



आई सी एम आर — राष्ट्रीय यक्ष्मा अनुसंधान संस्थान स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य और परिवार कल्याण मंत्रालय, भारत सरकार

ICMR - National Institute for Research in Tuberculosis

Department of Health Research, Ministry of Health
and Family Welfare, Government of India

Ref: NIRT/PROJ/RECTT/2019-20 Dt: 13.05.2019

Project: "District wise prevalence of microbiologically confirmed pulmonary tuberculosis in Tamil Nadu"

Walk-In-Written Test/Interview

Tuberculosis Prevalence Survey is a time bound activity and is crucial for Ending TB in India and is planned to be undertaken on mission mode. High level of commitment is required with a will to work on Sundays & holidays (except, important local holidays). Job requires continuous field work throughout the country in various States/UTs for all posts. Preference will be given to those having working experience in National Health Surveys/ similar activities.

Candidates are invited to attend Walk-In Interview / Written Test for the below mentioned posts.at ICMR-National Institute for Research in Tuberculosis, No.1, Mayor Satyamoorthy Road, Chetpet, Chennai-600031.

For details of post, eligibility, salary, etc. please visit www.nirt.res.in

S. NO.	Contractual Post	Consolidated Monthly Salary	Upper age limit	No. of Posts	Date of Interview
1.	Consultant(Survey Co ordinator)[CPMU staff]	Rs.75,000/-	45 years	1	29.05.2019
2.	Consultant(Data Manager) [CPMU staff]	Rs.57,660/-	45 years	1	29.05.2019
3.	Consultant(Accounts & Finance)[CPMU staff]	Rs.57,660/-	60 years	1	29.05.2019
4.	Senior Project Assistant(UDC) [Both CPMU &Field team Staff]	Rs.17,000	28 years	7[UR-4,OBC-2,SC-1]	29.05.2019
5.	Multi Tasking Staff(Sweeper) [Both CPMU &Field team Staff]	Rs.15,800	25 years	6[UR-3,OBC-1,SC-1,EWS-1]	29.05.2019
6.	Multi Tasking Staff(Helper) [Field team Staff]	Rs.15,800	25 years	5[UR-2.OBC-2,SC-1]	29.05.2019
7.	Project Technician III(laboratory Technician) for IRL [Field team Staff]	Rs.18,000/-	30 years	4 [UR-1,OBC-1,SC-1,EWS-1]	30.05.2019

S. NO.	Contractual Post	Consolidated Monthly Salary	Upper age limit	No. of Posts	Date of Interview
8.	Project Technician III(Laboratory Technician) for field [Field team Staff]	Rs.18,000/-	30 years	15[UR-8,OBC-4,SC-2,EWS-1]	30.05.2019
9.	Project Technician III(X-ray Technician) for field [Field team Staff]	Rs.18,000	30 years	10[UR-5,OBC-2,SC-2,EWS-1]	30.05.2019
10.	Project Technician II(Health Assistant) [Field team Staff]	Rs.17,000	28 years	30[UR-13,OBC-8,SC-6,EWS-3]	30.05.2019
11.	Project Technician II(Laboratory Assistant)[Field team Staff]	Rs.17,000	28 years	5[UR-2,OBC-1,SC-1,EWS-1]	30.05.2019
12.	Project Technical Officer (Senior Investigator) [Field team Staff]	Rs.32,000	30 years	5 [UR-2, OBC-1, SC-1, ST-1]	31.05.2019
13.	Project Technical Officer (Medical Social Worker[Field team Staff]	Rs.32,000	30 years	5 (UR-2, OBC-1, SC-1, ST-1)	31.05.2019
14.	Project Assistant (Field investigator) Social Worker[Field team Staff]	Rs.31,000	30 years	10 (UR-4, OBC-3, SC-2, ST-1)	31.05.2019
15.	Driver [Field team Staff]	Rs.16,000	25 years	5[UR-2,OBC-1,SC-1,EWS-1]	31.05.2019
16.	Data Entry Operator (Grade B) [Field team Staff]	Rs.18,000	28 years	5 (UR-2, OBC-2, SC-1)	31.05.2019

