

**Office of the Comptroller and Auditor General of India**  
**9, Deen Dayal Upadhyaya Marg New Delhi – 110 124**  
**Training Division**

**Engagement of Academicians/Research Associates**

**No. 461/Trg.Div/F.385-2020**

**Dated 28/12/2020**

Applications are invited for engagement of Academicians/Research Associates in International Centre for Environment and Sustainable Development (iCED), Jaipur of Indian Audit and Accounts Department.

**Submission of Application:**

Academicians and Research Associates fulfilling the eligibility conditions (Annexure V-A & V-B) and after going through the details of scope of work, terms and conditions and other details may apply in the prescribed format (Annexure II), which is uploaded on the CAG website [www.cag.gov.in](http://www.cag.gov.in) and forward it to [trgwing@cag.gov.in](mailto:trgwing@cag.gov.in) by email to reach this office on or before **15.01.2021**. CANDIDATES SHOULD NOT SEND ANY APPLICATION BY POST/COURIER/ANY OTHER PHYSICAL MODE. CANDIDATES SHOULD PRODUCE THE CERTIFICATES AT THE TIME OF INTERVIEW AND SHOULD NOT ATTACH THEM TO THE APPLICATION FORM.

1. Guidelines for engagement of Academicians/Research Associates – **Refer Annexure 1**
2. Application for the post of Academician/Research Associate – **Refer Annexure II**
3. General Terms and Conditions – **Refer Annexure III**
4. Secrecy/ Non-disclosure agreement – **Refer Annexure IV**
5. **Advertisement:**
  - a) Advertisement inviting application for engagement of Academicians with Job Description – **Refer Annexure V-A**
  - b) Advertisement inviting application for engagement of Research Associates with Job Description – **Refer Annexure V-B**

  
**Senior Administrative Officer**  
**Training**

+91-11-23509230

Email: [saotrg@cag.gov.in](mailto:saotrg@cag.gov.in)

ANNEXURE - I

**OFFICE OF THE COMPTROLLER AND AUDITOR GENERAL OF INDIA**  
**9, DEEN DAYAL UPADHYAYA MARG NEW DELHI**  
**TRAINING WING**

No.....363...../Trg.Div/F-323-2018  
Dated ...26.../...02.../2020

Sub: Guidelines/ Instructions for engagement of Academicians/ Experts/ Research Associates in iCISA/ iCED of Indian Audit & Accounts Department

**1. Scope:**

- 1.1 Indian Audit & Accounts Department (IA&AD) has decided to source academic/ technical expertise on contractual/ deputation basis to augment the extant 'Research and Capacity Development' capabilities of International Centre for Information Systems & Audit, Noida (iCISA); and International Centre for Environment Audit & Sustainable Development, Jaipur (iCED).
- 1.2 The number of Academicians/ Experts/ Research Associates to be engaged shall depend on actual requirement as decided by the Competent Authority from time to time.
- 1.3 These guidelines lay down the terms and conditions for engagement of Academicians/ Experts/ Research Associates on contractual/ deputation basis to supplement the research and capacity building capabilities of iCISA and iCED.
- 1.4 Capacity Development envisages enhancing the knowledge/ skills of the public auditors. It includes (but not limited to) the development of guidelines, guidance notes, practice notes, case studies, audit assurance program steps, structured training modules, audit and user manuals, etc.,
- 1.5 The expertise required for the research and capacity development activities of the institutes may be categorized as;
  - **Academician** – Academicians may be engaged for research and capacity development activities at the level of Visiting Professors/ Assistant Professors/ Research Fellows, depending on their experience, expertise and qualifications, for monitoring and working on research projects.

- **Technical Expertise** – Some research and capacity development activities may require technical experts from industry with specific knowledge/ skill sets (i.e. generally not available from academia). They may be industry professionals or experts working with organisations/ industry standard setting bodies like ISACA, DSCI, ICAI, ICMA etc.,

## 2. Descriptions:

- Academicians (Visiting Professors/ Visiting Assistant Professors):** A member of an academy or educational institute of repute.
- Experts (Research Fellows):** Professional who has acquired specialized knowledge and skills through study and practice over the years, in the field/ industry/ organization.
- Research Associates:** A research associate is an academic/ non- academic person actively engaged in research or work in the areas of expertise required by ICISA and ICED for research and capacity development projects.

