



कर्मचारी राज्य बीमा निगम
(श्रम एवं रोज़गार मंत्रालय, भारत सरकार)
EMPLOYEES' STATE INSURANCE CORPORATION
(Ministry of Labour & Employment, Government of India)



चिकित्सा महाविद्यालय एवं अस्पताल
एनएच3, एनआईटी, फरीदाबाद-121001 (हरियाणा)
Medical College & Hospital,
NH 3, NIT, Faridabad-121001 (Haryana)
Phone No-129-2970111 Email: dean-faridabad@esic.nic.in
Website: www.esic.nic.in

File No: 134/A-14/13/Roster/2016/Admin

Date: 04/11/2025

RECRUITMENT FOR POSTS OF RESEARCH LABORATORY ON CONTRACT BASIS

Walk-in interview for engagement of Senior Scientific Research Officer/Junior Research Officer on contract basis for a period of one (1) year for ESIC Medical College & Hospital, Faridabad will be conducted on 10/11/2025 at ESIC Medical College & Hospital, Faridabad.

A. Details of Vacancies

Sr. No.	Post	No. of Posts	Reservation
1	Senior Scientific Research Officer	Four (4)	UR-3, OBC-1
2	Junior Research Officer	Four (4)	UR-3, OBC-1

1. Job Description for Senior Scientific Research Officer

The **Senior Scientific Research Officer (SSRO)** will provide strategic and scientific leadership for establishing and managing the Research Laboratories. The officers will lead research planning, resource mobilization, supervision of staff, and ensure compliance with GLP, biosafety, and regulatory standards.

Key Responsibilities

- Lead the planning, development and execution of research protocols and laboratory workflows in the assigned facility.
- Oversee advanced technical experiments and ensure high-quality scientific output (e.g., molecular assays, stem cell culture, cytogenetics, HLA typing).
- Supervise, mentor and train junior research staff and laboratory technicians to maintain productivity and quality.
- Ensure that Standard Operating Procedures (SOPs), Good Laboratory Practice (GLP) standards, quality assurance and documentation are strictly followed.
- Maintain and calibrate laboratory equipment, ensure effective reagent/consumable inventory management and troubleshoot technical issues.
- Analyze and interpret experimental data, prepare scientific reports, manuscripts and presentations; contribute to publications, conference presentations, and grant proposals.
- Assist in the preparation, submission and management of research grants or projects; monitor budgets, timelines, deliverables.
- Collaborate with clinicians, research investigators, external partners and institutional stakeholders to facilitate translational research and interdisciplinary initiatives.
- Ensure compliance with regulatory, ethical and safety requirements pertinent to research involving human/animal samples, stem cells, HLA typing or cytogenetics as applicable.
- Contribute to strategic planning of the facility's research direction, help identify new research opportunities, technology upgrades and partnerships.
- Maintain accurate and auditable laboratory records, logs, data files and participate in audits/quality reviews.



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12. Participate in meetings, seminars, workshops and represent the facility for internal and external events; liaise with institutional committees.
13. Ensure timely completion of assigned tasks, achievement of key performance indicators (KPIs) such as publications, project milestones and data quality metrics.
14. Undertake any other duties as assigned by the Lab Director or relevant authority in the institution.
15. Identify, apply for, and secure **research grants and extramural funding** through liaison with national and international agencies and institutes of eminence.
16. Foster **interdisciplinary collaboration** with other departments and research groups.
17. Provide scientific and technical guidance to faculty, research staff, and collaborators.
18. Lead and mentor teams of researchers, technicians, and postgraduate (MD/Ph.D.) students, including support in **protocol design, ethical clearances, and project registration**.
19. Oversee molecular assays on clinical and environmental samples, data analysis, and research documentation.
20. Review and approve research reports, manuscripts, and project deliverables, guide thesis preparation and submission.

