) Director may outsource any academic duties and functions with the approval of the Senate and ratification of the Board;
 - k) The Director or his nominee shall sign all the agreements, contracts and MoUs on behalf of the Academy;
 - l) The Director shall have the powers to grant sabbaticals to members of the academic staff of the Academy and also send the staff of the Academy for training and personal development, if required
 - m) The Director shall have the discretion of constituting Committees, Task Forces and Working Groups for advising and advancing the mandate of the Academy in specific areas.
 - n) The Director shall perform such other duties as may be specified in the Statutes, or prescribed by the Ordinances or through notifications from time to time by the Board of Governors.

10. Compensation for Director

The compensation for the position of the permanent Director shall be recommended by the Search-cum-Selection Committee commensurate with the eminence and experience of the person in the range of Rs. 30.0 – 36.0 lakh per annum or as per the prevailing market rate and shall have both fixed and performance based variable components. The salary will have to be ratified by the Board.

The break-up of the pay package and performance based flexible component will be worked out by HR management personnel of AcSIR, who will provide appropriate information and guidance to the search cum selection committee.