

## **HR Research – August 2014**

(Reference: - Advertisement in the newspapers)

### **Dr. Babasaheb Ambedkar Research & Training Institute, Pune**

(An Autonomous Organisation of the Department of Social Justice and Special Assistance, Govt. Of Maharashtra)

28, Queen's Garden, Camp, Pune- 411001

Ph.- 020-26362076, Fax- 26363596

Website: <https://barti.maharashtra.gov.in>.

### **INTERVIEW: CALL FOR APPLICATION**

Dr. Babasaheb Ambedkar Research & Training Institute (BARTI), Pune is an autonomous institute of Government of Maharashtra in the Department of Social Justice and Special Assistance. This Institute was established in the year 1978 under the name “**Dr. Babasaheb Ambedkar Samata Vichar Peeth**”.

The Memorandum of Association of this institute (available on website) clearly indicates how important and relevant the objectives of this institute are to the present day society.

This Institute is now developing constantly and making foray in the areas of “**Equity, Social Justice, Brotherhood, Removal of caste bias, Developing Scientific Temperament and Ethics and Moral Values and Scientific Research**” in these areas.

Here is an opportunity for the professionally competent and committed research scholars to contribute in research, focused on above areas and bring about a positive change in the lives of socially disadvantaged sections, and while doing so, gain knowledge and experience of government functioning.

Candidates selected for BARTI Research and Documentation Department will get a unique opportunity to bring forth the ground realities of the socially disadvantaged sections and do policy advocacy for development of weaker sections through different research projects in the areas of Equity, Social Justice, Brotherhood, Removal of caste bias, Developing Scientific Temperament and Ethics and Moral Values.

This Institute is in need of following Human Resources, purely on temporary and contractual basis, for a period of three years.

The initial contract will be for eleven months and that could be extendable upto three years, according to the suitability of the candidate.

Applications are invited from eligible candidates who possess the Essential Qualifications as mentioned below for tests and interviews, along with their Write-ups, Presentations, etc.

The details of the required Human Resource, Consolidated Honorarium, Essential Qualifications Roles and Responsibilities etc. are as follows:

**HR Position : 1**

<b>Human Resource Position</b>	<b>:</b>	<b>Professor</b>
<b>No. of Position</b>	<b>:</b>	<b>2 (Two), (1 SC, 1 Open)</b>
<b>Honorarium</b>	<b>:</b>	<b>1,04,120/- (Per Month, Consolidated) PF &amp; ESI benefits applicable to the selected candidate</b>
<b>Essential and Preferred Additional Qualifications</b>		<p style="text-align: center;"><b>Essential Qualifications:</b></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Category A: – Through Open Competition</b></p> </div> <ol style="list-style-type: none"> <li>1. Good academic record with a Ph.D. degree in Humanities / Social Sciences / Economics from UGC recognized University / Reputed International University.</li> <li>2. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</li> <li>3. Ten years of experience in research in an academic/research Institution in a recognised University/College/Research Institution (Excluding the period of Ph.D. Research) with evidence of published original work in refereed journals.</li> <li>4. High proficiency in English.</li> </ol> <p><b>Preferred Additional Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Being a Member of prestigious academic council/s.</li> <li>2. Guidance to Ph.D. and M.Phil. candidates.</li> </ol> <p><b>Note:</b> The experience mentioned at Sr. No. 3 may be relaxed up to 5 years in case of exceptionally deserving candidates.</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Category B: - Through deputation</b></p> </div> <p>By deputation of Professor from recognized University/ Reputed International University.</p> <p><b>Note:</b> Salary of deputed candidate will be protected.</p>
<b>Roles and Responsibilities</b>		<ol style="list-style-type: none"> <li>1. Developing and leading a competent and vibrant research team.</li> <li>2. Developing strategic framework for Research and Documentation.</li> <li>3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of BARTI.</li> </ol>

