



TEA RESEARCH ASSOCIATION चाय अनुसंधान संघ
Tocklai Tea Research Institute, टोकलाई चाय अनुसंधान संस्थान,
Cinnamara सिन्नामारा, Jorhat जोरहाट, Assam असम 785008

Advertisement No.DIR/MAN 0999/034 dtd. 30.04.2025

RECRUITMENT FOR SCIENTIST "B" POSITIONS

Tea Research Association (TRA) is the largest and the oldest tea research entity in the world. It is a pioneer in the research and development of tea and an innovator in providing extension services to the industry. It has ten branches with its registered office at Kolkata.

The TRA is seeking applications for Tocklai Tea Research Institute, Jorhat and other branches from high caliber, dynamic, energetic and innovative candidates (Indian Citizens), fulfilling the requisite qualification & experience for the positions of **Scientist "B"** in the pay scales as per the 7th Central Pay Commission Pay Matrix plus allowances as per institute rules.

Scientists at TRA, Tocklai are expected to demonstrate a high level of academic and professional competence with leadership qualities; inclination towards high end research, publication and professional practice; proven ability with technological tools and processes, and active involvement in academic and research management.

The Institute offers opportunity to work in a unique atmosphere, creative work culture and also encourages Scientists for handling independents projects in the Tea sectors, as per institute rules.

Sl. No.	Name of the Post	Pay Level	Total Posts	Posts Discipline-wise
1.	Scientist "B"	10	06	02- Entomology 01- Mycology & Microbiology 01- Soils 02- Tea Processing & Manufacturing Advisory

The Post code with required qualification(s) and experiences are details below:

1. Post Code: SCT/2025/ENTO/P01		Number of Posts	: 02
Name of the Post / Pay Level / Pay	Required qualifications and Experience		
<p>Post: Scientist "B" (Entomology)</p> <p>Pay Level 10: Rs. 56,100- 1,77,500/-</p> <p>Starting Basic: Rs. 56,100/- (Monthly) + applicable allowances, as per institute rules.</p>	<p>Essential Qualifications:</p> <ol style="list-style-type: none"> 1st Class Post Graduate Degree in Zoology / Life Science with (Specialization in Entomology) / Agricultural Entomology from a recognized University / Reputed Institution. 2. A minimum of 03 publications in the area of Entomology at SCI journals, with at least 01 paper as 1st or corresponding author. <p>Desirable :</p> <ol style="list-style-type: none"> 1. Doctorate Degree in relevant area / subject 2. Minimum 01 Years of Research experience in tea entomology <p>Age: Not exceeding 35 years, as on the last date of application.</p> <p>Job Description:</p> <ol style="list-style-type: none"> 1. To independently plan and execute R&D projects exclusively w.r.t. Tea Industries relevant to the specialization sought. 2. To support colleagues and peers in the relevant subject domain for development of R&D projects, project review and monitoring, preparation of reports and coordination of scientific activities in the field. 3. To support inter-disciplinary projects with colleagues and peers towards betterment of tea industries and its associated requirements. 		

2. Post Code: SCT/2025/MYMB/P02		Number of Posts	: 01
Name of the Post / Pay Level / Pay	Required qualifications and Experience		
<p>Post: Scientist "B" (Mycology & Microbiology)</p> <p>Pay Level 10: Rs. 56,100- 1,77,500/-</p> <p>Starting Basic: Rs. 56,100/- (Monthly) + applicable allowances, as per institute rules.</p>	<p>Essential Qualifications:</p> <ol style="list-style-type: none"> 1st Class Post Graduate Degree in Life Science / Botany / Microbiology / Agriculture (with specialization in Pathology / Mycology) from a recognized University/Reputed Institution. 3. A minimum of 03 publications in the area of Mycology & Microbiology at SCI journals, with at least 01 paper as 1st or corresponding author. <p>Desirable :</p> <ol style="list-style-type: none"> 1. Doctorate Degree in relevant area / subject 2. Minimum 01 Years of Research experience in tea Mycology & Microbiology <p>Age: Not exceeding 35 years, as on the last date of application.</p> <p>Job Description:</p> <ol style="list-style-type: none"> 1. To independently plan and execute R&D projects exclusively w.r.t. Tea Industries relevant to the specialization sought. 2. To support colleagues and peers in the relevant subject domain for development of R&D projects, project review and monitoring, preparation of reports and coordination of scientific activities in the field. 3. To support inter-disciplinary projects with colleagues and peers towards betterment of tea industries and its associated requirements. 		