2. Job Description for Junior Research Officer

The **Junior Research Officer (JRO)** will assist the Senior Scientific Research Officer in conducting research. The officer will support laboratory operations, experimental work, data management, and documentation, ensuring adherence to institutional standards and biosafety regulations.

1. Assist in the planning and execution of research protocols and laboratory workflows in the assigned facility.
2. Conduct experiments or support experimental work using molecular biology / cell biology / cytogenetics / immunogenetics techniques (as applicable) under supervision.
3. Process samples, prepare reagents, maintain equipment and ensure proper documentation of experiments, data logs and laboratory records.
4. Support junior staff and technicians in day-to-day lab activities, ensuring that consumables are available, lab space is maintained and equipment calibration checks are done.
5. Collect, record, clean and manage research data (raw data, intermediate results), and ensure accuracy, completeness and timely entry of data.
6. Perform basic data analyses, prepare tables/figures, draft sections of reports or manuscripts, and assist in presentations of findings.
7. Adhere to standard operating procedures (SOPs), good laboratory practice (GLP), biosafety, bioethics, sample handling, and quality control/quality assurance protocols.



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8. Work collaboratively with other members of the research team (technicians, researchers, biostatistician, monitors) and coordinate with clinical/diagnostic staff or other departments as needed.
9. Contribute to inventory management (consumables, reagents, lab consumables), maintenance of equipment logs, and troubleshooting minor laboratory issues.
10. Participate in literature reviews, keep up-to-date with relevant scientific developments, and assist in the preparation of documentation for internal/external audits and project meetings.
11. Assist in dissemination of research outputs (posters, presentations, departmental meetings) and in fulfilling project milestones within timelines.
12. Undertake any other tasks as assigned by the Senior Scientific Research Officer or Lab Director or DEAN to support the proper functioning of the research facility.



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B. Rank Equivalence, Age, and Minimum Qualification

Post	Rank Equivalence	Maximum Age* Limit	Minimum Qualification	Desirable Qualification
Senior Scientific Research Officer (Molecular Biology)	Equivalent to Associate Professor	Up to 45 years	MD or Ph.D. in Life Sciences / Molecular Biology or a relevant branch from a recognized university, with minimum 3 years of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 3 years post-qualification research experience in molecular biology / diagnostics / research lab settings, including hands-on work with PCR, qPCR, sequencing, MLST, etc.
Senior Scientific Research Officer (Stem Cell Research Lab)	Equivalent to Associate Professor	Up to 45 years	MD or Ph.D. in Life Sciences / Stem Cell Biology / Biotechnology / Cell Biology or a relevant branch from a recognized university, with minimum 3 years of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 3 years post-qualification research experience in stem cell research or advanced cell biology (including culture of stem/progenitor cells, differentiation assays, cell-line work, organoids) — for example experience in human/mammalian stem cell culture.
Senior Scientific Research Officer (Cytogenetics Lab)	Equivalent to Associate Professor	Up to 45 years	MD or Ph.D. in Life Sciences / Genetics / Cytogenetics / Biotechnology / Molecular Biology or a relevant branch from a recognized university, with minimum 3 years of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 3 years post-qualification experience in cytogenetics lab work (e.g., karyotyping, FISH, chromosomal microarray, cytogenomic analysis) and associated molecular biology techniques.
Senior Scientific Research Officer (HLA & Tissue Typing Research Lab)	Equivalent to Associate Professor	Up to 45 years	MD or Ph.D. in Life Sciences / Immunogenetics / Molecular Biology / Biotechnology / Genetic Sciences or a relevant branch from a recognized university, with minimum 3 years of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 3 years post-qualification experience in HLA typing / histocompatibility & immunogenetics / transplant immunology labs, including molecular HLA genotyping, antibody screening.
Junior Scientific Research Officer (Molecular Biology)	Equivalent to Assistant Professor	Up to 40 years	MD or Ph.D. in Life Sciences / Molecular Biology or a relevant branch from a recognized university, with minimum 1 year of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 1-year post-qualification research experience in molecular biology / diagnostics / research lab settings, including hands-on work with PCR, qPCR, sequencing, MLST, etc.