S. No.	Name of the Post/ Designation	No of posts	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
	Consultant [Survey Coordinator]		M.B.B.S degree with 4 years experience Or Post Graduate diploma in medical subjects after MBBS with 2 years experience Or Post Graduate Degree (MD/MS/DNB) after MBBS with one year experience	 Doctorate or MD or Master degree in the relevant subject (Community Medicine/ Preventive & Social Medicine/ Pediatrics/ Medicine/ Tropical Medicine/ Community Health Administration/Hea lth Administration/ Family Medicine/ Epidemiology/ Public Health) from a recognized university. Additional Post-doctoral research/teaching experience in relevant subjects in recognized institute(s). Knowledge of Computer Applications or Business Intelligence tools /Data Management. Minimum one-year experience in RNTCP 	1. Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals 2. Supervise and monitor Field Survey Teams in structured way as per SOPs 3. Assist Project Management Unit in training & sensitizations of various stake holders at various level as well, as other preparatory activities for the survey 4. Coordinate with Survey Team and State / local RNTCP team / regional Institutes in establishing cluster survey activities 5. Create regular reports on survey activities and give feedback to Survey Team and appraise Nodal officer for Survey at National Institute for Research in Tuberculosis and other Stakeholders 6. Coordination with districts for organizing training required for Survey 7. Ensuring server maintenance, security and updates 8. Assist in ongoing, interim analysis of survey activities and results 9. Ensure timely completion of ongoing and pending activities Any other job as assigned by PI

S. No.	Name of the Post/ Designatio	No of posts	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
2.	Consultant (Data manager)	1	Master's degree in Computer Application/ Information Technology/ Computer Science from a recognized institution. (OR) B.E/ B.Tech in Computer Engineering/ Computer Science/ Computer Technology/ Information Technology from a recognized institution/ university with 2 years' experience in relevant areas of programming or information system in Government, autonomous, PSU, etc., recognized organizations	1. Be a Team leader and motivator for Data Management 2. Proven extensive experience with large-scale surveys 3. Appropriate skills for building and maintaining relational databases 4. Able to carry out merging of databases 5. Able to carry out and validate double dataentry procedures 6. Analytical skills to provide summary statistics and identify systematic entry errors Good administrative skills including maintenance of adequate documentation	1.Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals 2. Serve as Lead Data Manager for National TB Prevalence Survey assuming responsibility for Data Monitoring and Management activities including maintenance of the Data Management Plan, data review and query management, data access and visualization, Data Management metrics reporting, database release, and submission related activities. 3. Independently lead the daily Data Management activities 4. Coach junior data staff in the study and perform peer review of study Data Management deliverables for quality control 5. Be responsible to achieve the study Data Management milestone on time with good quality. 6. In collaboration with the Survey Coordinator and Monitors, ensure operational excellence across all Data Management deliverables. 7. Ensure lessons learnt during the course of the study are documented and shared with other study teams to facilitate cross study learning. 8. Be capable to contribute on the DM related continuous improvement activities 9. Ensure that data are properly stored and backed up 10. Check validated data files regularly for systematic errors (cleaning) 11. Report without delay any problems encountered in data management. Any other job as assigned by PI

ons / responsibilities
f State TB Prevalence Survey, OPs and training manuals. t Management Unit in training & stake holders at various level as y activities for the survey. each cluster. advance and delegate all team. ion of all activities in the cluster enumeration, enrolment of ticipants, X-Ray of all putum collection, maintaining n etc. monitoring of progress and take for maintain highest quality and on of survey activities. and comply central PMU n and support from local health for survey activities. endance register is maintained as supervisory officers, support
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S. No	Name of the Post/ Designation	No of posts	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
4.	Senior project Assistant(UDC)	7	a recognized board with 5 years' experience of administrative work or Graduate in any discipline with 2 years' experience of administration work and A speed test of not less than 8000 Key Depressions per hour(KDPH) on computer.	Talley software 3. Computer proficiency in commonly used packages like MS Word, Excel, power	expenditure of PMU and surveys teams 4.Monitor Field Survey Teams especially for administrative (including procurement and expenditure) matters 5.Ensure timey hiring and purchasing items from local market for smooth cluster operations 6.Ensure regular, timely report of expenditure for each field activity 7.Ensure timely approval and payments against the approved expenditure as per survey guidelines.
5.	Multi Tasking (Sweeper)	6	High school or Equivalent.	Experience of working in Field surveys and health programs.	 Get oriented in requirements of State TB Prevalence Survey, Tamil Nadu Arranging drinking water, tea for meetings and stfff memnbers etc. Any other job as assigned by Senior Investigator, Medical Officer & PMU as per Survey needs.