3. Post Code: SCT/2025/SOIL/P03		Number of Posts	: 01
Name of the Post / Pay Level / Pay	Required qualifications and Experience		
<p>Post: Scientist "B" (Soil Science)</p> <p>Pay Level 10: Rs. 56,100- 1,77,500/-</p> <p>Starting Basic: Rs. 56,100/- (Monthly) + applicable allowances, as per institute rules.</p>	<p>Essential Qualifications:</p> <ol style="list-style-type: none"> 1st Class Post Graduate Degree in Soil Science / Agriculture (with specialization in Soil Science) from a recognized University / Reputed Institution. 2. A minimum of 03 publications in the area of Soil Science at SCI journals, with at least 01 paper as 1st or corresponding author. <p>Desirable :</p> <ol style="list-style-type: none"> 1. Doctorate Degree in relevant area / subject 2. Minimum 01 Years of Research experience in tea related Soil Science <p>Age: Not exceeding 35 years, as on the last date of application.</p> <p>Job Description:</p> <ol style="list-style-type: none"> 1. To independently plan and execute R&D projects exclusively w.r.t. Tea Industries relevant to the specialization sought. 2. To support colleagues and peers in the relevant subject domain for development of R&D projects, project review and monitoring, preparation of reports and coordination of scientific activities in the field. 3. To support inter-disciplinary projects with colleagues and peers towards betterment of tea industries and associated requirements. 		

4. Post Code: SCT/2025/TPM-MECH/P04		Number of Posts	: 01
Name of the Post / Pay Level / Pay	Required qualifications and Experience		
<p>Post: Scientist "B" [(Engineering) (Tea Processing & Manufacturing)]</p> <p>Pay Level 10: Rs. 56,100- 1,77,500/-</p> <p>Starting Basic: Rs. 56,100/- (Monthly) + applicable allowances, as per institute rules.</p>	<p>Essential Qualifications:</p> <ol style="list-style-type: none"> 1. 1st Class Post Graduate Degree, (M.E./ M Tech) in Mechanical Engineering / Agriculture Engineering from a recognized University / Reputed Institution. <p>Desirable :</p> <ol style="list-style-type: none"> 1. Doctorate Degree in relevant area / subject 2. Minimum 01 Years of Research experience in the related field 3. Experience of publications in the above area at SCI journals. <p>Age: Not exceeding 35 years, as on the last date of application.</p> <p>Job Description:</p> <ol style="list-style-type: none"> 4. To independently plan and execute R&D projects exclusively w.r.t. Tea Industries relevant to the specialization sought. 5. To support colleagues and peers in the relevant subject domain for development of R&D projects, project review and monitoring, preparation of reports and coordination of scientific activities in the field. 6. To support inter-disciplinary projects with colleagues and peers towards betterment of tea industries and associated requirements. 		

5. Post Code: SCT/2025/TPM-FOOD/P05		Number of Posts	: 01
Name of the Post / Pay Level / Pay	Required qualifications and Experience		
<p>Post: Scientist "B" [(Food Science) (Tea Processing & Manufacturing)]</p> <p>Pay Level 10: Rs. 56,100- 1,77,500/-</p> <p>Starting Basic: Rs. 56,100/- (Monthly) + applicable allowances, as per institute rules.</p>	<p>Essential Qualifications:</p> <ol style="list-style-type: none"> 1st Class Post Graduate Degree in Food Chemistry / Food Science / Food Technology / Agriculture (with specialization in Food Chemistry / Food Science / Food Technology) from a recognized University / Reputed Institution. 2. For science graduates, a minimum of 02 publications in the above area at SCI journals, with at least 01 paper as 1st or corresponding author. Post graduates in Technology discipline we exempted on the publication requirements. <p>Desirable :</p> <ol style="list-style-type: none"> 1. Doctorate Degree in relevant area / subject 2. Minimum 01 Years of Research experience in the related field <p>Age: Not exceeding 35 years, as on the last date of application.</p> <p>Job Description:</p> <ol style="list-style-type: none"> 1. To independently plan and execute R&D projects exclusively w.r.t. Tea Industries relevant to the specialization sought. 2. To support colleagues and peers in the relevant subject domain for development of R&D projects, project review and monitoring, preparation of reports and coordination of scientific activities in the field. 3. To support inter-disciplinary projects with colleagues and peers towards betterment of tea industries and associated requirements. 		