	<ol style="list-style-type: none"> <li>4. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of scheduled castes; role of migration and urbanization in development of scheduled castes, etc.</li> <li>5. Carrying critical research and identification of specific issues in Equity, Social Justice, Brotherhood, Removal of caste bias, development of scientific temperament and Ethics and moral values.</li> <li>6. Conducting research on Dr. Babasaheb Ambedkar's thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.</li> <li>7. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.</li> <li>8. Publish Research Reports, Study Reports and Research papers.</li> <li>9. Developing research capabilities of researchers in BARTI and of BANRF students.</li> <li>10. Present Research findings in various national and international forums.</li> <li>11. Developing and carrying forward a coherent research strategy which has national and international impact.</li> <li>12. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of BARTI.</li> <li>13. Assist the DG, BARTI in research work.</li> </ol>
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**HR Position : 2**

<b>Human Resource Position</b>	:	<b>Associate Professor</b>
<b>No. of Position</b>	:	<b>4 (Four), ( 1- SC, 1 - OBC, 1- VJNT, 1- Open)</b>
<b>Honorarium</b>	:	<b>1,02,120/- (Per Month, Consolidated) PF &amp; ESI benefits applicable to the selected candidate</b>
<b>Essential and Preferred Additional Qualifications</b>	:	<p style="text-align: center;"><b>Essential Qualifications:</b></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p style="text-align: center;"><b>Category A: – Through Open Competition</b></p> <ol style="list-style-type: none"> <li>1. Good academic record with a Ph.D. degree in Humanities / Social Sciences / Economics from UGC recognized University / Reputed International University.</li> <li>2. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</li> <li>3. Ten years of experience in research in an academic/research Institution in a recognised University/College/Research Institution (Excluding the period of Ph.D. Research) with evidence of published original work in refereed journals.</li> <li>4. High proficiency in English.</li> <li>5. Knowledge of Computer Applications.</li> </ol> <p><b>Preferred Additional Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Being a Member of prestigious academic council/s.</li> <li>2. Guidance to Ph.D. and M.Phil. candidates.</li> </ol> <p><b>Note:</b> The experience mentioned at Sr. No. 3 may be relaxed up to 5 years in case of exceptionally deserving candidates.</p> </div> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p style="text-align: center;"><b>Category B: - Through deputation</b></p> <p>By deputation of Associate Professor from recognized University/ Reputed International University.</p> <p><b>Note:</b> Salary of deputed candidate will be protected.</p> </div>
<b>Roles and Responsibilities</b>	:	<ol style="list-style-type: none"> <li>1. Developing and leading a competent and vibrant research team.</li> <li>2. Developing strategic framework for Research and Documentation.</li> <li>3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of BARTI.</li> </ol>

	<ol style="list-style-type: none"> <li>4. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of scheduled castes; role of migration and urbanization in development of scheduled castes, etc.</li> <li>5. Carrying critical research and identification of specific issues in Equity, Social Justice, Brotherhood, Removal of caste bias, development of scientific temperament and Ethics and moral values.</li> <li>6. Conducting research on Dr. Babasaheb Ambedkar's thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.</li> <li>7. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.</li> <li>8. Publish Research Reports, Study Reports and Research papers.</li> <li>9. Developing research capabilities of researchers in BARTI and of BANRF students.</li> <li>10. Present Research findings in various national and international forums.</li> <li>11. Developing and carrying forward a coherent research strategy which has national and international impact.</li> <li>12. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of BARTI.</li> <li>13. Assist the DG, BARTI in research work.</li> </ol>
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**HR Position : 3**

