

**APPENDIX**

(See Rules 2 (1) (b) 3 (3), 5 & 7 (1))

Serial No.	Nomenclature and basic pay scale (BPS) of the post	Minimum qualification for initial recruitment	Method of recruitment
1	2	3	4
1	Director General Agriculture Research, (BPS-20).	---	By promotion from amongst the five (5) senior most members of the Service holding the posts of Director Agriculture Research (BPS-19), Director Agriculture Research, Headquarters Planning and Coordination (BPS-19), Director Agriculture Research, Fruit (BPS-19), Director Agriculture Research Vegetable Seed Production (BPS-19), Director Agriculture Research, Plant Protection (BPS-19), Director Agriculture Research, Soil and Water Testing (BPS-19), Director Agriculture Research, Water Management and High Efficiency Irrigation System (BPS-19), Director Agriculture Research, Cereals Crops (BPS-19), Director Agriculture Research, Fodder (BPS-19), Director Agriculture Research, Oil Seed Crops (BPS-19), Director Agriculture Research, Agriculture Business (BPS-19), Director Agriculture Research, Pulses (BPS-19), Director Agriculture Research, Special Crops (BPS-19), Director Agriculture Research, Cotton (BPS-19), Director Agriculture Research, Floriculture (BPS-19), Director Agriculture Research, Post Harvest and Food Technology (BPS-19), Director Agriculture Research Potato (BPS-19), Director Agriculture Research, Farm Machinery and Implements (BPS-19), Director Agriculture Research, Dates (BPS-19), Director Agriculture Research, Medicinal Plant (BPS-19), Director Agriculture Research, Sugar Crops (BPS-19), Director Agriculture Research, Transfer Technology (BPS-19), Director Agriculture Research, Food Warning (BPS-19)





Director Agriculture Research Viticulture (BPS-19) w. having at least seventeen (17) years' service in BPS-17 and above or 12 years' Service in BPS-18 and above. The suitability for the post will be determined on the basis of (i) having five (3+2) Scientific Research Publication (3 out of 5 with impact factor) publication in star and Scientific Journals having ISSN recognized by the HEC. (ii) having highest quantification in PERs. (iii) having Highest qualification. (iv) qualified Senior Management Course (SMC).

(a) 90% by promotion from amongst the members of the Service holding the posts of Deputy Director Agriculture (Research) (BPS-18), Deputy Director Agriculture Research (P&D) (BPS-18), Tissue Culture Specialist (BPS-18), Deputy Director Agriculture Research (Quality Control) (BPS-18), Soil Fertility Officer (BPS-18), Entomologist (BPS-18), Floriculturist (BPS-18), Horticulturist (BPS-18), Plant Pathologist (BPS-18), Soil Chemist (BPS-18), Agriculture Chemist (BPS-18), Bio-Chemist (BPS-18), Vegetable Botanist (BPS-18), Agronomist (BPS-18), Irrigation Agronomist (BPS-18), Sorghum Botanist (BPS-18), Wheat Botanist (BPS-18), Oil Seed Botanist (BPS-18), Agriculture Economist (BPS-18), Pulses/ Fodder Botanist (BPS-18), Sugar Crops Botanist (BPS-18), Cotton Botanist (BPS-18), Crop Physiologist (BPS-18), Food Technologist (BPS-18), Potato Botanist (BPS-18), Rice Botanist (BPS-18) and Agriculture Engineer, (BPS-18) having at least twelve

Ph.D in Agriculture with eight (8) years' Agriculture related relevant experience and four (2+2) scientific publications (2 out of 4 with impact factor) published in scientific journals having ISSN number recognized by HEC.

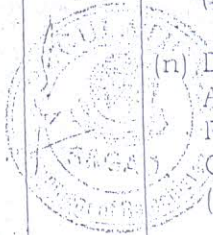
- (a) Director Agriculture Research, (BPS-19);
- (b) Director Agriculture Research, Headquarters, Planning and Coordination (BPS-19);
- (c) Director Agriculture Research, Fruit, (BPS-19);
- (d) Director Agriculture Research, Vegetable Seed Production, (BPS-19);
- (e) Director Agriculture Research, Plant Protection, (BPS-19);
- (f) Director Agriculture Research, Soil and Water Testing, (BPS-19);
- (g) Director Agriculture Research, Water Management and High Efficiency Irrigation System, (BPS-19);