GENERAL INSTRUCTIONS FOR ALL THE CANDIDATE(S)

1. Only Candidate(s) fulfilling the required criteria may apply. Candidate(s) are advised to satisfy themselves before applying that they possess the minimum essential qualifications and experience as per the advertisement.
2. A candidate(s) can apply for more than one post for which he / she is eligible. Such candidate(s) shall have to apply separately for each post and make appropriate selection for each post.
3. Degrees / Diploma, etc. in support of educational qualifications should have been awarded by a UGC / AICTE recognized University / Institute. Also wherever applicable, the courses should be AICTE recognized.
4. Mere fulfillment of the minimum qualification and experience will not vest any right on a candidate(s) for being called for a written test / interview etc. The decision of the Institute in all matters will be final. No correspondence will be entertained from the candidate(s) in connection with the process of selection / interview.
5. The Institute reserves the right to call only the requisite number of candidate(s) for selection process after short-listing with reference to the candidates' essential and desirable qualification, suitability, relevant experience, etc, so as to optimize the number of candidate(s) for the final interview.
6. The Institute reserves the right to enhance the criteria of short-listing over and above the essential qualification and also include the desirable qualification and experience as a short-listing criterion, to optimise the number of candidate(s) for the final interview. Therefore, candidate(s) should mention in the application all the qualifications and experiences in the relevant area over and above the minimum prescribed qualification, supported with documents and ensure that all details are complete and accurate.
7. The Institute reserves the right to allot suitable weight-age / marks to the desirable qualification and desirable experience during short-listing, to optimise and sieve-out high caliber candidate(s) to be called for the final interview. The decision of the institute shall be final and binding to all candidates.
8. The Institute reserves the right to relax experience and age in exceptional and deserving cases, or in the case of persons already holding analogous positions in any other Tea Institute / Centrally funded Institution / University.