<b>Human Resource Position</b>	<b>:</b>	<b>Assistant Professor</b>
<b>No. of Position</b>	<b>:</b>	<b>4 (Four), ( 1- SC, 1- OBC, 1- VJNT, 1- Open )</b>
<b>Honorarium</b>	<b>:</b>	<b>51,360/- (Per Month, Consolidated) PF &amp; ESI benefits applicable to the selected candidate</b>
<b>Essential and Preferred Additional Qualifications</b>	<b>:</b>	<p style="text-align: center;"><b>Essential Qualifications:</b></p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <p style="text-align: center;"><b>Category A: – Through Open Competition</b></p> </div> <ol style="list-style-type: none"> <li>1. Good academic record with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree in Humanities / Social Sciences / Economics from UGC recognized University / Reputed International University.</li> <li>2. Must have cleared NET/SET. Those who have been awarded Ph.D. in accordance with UGC (Minimum Standards and Procedures for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of NET/SET.</li> <li>3. Three years of experience of research in an academic/research Institution in a recognized University/ College/ Research Institution (Excluding the period of Ph.D. Research) with evidence of having published original work in refereed journals.</li> <li>4. High proficiency in English and Marathi: Written and Verbal both. <b>Note:</b> Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</li> <li>5. Proficiency in Computer Applications.</li> </ol> <p><b>Preferred Additional Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Being a Member of prestigious academic council/s.</li> <li>2. Having knowledge of Assessment, Monitoring and Evaluation of Research Studies.</li> <li>3. Research experience in Socio-Economic studies of socially disadvantaged sections and Dr. Ambedkar's thoughts and teachings.</li> </ol> <p><b>Note:</b> The experience mentioned at Sr. No. 3 may be relaxed in case of exceptionally deserving candidates.</p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <p style="text-align: center;"><b>Category B: - Through deputation</b></p> </div> <p>By deputation of suitable officer in the equivalent scale from the Central/State government.</p> <p style="text-align: center;">OR</p>

		<p>By deputation of a suitable faculty member in the equivalent pay band with his respective grade pay.</p> <p><b>Note:</b> Salary of deputed candidate will be protected.</p>
<b>Roles and Responsibilities</b>	:	<ol style="list-style-type: none"> <li>1. Developing and leading a competent and vibrant research team.</li> <li>2. Developing strategic framework for Research and Documentation.</li> <li>3. Prepare year-wise thematic and time bound Action Plan for Research, keeping in view the objectives and budgetary provisions of the Research and Documentation Department of BARTI.</li> <li>4. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of scheduled castes; role of migration and urbanization in development of scheduled castes, etc.</li> <li>5. Carrying critical research and identification of specific issues in Equity, Social Justice, Brotherhood, Removal of caste bias, development of scientific temperament and Ethics and moral values.</li> <li>6. Conducting research on Dr. Babasaheb Ambedkar's thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.</li> <li>7. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.</li> <li>8. Publish Research Reports, Study Reports and Research papers.</li> <li>9. Developing research capabilities of researchers in BARTI and of BANRF students.</li> <li>10. Present Research findings in various national and international forums.</li> <li>11. Developing and carrying forward a coherent research strategy which has national and international impact.</li> <li>12. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of BARTI.</li> <li>13. Assist the DG, BARTI in research work.</li> </ol>



**HR Position : 4**

<b>Human Resource Position</b>	:	<b>Research Associate</b>
<b>No. of Position</b>	:	<b>6 (Six), (1- SC, 1- ST, 1- OBC, 1- VJNT, 2-Open)</b>
<b>Honorarium</b>	:	<b>31100/- (Per Month, Consolidated)</b> <b>PF &amp; ESI benefits applicable to the selected candidate</b>
<b>Essential and Preferred Additional Qualifications</b>	:	<p style="text-align: center;"><b>Essential Qualifications:</b></p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Category A: – Through Open Competition</b></p> <ol style="list-style-type: none"> <li>1. Master's degree with at least Higher Second class in Humanities / Social Sciences / Economics from UGC recognized University/ Reputed International University.</li> <li>2. At least 5 years of experience in research in a reputed institute of research.</li> <li>3. High proficiency in English and Marathi: Written and Verbal both.</li> </ol> <p><b>Note:</b> Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</p> <li>4. Knowledge of Computer Applications.</li> </div> <p><b>Preferred Additional Qualifications:</b></p> <ol style="list-style-type: none"> <li>1. Thorough knowledge of socially disadvantaged sections of the society.</li> <li>2. Advanced or Specialized qualifications in applied social research methods including Quantitative and Qualitative Data Analysis tools.</li> <li>5. Candidates who have presented research papers/documents in the related field before the international/national conference or published them in refereed journals.</li> </ol> <p><b>Note:</b> The experience mentioned at Sr. No. 2 may be relaxed up to 3 years in case of exceptionally deserving candidates</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <p><b>Category B: - Through deputation</b></p> <p>By deputation of a suitable officer in the equivalent scale from the Central/State Government.</p> <p><b>Note:</b> Salary of deputed candidate will be protected.</p> </div>
<b>Roles and Responsibilities</b>	:	<ol style="list-style-type: none"> <li>1. Carrying critical research on issues pertaining to social</li> </ol>