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- (h) Director  
Agriculture  
Research, Cereal  
Crops,  
(BPS-19);
- (i) Director  
Agriculture  
Research, Fodder  
Crops,  
(BPS-19);
- (j) Director  
Agriculture  
Research, Oil  
Seed Crops,  
(BPS-19);
- (k) Director  
Agriculture  
Research,  
Agriculture  
Business,  
(BPS-19);
- (l) Director  
Agriculture  
Research, Pulses  
Crop,  
(BPS-19);
- (m) Director  
Agriculture  
Research, Special  
Crops,  
(BPS-19);
- (n) Director  
Agriculture  
Research, Cotton  
Crop,  
(BPS-19);
- (o) Director  
Agriculture  
Research,  
Floriculture,  
(BPS-19);
- (p) Director  
Agriculture  
Research, Post  
Harvest and Food  
Technology,  
(BPS-19);
- (q) Director  
Agriculture  
Research, Potato,  
(BPS-19);



years' Service in B-1 and above or seven (5) years' service as such four (4) Scientific Publications published in the Standard Scientific Journal having ISSN recognize by the HEC during the last five years' of seniority cum fitness basis; and


(b) 10% by initial recruitment.





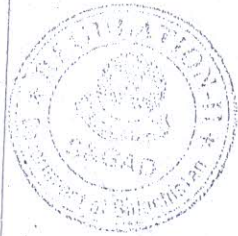
	<p>Director, Agriculture Research, Farm Machinery and Implements, (BPS-19);</p> <p>(s) Director Agriculture Research, Dates, (BPS-19);</p> <p>(t) Director Agriculture Research, Medicinal Plant, (BPS-19);</p> <p>(u) Director Agriculture Research, Sugar Crops, (BPS-19);</p> <p>(v) Director Agriculture Research, Transfer Technology, (BPS-19);</p> <p>(w) Director Agriculture Research, Pest Warning, (BPS-19); and</p> <p>(x) Director Agriculture Research, Viticulture, (BPS-19).</p>		
3	<p>(a) Deputy Director Agriculture (Research), (BPS-18);</p> <p>(b) Deputy Director Agriculture Research, (P&amp;D) (BPS-18); and</p> <p>(c) Deputy Director Agriculture Research (Quality Control), (BPS-18).</p>	<p>(a) (i) Ph.D in the relevant subject from a recognized University;</p> <p>(ii) having at least one (1) year's experience in Agriculture; and</p> <p>(iii) having two (2) Scientific Publications published in the relevant discipline/ subject in the Standard Scientific Journals having ISSN recognized by the HEC;</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Research Officer (BPS-17) having at least five (5) years' service and having two (2) Scientific Publications published in the Standard Scientific Journals having ISSN recognized by the HEC during the last five years' on seniority cum fitness basis; and</p> <p>(b). 20% by initial recruitment.</p>



		<p>(b) (i) Master of Agriculture (Honours) Degree or equivalent at least in Second Division in the relevant discipline/ subject from a recognized University; and</p> <p>(ii) having at least three (3) years' experience as a BPS-17 Officer in the relevant subject; and</p> <p>(iii) having four (4) Scientific Publications published in the relevant discipline/ subject in the Standard Scientific Journals having ISSN recognized by the HEC.</p>	
4	<p>Deputy Director Agriculture (Statistics), (BPS-18).</p> 	<p>(a) Master's Degree or equivalent at least in Second Division in the Statistics from a recognized University; and</p> <p>(b) having at least five (5) years' experience as a BPS-17 Statistical Officer in the relevant subject.</p>	<p>(a) 80% by promotion from amongst the members of the Service holding the post of Statistical Officer (BPS-17) having at least five (5) years' service, on seniority cum fitness basis; and</p> <p>(b) 20% by initial recruitment.</p>
5	<p>(a) Soil Chemist (BPS-18);</p> <p>(b) Agriculture Chemist (BPS-18);</p> <p>(c) Bio Chemist (BPS-18); and</p> <p>(d) Soil Fertility Officer (BPS-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/ subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Science) possess Ph.D. degree in Agriculture with least one year experience with two impact factors scientific publications published in journals having IS No. recognized by HEC during the last five years' on seniority cum fitness basis. Seniority will be determined from the date of acquisition of the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding</p>




			Officers (BPS-17) Science) in the relevant discipline/ section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and
			(c) 20% by initial recruitment.
6	(a) C r o p Physiologist (B-18); and  (b) A g r o n o m i s t (B-18).	(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/ subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and  (b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC.	(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Agronomy) possessing Ph.D. degree in Agriculture with at least one year's experience with (2) two impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;  (b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-17) (Agronomy) in the relevant discipline/ section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and  (c) 20% by initial recruitment.