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Junior Scientific Research Officer (Stem Cell Research Lab)	Equivalent to Assistant Professor or	Up to 40 years	MD or Ph.D. in Life Sciences / Stem Cell Biology / Biotechnology / Cell Biology or a relevant branch from a recognized university, with minimum 1 year of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 1-year post-qualification research experience in stem cell research or advanced cell biology (including culture of stem/progenitor cells, differentiation assays, cell-line work, organoids) — for example experience in human/mammalian stem cell culture.
Junior Scientific Research Officer (Cytogenetics Lab)	Equivalent to Assistant Professor or	Up to 40 years	MD or Ph.D. in Life Sciences / Genetics / Cytogenetics / Biotechnology / Molecular Biology or a relevant branch from a recognized university, with minimum 1 year of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 1-year post-qualification experience in cytogenetics lab work (e.g., karyotyping, FISH, chromosomal microarray, cytogenomic analysis) and associated molecular biology techniques.
Junior Scientific Research Officer (HLA & Tissue Typing Research Lab)	Equivalent to Assistant Professor or	Up to 40 years	MD or Ph.D. in Life Sciences / Immunogenetics / Molecular Biology / Biotechnology / Genetic Sciences or a relevant branch from a recognized university, with minimum 1 year of relevant research experience in a research project from an Institution/Organization of National Eminence.	Minimum 1-year post-qualification experience in HLA typing / histocompatibility & immunogenetics / transplant immunology labs, including molecular HLA genotyping, antibody screening.

***Note:** The age criteria is relaxable for reserved category candidates as per DoPT & Govt. of India Guidelines.



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E.S.I.C.

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C. Pay & Allowances

Post	Consolidated Pay (per month)	Allowances
Senior Scientific Research Officer	₹ 1,70,208/-	No other allowances (DA, TA, HRA, etc.) are payable.
Junior Scientific Research Officer	₹ 1,46,232/-	No other allowances (DA, TA, HRA, etc.) are payable.

D. **Security Deposit:** In the event of selection, the candidate is required to deposit an amount of Rs. 20,000/- (in the form of Demand Draft in favor of ESI Corporation payable at Faridabad) at the time of joining which is refundable after completion of contract period and production of "NO DUES" certificate.

The amount will be appropriated towards the ESI Fund in case the appointed candidate terminates the contract within 6 months of the date of reporting towards administrative cost.

E. Terms of contract:

- Selected candidate shall be appointed on purely contract basis for a maximum period of one year, extendable for another one year subject to satisfactory performance and vacant post.
- The contractual engagement may be terminated/discontinued on either side by giving one month notice.
- Other terms and conditions will be applicable as issued by the competent authority from time to time.
- This being one year contract, absence for period of 15 days without permission will be treated as abandonment of duty and the contract will be terminated without assigning any reason and security deposit will be forfeited.
- Paid Leaves of 2.5 days will be allowed on per completed month of service.
- It is mandatory to mark biometric attendance.

F. How to apply:

- A candidate can walk-in and register for interview from 09:00 AM to 10:00 AM on **10/11/2025**.
- Application form is enclosed with the advertisement & candidate shall apply in that form only.
- Candidate shall produce all the original documents in respect of all the parameters filled in form during scrutiny of documents on the day of walk-in interview.



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d. Candidates are requested to report at 09:00 AM at Faculty Reading Hall, Academic Block, ESIC Medical College & Hospital, Faridabad.

e. Please bring all following relevant original certificates and their self-attested photocopies (1set) & 2 passport size photos.

- SSC/10th Standard certificate as proof of age.
- Undergraduate certificate.
- Post Graduate Certificate in the relevant branch.
- MD or PhD certificate.
- Registration with State Medical Council (if applicable).
- Experience certificate from an Institution/Organization of National Eminence.
- Proof of ID.
- Two Passport size photographs.
- Demand draft as applicable fee (if applicable).
- Other documents, if any.