		<p>inequalities and development; social, educational and economic mobility and development of scheduled castes; role of migration and urbanization in development of scheduled castes etc.</p> <ol style="list-style-type: none"> <li>2. Carrying critical research and identification of specific issues in Equity, Social Justice, Brotherhood, Removal of caste bias, development of scientific temperament and Ethics and moral values</li> <li>3. Conducting research on Dr. Babasaheb Ambedkar's thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.</li> <li>4. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.</li> <li>5. Developing strategic framework for Research and Documentation.</li> <li>6. Present Research findings in various national and international forums.</li> <li>7. Developing and carrying forward a coherent research strategy which has national and international impact.</li> <li>8. Assist the Professor in research work.</li> </ol>
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**HR Position : 5**

<b>Human Resource Position</b>	:	<b>Research Assistant</b>
<b>No. of Position</b>	:	<b>6 (Six), (1- SC, 1- ST, 1- OBC, 1- VJNT, 2-Open)</b>
<b>Honorarium</b>	:	<b>29300/- (Per Month, Consolidated)</b> <b>PF &amp; ESI benefits applicable to the selected candidate</b>
<b>Essential and Preferred Additional Qualifications</b>	:	<b>Essential Qualifications:</b>  <ol style="list-style-type: none"><li>1. Master's degree with at least Second class in Humanities / Social Sciences / Economics from UGC recognized University / Reputed International University.</li><li>2. High proficiency in English and Marathi: Written and Verbal both. <b>Note:</b> Proficiency in Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.</li><li>3. Knowledge of Computer Applications.</li></ol>
<b>Roles and Responsibilities</b>	:	<b>Assist the Professor / Associate Professor / Assistant Professor in following activities:</b>  <ol style="list-style-type: none"><li>1. Carrying critical research on issues pertaining to social inequalities and development; social, educational and economic mobility and development of scheduled castes; role of migration and urbanization in development of scheduled castes etc.</li><li>2. Carrying critical research and identification of specific issues in Equity, Social Justice, Brotherhood, Removal of caste bias, development of scientific temperament and Ethics and moral values.</li><li>3. Conducting research on Dr. Babasaheb Ambedkar's thoughts, writings, teachings and vision on equity, social justice and socio-economic and legal aspects.</li><li>4. Building up repository of knowledge on equity, social justice, brotherhood, removal of caste bias.</li><li>5. Developing strategic framework for Research and Documentation.</li><li>6. Building strategic relationships/ partnerships / collaborations with Universities and Research Institutions for Key Research Areas of BARTI.</li></ol>

**Note:** The Director General of Institute reserves the right to increase or decrease the number of vacancies mentioned above.

1. Candidates are required to make separate application for each position, if they want to apply for more than one position.
2. Candidates are required to prepare a comprehensive **Write-up** and make **Power Point Presentation (PPT)** on how the candidate will contribute in Research fields, pertaining to **Equity and Social Justice**.
3. Eligible and desirous Candidates who possess the **Essential Qualifications** can apply in the prescribed **Application Form** attached herewith and submit the scan copy through email to [research.barti@gmail.com](mailto:research.barti@gmail.com) or hard copy by post / by hand so as to reach on or before **15<sup>th</sup> October 2014**.