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<p>7</p>	<p>Entomologist, (B-18).</p> 	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS (Entomology) possessing Ph.D degree in Agriculture with at least one year experience. with (2) two impact factors scientific publications published in journals having ISSN No. recognized by HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-1) (Entomology) in the relevant discipline/section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and</p> <p>(c) 20% by initial recruitment.</p>
<p>8</p>	<p>(a) Horticulturist (B-18);</p> <p>(b) Tissue Culture Specialist (B-18); and</p> <p>(c) Floriculturist (B-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-1 (Horticulture) possessing Ph.D degree in Agriculture with at least one year experience. with (2) two impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis.</p>



seniority will determined from date of acquiring degree of Ph. D;

- (b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-17) (Horticulture) in the relevant discipline/section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and
- (c) 20% by initial recruitment.

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Food Technologist, (B-18).



- (a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and
- (b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals having ISSN No. recognized by the HEC.


- (a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Food Technology) possessing Ph.D. degree in Agriculture with at least one year's experience, with (2) two impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;
- (b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-17) (Food Technology) in the relevant discipline/section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN



			<p>No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and</p> <p>(c) 20% by initial recruitment.</p>
10	Plant Pathologist, (B-18).	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/subject in the standard scientific journals, having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Plant Pathology) possessing Ph.D. degree in Agriculture with at least one year's experience, with (2) two impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the member of the service holding the post of Research Officers (BPS-17) (Plant Pathology) in the relevant discipline section having at least five (5) years' service and having two (2) scientific publication published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and</p> <p>(c) 20% by initial recruitment.</p>
11	<p>(a) Potato Botanist (B-18);</p> <p>(b) Vegetable Botanist (B-18);</p> <p>(c) Wheat Botanist (B-18);</p> <p>(d) Oil Seed Botanist (B-18);</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Plant Breeding and Genetic) possessing Ph.D. degree in Agriculture with at least one year's experience, with (2) two impact factors scientific</p>





	<p>(e) Pulses/Fodder Botanist (B-18);</p> <p>(f) Sugar Crop Botanist (B-18);</p> <p>(g) Rice Botanist (B-18);</p> <p>(h) Cotton Botanist (B-18); and</p> <p>(i) Sorghum Botanist (B-18).</p>	<p>(b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>publications in journals having IS. No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-17) (Plant Breeding and Genetics) in the relevant discipline/ section having at least five (5) years' service and having two (2) scientific publications published in the standard scientific journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis; and</p> <p>(c) 20% by initial recruitment.</p>
<p>12</p> 	<p>Agriculture Economist; (B-18)</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/ subject from a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion from amongst members of the service holding the post of Research Officers BPS-17 (Agriculture Economics) possessing Ph.D. degree in Agriculture with at least one year's experience with two (2) impact factors scientific publications published in the journals having ISSN No. recognized by the HEC during the last five (5) years' on seniority cum fitness basis. Seniority will be determined from the date of acquiring the degree of Ph. D;</p> <p>(b) 70% by promotion from amongst the members of the service holding the post of Research Officers (BPS-17) (Agriculture Economics)</p>



			<p>in the re discipline/ sc having at least five years' service having two (2) scient publications publish in the standa scientific journa having ISSN N recognized by the HE during the last five years' on seniority cu fitness basis; and</p> <p>(c) 20% by init recruitment.</p>
13	<p>(a) Irrigation Agronomist (B-18); and</p> <p>(b) Ground Water Specialist (B-18).</p>	<p>(a) M.Sc. (Hons) in Agriculture at least in Second Division in the relevant discipline/ subject form a recognized University and having at least three (3) years' experience of research in the relevant subject; and</p> <p>(b) having (4) scientific publications published in the relevant discipline/ subject in the standard scientific journals having ISSN No. recognized by the HEC.</p>	<p>(a) 10% by promotion fr amongst members the service holding the post of Resea Officers BPS-17 (Wa Management) possessing Ph degree in Agricult with at least one ye experience, with (2) impact factors scien publications published in journals having No. recognized by HEC during the last (5) years' on senic cum fitness ba Seniority will determined from date of acquiring degree of Ph. D;</p> <p>(b) 70% by promotion f amongst the mem of the service hol the post of Rese Officers (BPS (Water Managemen the relevant discip section having at five (5) years' se and having two scientific publica published in standard scio journals having No. recognized by HEC during the las (5) years' on sen cum fitness basis;</p> <p>(c) 20% by recruitment.</p>