S. No	Name of the Post/ Designation	No of posts	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
6.	Multi Tasking (Helper)	6	High school or Equivalent.	Experience of working in Field surveys and health programs.	 Get oriented in requirements of State TB Prevalence Survey, Tamil Nadu Assist in establishing central survey site at the central place in cluster or near strategic location near SC / PHC / CHC / GH. Arrange interview sites with hired tables chairs, Canopy Booths, banners, erecting tents, etc. Mounting and placing generator for electricity supply for the mobile X-Ray van. Assisting driver in monitoring and maintaining overall vehicle condition in running condition Any other job as assigned by Senior Investigator, Medical Officer & PMU as per Survey needs.
7.	Project Technician III (Laboratory Technician) (for IRL) at Chennai and Madurai	4	12th pass in science subjects with any one of the following: (i) Two years Diploma in Medical Laboratory Technology or (ii) One year Diploma in Med Laboratory Technology with one year laboratory experience in a recognised organization/institution or (iii) Two years laboratory experience in a government recognised organization/institution.	culture and DST for mycobacterium tuberculosis. 2.Two years experience in RNTCP as LT	 1.Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals. 2. Get trained in SOPs of RNTCP and National Lab committee recommendations for Intermediate Reference Laboratories. 3. Achieve necessary skills to perform CBNAAT, testing, sputum microscopy, C&DST and Blood tests using autoanalyzer before Survey commencement. 4. Perform safe opening of all sputum specimens received by IRL. 5. Maintain a register of entries of all sputum specimens received from Survey Teams. 6. Inform the Survey Team & local DTO & STLS about the instances of leakage, contaminations etc. suggesting action e.g. Repeat sample collection. 7. Perform processing of all received samples at IRL and decontamination by NALC-NAOH method 8. Perform direct Flurochrome- Microscopy on all sputum sample received. 9. Perform DNA extraction (following all steps of PCR) for Line Probe assay on all sputum sample received.

	10. Inoculate Culture from all sputum specimens in L.J.
	Media.
	11. Perform DST (RHSE) on all positive cultures
	12. Inform the results of FM, C&DST & LPA to respective
	DTOs.
	13. Any other job as assigned by Senior Investigator, IRL
	Microbiologist & PMU as per Survey needs.

S.	Name of the	No of	Essential Qualification	Г	Desirable Qualification		Job specifications / responsibilities
No	Post/	posts					
•	Designation						
8.	Project	15	12th pass in science subjects	1.	Experience in culture	1.	Get trained in Protocol of National TB Prevalence Survey,
	Technician III		with any one of the following:		(solid and liquid) and		India 2017-18 as well as SOPs and training manuals.
	(Laboratory				DST for	2.	Get trained in SOPs of RNTCP and National Lab
	Technician)		(i) Two years Diploma in		mycobacterium		committee recommendations for Intermediate Reference
	(for field)		Medical Laboratory		tuberculosis.		Laboratories.
			Technology or	2.	1 year experience in	3.	Achieve necessary skills to perform CBNAAT, testing,
					RNTCP as LT.		sputum microscopy, C&DST and Blood tests using
			(ii) One year Diploma in Med	3.	Past experience of		autoanalyzer before Survey commencement.
			Laboratory Technology with		working in an	4.	Perform safe opening of all sputum specimens received by
			one year laboratory		Intermediate Reference		IRL.
			experience in a recognised		Laboratory or National	5.	Use IT system (scanner and laptop) to ensure all entries of
			organization/institution or		Reference Laboratory		each sample is and its result is entered in the application.
					for Tuberculosis	6.	Inform the Survey Team & local DTO & STLS about the
			(iii) Two years laboratory				instances of leakage, contaminations etc. suggesting
			experience in a government				action e.g. Repeat sample collection.
			recognised			7.	Perform processing of all received sputum and blood
			organisation/institution.				samples at the van and conduct test as per methods
							described in SOPs.
						8.	Perform DNA extraction (following all steps of PCR) for
							Line Probe assay on all sputum sample received.
						9.	Any other job as assigned by Senior Investigator, Medical
							Officer & PMU as per Survey needs.