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- 9.** The Institute reserves the right to reject any or all the applications and to cancel the advertised post, at any stage of the selection process, without assigning any reasons thereof. The decision of the Institute in all matters relating to eligibility, acceptance or rejection of any / all applications, fixing the eligibility criteria, equivalence of qualifications, mode of screening / selection, conduct of written test / GD / interview, shall be final and binding on the candidate(s).
- 10.** The Institute reserves the right to offer appointment initially on probation based on the assessment of performance of the candidate(s) in the selection process. All such candidate(s) in subsequent years, may be regularized at the discretion of the institute in such post subject to overall performance of the candidates during his assigned duties and also the need of the Institute.
- 11.** The Institute reserves the right to offer appointment to candidate(s) in lower position than that applied for, if they do not merit for appointment to the post applied but found suitable for the lower post based on the assessment of performance of the candidate(s) in the selection process and subject to the candidate meeting the minimum eligibility criterion specified for such posts.
- 12.** Candidate(s) employed in Government / Semi Government Organizations / Autonomous Bodies / PSU's should route their applications through proper channel. Alternatively, they may upload 'No Objection Certificate (NOC)' from their present employer at the time of online application and produce the hard copy (in original) at the time of interview. In case, of any inadvertent delay from employer side to route their applications through proper channel, the candidate(s) may send an advance copy of the application, so as to reach the Institute before the prescribed date.
- 13.** Candidate(s) employed in Government / Semi Government Organizations / Autonomous Bodies / PSU's shall also have to submit a certificate from the employer at the time of interview that no vigilance / disciplinary case is either pending or contemplated against him / her.
- 14.** Certificate in support of experience should be in proper format i.e. it should be on the organizations letter head, bear the date of issue, duration of engagement, Pay scale / Last Pay, nature of work handled, name and designation of the issuing authority along with his / her signature.
- 15.** The period of pursuing PhD shall have to be mentioned explicitly and shall only be counted towards Academic degree and will not be counted while calculating the requisite / relevant experience for the selection process.
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- 16.** All correspondence from the Institute to the candidate(s) shall be made exclusively by way of e-mail in the ID provided by the candidate(s). Therefore, candidate(s) are requested to retain the email-ID and view it frequently. The correspondence shall include, call for written test / interview / appointment letter, etc.
 - 17.** Addendum / deletion / corrigendum (if any) and result of provisional Short-listed / Selected candidates, shall be posted exclusively on the Institute website. Candidate(s) are advised to visit the Institute website frequently.
 - 18.** The Institute will not bear the Transport expenditure of the candidate(s) who appear for the written test/interview, if any. However, to and fro rail fare by the shortest route being limited to AC- 3 tier may be paid to the candidate(s) who appear in-person before the Final Selection Committee / Interview.
 - 19.** In case of any dispute / ambiguity that may occur in the process of selection, the decision of Institute shall be final and binding. Further, in case of any inadvertent mistake in the process of selection, which may be detected at any stage even after the issue of appointment order, the Institute reserves the right to modify / withdraw / cancel any communication made to the candidate(s).
 - 20.** Appointment orders once issued by the Institute to the finally selected candidate(s) shall be provisional. The Institute shall verify the antecedents or documents (subject to character / antecedent / Police verification, verification of all original documents, experience certificate and other relevant documents) submitted by a candidate(s) at the time of interview and on joining. In case, later on if it is found that at any point of time that any information furnished by the candidate(s) in his / her application is false / incorrect or the candidate(s) has suppressed any relevant information or the candidate(s) otherwise does not satisfy the eligibility criteria or any of the facts / documents submitted by a candidate(s) are falsified or tampered with or the candidate(s) has doubtful antecedents / background and has suppressed the said information, then his / her candidature shall stand cancelled and his / her services shall be terminated immediately and appropriate legal action may be initiated against him / her.
 - 21.** In addition to pay as specified in the Advertisement, the selected candidate(s) shall be entitled to the following allowances, i.e., Dearness Allowance (DA), Transport Allowance (TA) etc. as applicable to TRA Rules together with House Rent Allowance (HRA) / Semi furnished accommodation depending upon availability and Medical facilities, Medical Insurance as per TRA Rules.
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22. Age limit and No. of years of Experience will be reckoned as on closing date of receipt of the application. The upper age limit may be relaxation in case of deserving In-house candidates and also for exceptionally meritorious candidates, by the Director of the Institute at his sole discretion, which shall be final and binding.
 23. Institute strives to have a workforce which reflects gender balance. Women candidate(s) may also apply.
 24. **Candidate(s) once selected may be liable to be transferred within different branches / stations of TRA.**
 25. **For any legal dispute, the courts of law at Jorhat will have the jurisdiction.**
 26. **Canvassing in any form / bringing in any influence will be treated as a disqualification for the post.**
 27. **NO INTERIM ENQUIRIES ABOUT THE RECRUITMENT WILL BE ENTERTAINED.**
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HOW TO APPLY

1 Application form is available in our website : www.tocklai.org

- 1) The Candidate(s) must ascertain that the filled-in application format (hard copy) along with requisite documents as mentioned above reaches the institute through registered / speed post / courier to the following address within the last date of receipt of application i.e. on 30.06.2025 (5 pm) to **The Director, Tea Research Association, Tocklai Tea Research Institute, Jorhat, Assam 785 008.**
- 2) **The Candidate(s) must mention the post code in the body of the envelope, by super-scribing as “Application for the post code at TRA, Tocklai, Assam”.**
- 3) **Application fee @ Rs. 2000/- (Rupees two thousand only)** is to be paid by Demand Draft in favour of Tea Research Association payable at Jorhat should be enclosed along with the application form.
- 4) An advance copy may be sent to the email: director@tocklai.net

2. Incomplete online applications and offline application or application without requisite supporting documents or those without requisite fee or those received after the closing date are liable to be rejected. Candidate(s) are advised to apply early and not to wait for the last date. Institute shall not be responsible for any postal loss or delay.

3. Shortlisted candidates shall be required to submit the original educational qualification certificates, Experience certificates, Age and if applicable, Caste / disability certificate and also salary certificate / pay-slips at the time of interview, NOC / Vigilance clearance (if applicable). Non-production of original requisite document(s), when asked for, will render the candidate ineligible for appearing in the selection process and the candidate will not be allowed to appear in the further selection process.

Note: All steps mentioned above are mandatory for consideration of the application. Failure to comply any of the above three steps may lead to outright rejection of the application.

S/d-

Director

Tea Research Association
Tocklai Tea Research Institute
Cinnamara, Jorhat-785 008, Assam