**Applications received after last date 15<sup>th</sup> October 2014 will not be accepted.**

**Only shortlisted candidates will be allowed to appear for Interview. Such shortlisted candidates will be informed by SMS / Phone / E-mail about their selection for Interview.**

**Candidates NOT ELIGIBLE should not apply and their applications will not be entertained. Hence, they should not waste their time and energy.**

**Date of Interview of shortlisted candidates will be informed after 15<sup>th</sup> October 2014 and they will have to appear for the same at the above mentioned address of the office of BARTI, Pune (Maharashtra).**

**Note: For HR positions 3, 4 and 5 the proficiency of Marathi language (both written and verbal) is compulsory. Those who are not proficient in Marathi are not eligible and hence will not be shortlisted for interview.**

4. The Candidates are required to bring original documents/ testimonials of the Educational Qualifications, Experience Certificates, Caste Certificate, Nationality Certificates and Indian National Passport, PAN and / or other Identity Card, copies of the published articles and submit photocopies of the same at the time of interview.
5. Candidates are required to paste two copies of passport size photographs on prescribed **“Application Form”** before presentation and interview.
6. Candidates will have to bear the cost of their Travel, Food and other expenses. The Institute will not bear any expenditure, whatsoever, incurred by the candidate to appear for the Interview.
7. The selected candidate will be allowed to resume duties only after he/she agrees to the terms and conditions and submit the contract duly signed to the Registrar, BARTI, Pune.
8. For the selected candidates, the contract will be subject to evaluation of performance; contract may be extended if performance is found satisfactory.
9. The Director General, BARTI, Pune reserves the right to terminate the services of the candidate on any day without any prior intimation and /or without giving any reason whatsoever.
10. In case of deserving candidates (after having observed their outstanding competence and merit) a rise of 15% on the consolidated honorarium can be given after the period of three months from the date of joining.
11. PF and ESI benefits applicable to the selected candidates, in case they accept the Terms and Conditions and render services on contract basis.

12. All the rights related to the notification, selection, termination, etc. are reserved with the Director General, BARTI, Pune.
13. Candidate should file the application in prescribed format, enclosed herewith as **Application Form**.

**(D. R. Parihar)**  
**Director General**  
Dr. Babasaheb Ambedkar Research and Training  
Institute, Pune.

# APPLICATION FORM

Photo

1)	Human Resource Position		
2)	Name of the Candidate (Starting with surname)		
3)	Father's Name		
4)	Date of Birth		
5)	Sex :-		
6)	Category (SC/ST/VJNT/OBC/OPEN)		
7)	Permanent Address		
8)	Address for Correspondence		
9)	Mobile & Landline Number		
10)	E-mail Id		
11)	Educational Qualifications (Starting From Secondary School Examination)		
	Examination	Year of Passing	% of Marks/ Grade/ CGPA
i.			
ii.			
iii.			
iv.			
v.			
vi.			

<b>Sr. No.</b>	<b>Diploma / Certificate</b>	<b>Subjects</b>
	<b>Other (Please Specify)</b>	

<b>12)</b>	<b>Work Experience (Please mention all assignments and work experience obtained so far)</b>			
<b>Name of Department / Office</b>	<b>Post Held</b>	<b>Roles &amp; Responsibilities</b>	<b>Period</b>	
			<b>Years</b>	<b>Months</b>
<b>Knowledge of Computer :-</b>				

**Note:-**

- 1) If the space provide in this format is not sufficient, please provide the information on separate page.
- 2) Please attach photo copies of document/ testimonials along with this application form.
- 3) Please paste two passport size photos along with this form.

**Undertaking**

I understand that the Human Resource Position is only for the initial period of 11 months on contract basis, which can be extended for two more terms, each of 11 months. I have read the Roles and Responsibilities. I accept the term and condition that in case I am selected, my services can be terminated any time, without prior notice and without giving any reason, whatsoever.

Place :

Date :

Name & Signature of the Candidate