No l	ne of the Post/ signation	No of posts	Essential Qualification	D	esirable Qualifica	ition		Job specifications / responsibilities
9 Project Techn (X-ray	ct nician III	10	12th pass in science subjects and must have done Radiographer /X-ray Technologist course of minimum one year duration from a recognized institution.		Technician	K-Ray in units, ics orking	3.4.5.6.7.8.9.	Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals. To organize radiology (Chest X-Ray) at the survey site (village / ward) in the mobile X-Ray van. Explain each participant the procedure in local language before taking chest X-Ray. Prepare cassettes by filling blank X-Ray films ready for shoot and undertake Chest X-Rays (~150-200 per day) during survey cluster activities. Ensure scanning of each cassette and use CR reader, PACS system and IT application for maintaining all information, X-Ray images and results from MO and tele-radiologist. Monitor, the X-Ray shoot after calibration using the displays and digital monitors of output. Preventive routine care & maintenance of X-Ray units. Maintain stock of all logistics required for chest X-Ray. Should be well acquainted and follow norms of AERB (Atomic Energy Regulatory Board) for Radiation Safety & B.I.S. (Bureau of Indian Standards) for Mechanical & Electrical Safety. Any other job as assigned by Senior Investigator, Medical Officer & PMU as per Survey needs.

S.	Name of the	No of	Essential Qualification	D	esirable Qualific	cation		Job specifications / responsibilities
No	Post/ Designation	posts						
10.	Project	30	1.High School* or equivalent	3.	3 years' experie	ence as	1.	Get trained in Protocol of State TB Prevalence Survey,
	Technician II		with 5 years' experience in		Medical	X-Ray		Tamil Nadu as well as SOPs and training manuals.
			health field from any		Technician	in	2.	To organize radiology (Chest X-Ray) at the survey site
	(Health		recognized institute or		Radiology	units,		(village / ward) in the mobile X-Ray van.
	Assistant)		organization		Hospitals or cli	nics	3.	Explain each participant the procedure in local language
				4.	Experience of w	working		before taking chest X-Ray.
			*Intermediate with Science		in the Mobile		4.	Prepare cassettes by filling blank X-Ray films ready for
			subjects shall be treated as		Unit.			shoot and undertake Chest X-Rays (~150-200 per day)
			equivalent to 2 years'					during survey cluster activities.
			experience and				5.	Ensure scanning of each cassette and use CR reader,
								PACS system and IT application for maintaining all
			B.Sc shall be treated as					information, X-Ray images and results from MO and
			equivalent to 3 years.					tele-radiologist.
							6.	Monitor, the X-Ray shoot after calibration using the
								displays and digital monitors of output.
							7.	Preventive routine care & maintenance of X-Ray units.
								Maintain stock of all logistics required for chest X-Ray.
							9.	Should be well acquainted and follow norms of AERB
								(Atomic Energy Regulatory Board) for Radiation Safety
								& B.I.S. (Bureau of Indian Standards) for Mechanical &
								Electrical Safety.
							10	. Any other job as assigned by Senior Investigator,
								Medical Officer & PMU as per Survey needs.
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S. No	Name of the Post/	No of posts	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
11.	Project Technician II (Laboratory Assistant)	5	High School or equivalent with Five years' experience in related field from Government Institution/Recognized institute OR Certificate of one year training in the DMLT from a recognised institute.	Diploma in Medical Laboratory Technician from recognized board or	 Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals. Assist the Laboratory Technician in all operations for blood and sputum sample collection, processing, organizing results etc. Maintain cleanliness in the van and ensure biomedical waste management practices. Ensure, water storage and emptying waste water tank from time to time. Any other job as assigned by Laboratory Technician, Senior investigator and Survey PMU.
12.	Project Technical Officer (Senior Investigator)	5	Graduate in Science/Epidemiology/Public Health from a recognized University with 5 years' work experience in a recognized institution (or) Master's degree in Epidemiology/Public Health from a recognized University.	 Three year of Research/Field Experience. Any Survey/Field experience. Minimum of Two year experience in RNTCP. 	 Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals. Assist the Survey Project Management Unit in training & sensitizations of various stake holders at various level as well, as other preparatory activities for the survey. Establish Survey site for each cluster. Plan cluster activities in advance and delegate all responsibilities in survey team. Coordination & supervision of all activities in the cluster during survey including enumeration, enrolment of eligible, interview of participants, X-Ray of all participants, Blood and sputum collection, maintaining cold-chain, transportation etc. Use IT system for daily monitoring of progress and take timely corrective action for maintain highest quality and participation & completion of survey activities.