G. Selection Procedure:

a. Selection will be made based on Academic Qualifications/Research Experience/ Publications/Research Grants/**Interview performance** of the candidate so that research enthusiastic candidates who are active in the field of research can be appointed on contract basis.

b. Selected candidates will have to join immediately after receipt of offer of appointment.

c. The final selection will be based on final score of candidates as per SCORE SHEET (ANNEXES).

H. General Conditions:

- Mere submission of application does not confer any right to the candidate to be interviewed.
- The applications found incomplete, will be rejected summarily.
- Wrong declarations/submission of false information or any other action contrary to the law shall lead to cancellation of the candidature at any stage.
- The interviews shall be conducted at the Office of the DEAN, ESIC Medical College & Hospital, Faridabad or at any other venue as decided by DEAN.



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- The ESIC reserves the right to cancel the recruitment process at any stage at its discretion and such decision will be binding on all concerned.
- No TA/DA will be admissible to candidates either for interview or joining.

I. APPLICATION FEE:

Sr. No.	Category	Amount	Mode of Payment
1	SC/ST/Female Candidates/PH Candidates/Ex-servicemen	NIL	Through Demand Draft In favor of "ESIC Fund Account No. 1", payable at Faridabad.
2	All other categories	Rs. 500/-	

Note: Fees, once paid, are non-refundable under any circumstances.

DEAN

ESIC MCH Faridabad.



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APPLICATION FORM FOR ENGAGEMENT OF
SENIOR SCIENTIFIC RESEARCH OFFICER ON CONTRACT BASIS AT
ESIC MEDICAL COLLEGE AND HOSPITAL FARIDABAD

1. Name in Full (Block letters): _____
2. Father's/Husband's Name: _____
3. Date of Birth & Gender: _____
4. Contact No & Email ID: _____
5. Post applied for: _____
6. Category (UR/SC/ST/OBC): _____
7. SSC/10th Standard certificate as proof of age (YES /NO): _____
8. Undergraduate certificate (YES/NO): _____
9. Post Graduate Certificate in the relevant branch (YES/NO): _____
10. MD or PhD certificate (YES/NO): _____
11. Registration with State Medical Council (if applicable): _____
12. Experience certificate from an Institution/Organization of National Eminence (YES/NO):

13. Proof of ID (Aadhar/Voter ID, Driving license, etc): _____

Photo

It is certified the all the details mentioned above are correct and I have attached self-attested copies of all the documents mentioned above with this application form.

Name & signature of candidate



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SCORE SHEET (ANNEXURE A)

Selection Criteria Scoring Sheet

Position: Senior Scientific Research Officer

Facility: _____ (tick one: Molecular Lab / Stem Cell Research Lab / Cytogenetics Lab / HLA & Tissue Typing Research Lab)

Candidate Name: _____ Date: _____

Section	Sub-Category	Criteria	Maximum Points	Points Awarded
A. Academic Qualification	1. Essential Qualification	MD / PhD in Life Sciences, Molecular Biology, Biotechnology, Biochemistry, or related field	20	
	2. Additional Qualification	Specialized Certification (GLP, BCBR, GCP, Bioinformatics)	10	
Subtotal (A)			30	
B. Research Experience	1. Institutional / Post-Doctoral Research	5 points per completed year (max 10)	10	
	2. Lab-Specific Technique Experience (5 pts per year, max 10)	- Molecular Lab: PCR, qPCR, Sequencing/NGS, MLST, assay validation. - Stem Cell Research Lab: Stem/progenitor cell culture, differentiation assays, flow cytometry, molecular assays in cell biology. - Cytogenetics Lab: Karyotyping, FISH, chromosomal microarray/molecular cytogenetics. - HLA & Tissue Typing Lab: HLA genotyping (SSP/SSO/BBT/NGS), antibody screening (Luminex), cross-matching, donor/recipient workflows.	10	
Subtotal (B)			20	
C. Publications & Research Grants	1. Publications (PubMed-indexed in last 3 years)	5 points each (max 15)	15	
	2. First / Corresponding Author (bonus)	+2 per publication (max 4)	4	
	3. Grants / Projects handled in last 3 years	3 points each (max 6)	6	
Subtotal (C)			25	
F. Interview / Presentation	1. Subject Knowledge & Conceptual Clarity		10	
	2. Communication & Presentation Skills		5	
	3. Research Vision & Future Plans		5	