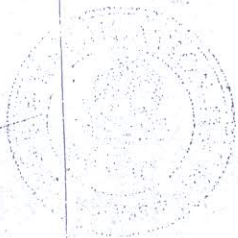


14	Agriculture Engineer, (BPS-18).	<p>(a) Master's Degree at least in Second Division in Agriculture Engineering from a recognized University; or</p> <p>Bachelor's Degree at least in Second Division in Agriculture Engineering from a recognized University;</p> <p>(b) having three (3) years' experience in the relevant field; and</p> <p>(c) having valid registration with Pakistan Engineering Council.</p>	<p>(a) 80% by promotion amongst the members of the Service holding the post of Research Officer (BPS-17) in the relevant discipline having at least five (5) years' service and having two (2) Scientific Publications published in the Standard Scientific Journals having ISSN recognized by the HEC during the last five (5) years' on seniority cum fitness basis;</p> <p>(b) 20% by initial recruitment.</p>
15	Livestock Specialist, (BPS-18).	---	By posting/ transfer from amongst the members of the Service holding the post of BPS-18 of Livestock and Dairy Development Department having the Degree of Doctor of Veterinary Medicine and Animal Husbandry Science from a recognized University.
16	Computer System Analyst, (BPS-18).	---	By promotion from amongst the members of the Service holding the post of Computer Programmer (BPS-17) in MBA-IT/ MCS/ Sc. Computer Science or BCS (4 years') with majors in Software Engineering from a recognized University and having at least five (5) years' service, on seniority cum fitness basis.
17	Boiler Engineer, (BPS-18).	---	By transfer from Industries Department having experience in relevant field.
18	Statistical Officer, (BPS-17).	Master's Degree or equivalent at least in Second Division in Statistics, from a recognized University.	<p>(a) 20% by promotion from amongst the members of the Subordinate Service holding the post of Market Intelligence Inspector (BPS-15) having at least five (5) years' service as such, on seniority cum fitness basis; and</p> <p>(a) 80% by initial recruitment.</p>





19	Research Officer, (BPS-17).	Master's Degree or equivalent at least in Second Division in the relevant subject in Agriculture from a recognized University.	<p>(a) 10% by promotion from amongst the members of the Service holding the post of Field Assistant (BPS-6/11), Field Supervisors (BPS-11) or Field Inspector (BPS-1) possessing the Degree B.Sc. (Honor Agriculture from a recognized University having at least three years' service after acquiring the Degree;</p> <p>For the purpose of promotion a common seniority list will be maintained with reference to their dates of acquiring the Degree B.Sc. (Honor Agriculture:-</p> <p>Provided that:-</p> <p>(i) if two or more officials acquired the Degree of B.Sc. (Honor Agriculture) on the same date, the officials having longer service shall be ranked senior to the other;</p> <p>(ii) if the date of continuous appointment in the case of two or more members of the Service is the same, the older official, not junior, shall be ranked senior to the younger official; and</p> <p>(iii) if an employee possesses the Degree of B.Sc. (Honor Agriculture) prior to his induction in the Service, he shall be entitled to promotion having completed at least five (5) years' service and his seniority shall be fixed from the date of his appointment;</p> <p>(b) 90% by recruitment;</p>
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20	Bio-Technologist, (B-17).	Masters degree at least in Second Division in Bio-technology/ Bio-Chemistry From a HEC recognized University.	By initial recruitment.
21	Computer Programmer, (BPS-17).	Master's Degree or equivalent at least in Second Division in Computer Science or Software Engineering or in IT or equivalent qualification in the relevant subject from a recognized University.	(a) 50% by promotion from amongst the members of the Service holding the post of Computer Operator (BPS-16) with MBA-IT/ MCS/ M. Com. Computer Science or BCS (4 years) from a recognized University and having at least three (3) years' service as such, on seniority cum fitness basis; and  (b) 50% by initial recruitment.
22	Computer Operator, (BPS-16).	Bachelor's Degree at least in Second Division in Computer Science from a recognized University.	(a) 80% by promotion from amongst the members of the Subordinate Service holding the post of Assistant Computer Operator (BPS-12) having at least three (3) years' service as such, on seniority cum fitness basis; and  (b) 20% by initial recruitment.



*Muhammad Yar*  
(MUHAMMAD YAR) 24/06/17

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