	 7. Regularly communicate and comply central PMU 8. Establishing coordination and support from local health facilities and authorities for survey activities. 9. Ensure that electronic attendance register is maintained
	for Survey Team as well as supervisory officers, support staff etc. for each cluster. Any other job as assigned by Survey PMU.

S.	Name of the	No of	Essential Qualification	Desirable Qualification	Job specifications / responsibilities
No	Post/	posts			
	Designation				
13.	Project	5	Graduate in social	1. Experience in	1. Get trained in Protocol of State TB Prevalence Survey,
	Technical		sciences/Social Work/	administering	Tamil Nadu as well as SOPs and training manuals.
	Officer		Sociology / Medical	Informed Consent	2. Assist Senior Investigator in training & sensitizations as
	(Medical Social		Sociology / Psychology /	2. Experience of working	well as other preparatory activities for the survey.
	Worker)		Anthropology from a	in community health	3. Organize sensitization of local leaders, community
			recognized university with 5	programs.	representatives and community groups.
			years' work experience from		4. Ensure participation of community members in Survey.
			a recognized institution.		5. Supervise specifically census enumeration process
			or		6. Address non-participation and manage instances of anti-
			Master's degree in social		propaganda in positive manner.
			sciences/ Social Work/		7. Establishing coordination and support from local health
			Sociology / Medical		facilities and authorities for survey activities.
			Sociology / Psychology /		8. Any other job as assigned by Survey PMU.
			Anthropology.		

S.	Name of the	No of	Essential Qualification	D	Desirable Qualification		Job specifications / responsibilities
No	Post/	posts					
•	Designation						
14.	Project	10	Graduate in Science from a	1.	Master's degree in	1.	
	Assistant (Field		recognized university with		Epidemiology/Public		Tamil Nadu as well as SOPs and training manuals.
	Investigator)		three years' experience or		Health/Medical Social	2.	Conduct census enumeration survey of participants by
			Master's degree in relevant		Work/Science subject		visiting the households.
			subject from a recognized	2.	Experience in field	3.	Rapid data collection during census enumeration, enter in
			university.		level data collection		android based mobile application.
				3.	Experience in RNTCP	4.	Decide on eligibility of individuals and inform them on
					program		timings for attending survey sites with procedures to be
				4.	Experience in		done.
					conducting Census and	5.	Hand over the acknowledgement receipt with appropriate
					field surveys		serial number to enrolled participant
				5.	Knowledge of	6.	Regularly synchronize data on mobile application with
					Computer applications.		server.
						7.	` & '
							Senior investigator, to ensure that all exclusion criteria is
							applied as per SOPS
						8.	Follow-up eligible participants from household for
							participation if not presented on scheduled time.
						9.	Follow-up those eligible participants who could not give
						10	sputum samples on time.
							Assist Survey Team Leader in preparing cluster report.
						11	. Assist Survey Team Leader in maintaining financial
						12	expenditure for each cluster.
						12	. Any other job as assigned by Team Investigator, Survey
							PMU.