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	4. Overall Impression		5	
Subtotal (F)			25	
Total			100	_____ / 100

Note: *This sheet will be filled by the panel members individually and then average of all will be considered for selection of candidate.*



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Name in Full (Block letters): _____

Father's/Husband's Name: _____

Date of Birth & Gender: _____

Contact No & Email ID: _____

Post applied for: _____

Category (UR/SC/ST/OBC): _____

SSC/10th Standard certificate as proof of age (YES /NO): _____

Undergraduate certificate (YES/NO): _____

Post Graduate Certificate in the relevant branch (YES/NO): _____

MD or PhD certificate (YES/NO): _____

Registration with State Medical Council (if applicable): _____

Proof of ID (Aadhar/Voter ID, Driving license, etc) : _____

Photo

It is certified the all the details mentioned above are correct and I have attached self attested copies of all the documents mentioned above with this application form.

Name & signature of candidate



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SCORE SHEET (ANNEXURE B)

Criteria for selection of candidate *for the post of Junior Scientific Research Officer*

Position: Junior Scientific Research Officer

Facility: _____ (tick one: Molecular Lab / Stem Cell Research Lab / Cytogenetics Lab / HLA & Tissue Typing Research Lab)

Candidate Name: _____ Date: _____

Section	Sub-Category	Criteria	Maximum Points	Points Awarded
A. Academic Qualification	1. Essential Qualification	MD / PhD in Life Sciences, Molecular Biology, Biotechnology, Biochemistry or equivalent relevant branch	20	
	2. Additional Qualification	Specialized Certification (GLP, BCBR, GCP, Bioinformatics)	10	
Subtotal (A)			30	
B. Research Experience	1. Institutional / Post- Doctoral Research	1 year of completed research experience	10	
	2. Experience in Laboratory Techniques	- Molecular Lab: PCR, qPCR, Sequencing/NGS, MLST, assay validation. - Stem Cell Research Lab: Stem/progenitor cell culture, differentiation assays, flow cytometry, molecular assays in cell biology. - Cytogenetics Lab: Karyotyping, FISH, chromosomal microarray, cytogenomic/molecular cytogenetics. - HLA & Tissue Typing Lab: HLA genotyping (SSP/SSO/ST/NGS), antibody screening (Luminex), cross-	10	
Subtotal (B)			20	
C. Publications & Research Grants	1. Publications (PubMed-indexed in last 3 years)	5 points each (max 15)	15	
	2. First / Corresponding Author (bonus)	+2 points per publication (max 4)	4	
	3. Grants / Projects handled in last 3 years	3 points each (max 6)	6	
Subtotal (C)			25	
F. Interview / Presentation	1. Subject Knowledge & Conceptual Clarity		10	
	2. Communication & Presentation Skills		5	
	3. Research Vision & Future Plans		5	
	4. Overall Impression		5	



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सत्यमेव जयते

चिकित्सा महाविद्यालय एवं अस्पताल
एनएच3, एनआईटी, फरीदाबाद-121001(हरियाणा)
Medical College & Hospital,
NH 3, NIT, Faridabad-121001 (Haryana)
Phone No-129-2970111 Email : dean-faridabad@esic.nic.in
Website : www.esic.nic.in

Subtotal (F)			25	
Total			100	___/100

Note: This sheet will be filled by the panel members individually and then average of all will be considered for selection of candidate.