S.	Name of the	No of	Essential Qualification	Ι	Desirable Qualification		Job specifications / responsibilities
No.	Post/	posts					
	Designation		1 16 1 16 6 6	-			1 G TRA
15.	Driver	5	 Matric/S.S.C or equivalent from a recognized board Valid driving license issued by RTO of any State and authorized to drive Heavy Motor Vehicle (Goods & Passenger) and Two years' experience in recognized organization/Institute 		Experience of Heavy vehicle driving. One year ITI Certificate in Diesel Mechanic / Motor Mechanic Vehicle recognized by NCVT/SCVT from Government recognised institution.	Aı	 Get oriented in requirements of State TB Prevalence Survey, Tamil Nadu Driving of Heavy Motor Vehicle (Mobile X-Ray van). Driving LMV as per survey needs. Upkeep, regular maintenance & cleanliness of vehicles including POL level. Maintenance of log book. Routine repairs including change of wheels. Skilful parking of mobile X-ray van in a strategic position to facilitate survey activities in the cluster. Monitoring and maintaining overall vehicle condition in running condition. ay other job as assigned by Senior Investigator, Medical efficer & PMU as per Survey needs.
16.	Data Entry Operator Grade B	5	Intermediate or 12TH pass in science stream from a recognized board with DOEACC "A" level from a recognized institute and/or 2 years' experience in EDP work in Government, Autonomous, PSU or any other recognized organization A speed test of not less than 8000 key depressions per hour through speed test on computer.	2.	Experience in Data Entry in research projects or in any National Health Program. Work experience in Electronic Data Processing /Biostatistics/Data Management. Should be well conversant with various computer programming including MS Word, Excel	1 2 3 4 5 6	 Get trained in Protocol of State TB Prevalence Survey, Tamil Nadu as well as SOPs and training manuals. Manage all laptops, local server, internet connection, tablets and applications and ensure smooth data synchronization. Monitor completeness of data in all fields during survey activities in the cluster village / town. Regular monitoring of dashboards and reports with pending activity lists for all activities and share the same for follow-up with respective staff. Cluster reporting and handing over by the Survey Team to local RNTCP and health staff. Coordinate with local RNTCP Units for pending cluster activities (especially for sputum sample collection and transportation, patient treatment initiation etc.) Maintain laptops, printers etc. in working condition including the anti-virus protection and regular updating, scanning etc. Facilitate trouble shooting for any IT application related issue faced by survey team.

9. Manage correspondences between Survey Team and PMU as well as local health facilities e.g. DTC, PHC, GH, CHC etc. 10. Maintain expenditure of funds during the cluster. 11. Maintaining electronic attendance register for Survey Team as well as supervisory officers, support staff etc.
for each cluster. 12. Any other job as assigned by Senior Investigator,
Medical Officer & PMU as per Survey needs.

Instructions to the Candidates:

- 1. The Candidates are expected to have a good knowledge on the book titled "Tuberculosis prevalence surveys: a handbook" for working in this survey. https://www.who.int/tb/advisory_bodies/impact_measurement_taskforce/resources_documents/thelimebook/en/
- 2. The Candidates should bring a copy of the Bio data in the prescribed format along with all certificates / testimonials in original for verification. Candidates who fail to bring the Original Certificates for written test / Interview will not be considered.
- 3. Experience certificate should clearly state the nature of work during the period of employment.
- 4. No- Objection Certificate from the current employer (for Govt./AB/PSU Servants only)
- 5. All posts are Contractual for the duration offered. The appointment may be renewed after every specific period of time subject to satisfactory performance and project requirement.
- 6. The incumbents selected will have no claim for regular appointments under NIRT/ICMR or continuation of his/her services in any other project.
- 7. TA/DA will not be paid by NIRT for attending the written test/interview.
- 8. The Director, ICMR-NIRT reserves the right to increase or decrease the number of posts or cancel the recruitment or re-advertise the posts, without assigning any reasons thereof, no further correspondence will be entertained in this regard.
- 9. Any further information may be downloaded from ICMR-NIRT website which will be updated from time to time.
- 10. Date of Walk-in Interview/written test may be changed due to administrative reasons, hence, candidates are advised to check website before appearing Walk-in Interview.

The Director/Selection Committee has the right to accept / reject any application without assigning any reason thereof and no recommendation in this matter will be entertained.

Canvassing and bringing pressure in any form for short listing, interview and employment will be a disqualification and barred from selection process.

DIRECTOR