## 3. Educations Qualifications, Age, Experience and Remuneration:

3.1 The educational qualifications, age, experience and remuneration for Academicians (Visiting Professors/ Assistant Professors/ Research Fellows) and Research Associates to be engaged on contractual/ deputation basis is indicated in the table below. In addition to the prescribed essential educational qualification, ICISA/ ICED are at liberty to stipulate other desirable qualifications keeping in mind the nature of the assignment for which they are to be engaged.

Sl. No	Level of the position	Essential Qualification	Experience in Years	Upper age limit	Remuneration
1.	Academicians (On deputation)	Ph.D or equivalent in the relevant field	DoPT OM No.6/8/2009-Est(Pay II), dated 17 June 2010	As per DoPT instructions	Pay level equivalent to drawn by them in their respective institutions
2.	Academician (Open source) (Visiting Professors/ Visiting Assistant Professors)	Ph.D or equivalent in the relevant field	15 years and above	65 years	1,75,000 P.M – 2,50,000 P.M
3.	Experts (Research Fellows)	Ph.D or equivalent/ Post Graduate in the relevant field	10 years and above	65 years	1,25,000 – 1,50,000 P.M

Sl. No	Level of the position	Essential Qualification	Experience in Years	Upper age limit	Remuneration
4.	Research Associate Grade 2	Post Graduate in the relevant field	5-8 years	40 years	75,000 P.M
5.	Research Associate Grade 1	Post Graduate in the relevant field	3-5 years	35 years	50,000 P.M

Suitable rent-free accommodation, either on the campus of the Institute or leased accommodation close to the campus of the Institute, will be provided, if desired.

#### 4. Period & Type of Engagement

The period of engagement of Academicians/ Experts/ Research Associates would essentially depend on the type of project envisaged (Research/ Capacity Building) and type of expertise required and could be in the nature of:

- **Fixed term engagement** – minimum of one year, and extendable by one year at a time, up to five years with the approval of the competent authority.
- **Assignment based engagement** – the period of engagement will be defined concurrently with the assignment for which they will be engaged
- Similarly, the engagement can either be **onsite** or **off-site**. In the first case, the Academicians/ Experts/ Research Associates would be physically present on the premises of the institutes and engaged on full-time basis. In off-site engagements, they may not be required to be continuously present in the institute premises – however, in case of such an engagement, the periodicity of in-person meetings should be clearly defined in the terms and conditions of engagement. The remuneration for off-site engagements will be decided by the Selection Committee but in no case should it exceed the amounts indicated in the table in **para 3.1** for each position.

The Head of the Institute will prepare a business case for the proposed project(s), justifying how they will add value to the IAAD and over what time frame. This business case will also indicate the manner and process in which performance/ progress of the research projects will be measured – e.g. by whom, at what timeframes, closure report etc.,

#### 5. Selection Process:

5.1 The selection procedure shall be three – stage:

- a) **Inviting applications** – The concerned DG/PD of the institute will forward their proposal in **Annexure I** to engage Academicians (Visiting Professors/ Assistant Professors)/ Research Fellows/ Research Associates to Training Wing which, after approval of the competent authority, will advertise the positions

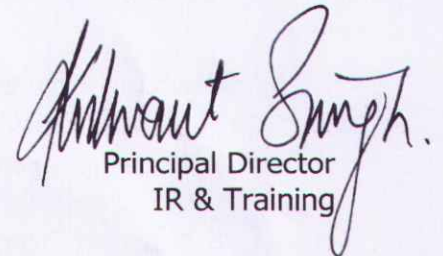
to be filled up on the institute's and CAG websites. Candidates will be required to submit their application in the prescribed format (**Annexure – II**).

- b) **Application Screening** – Training Wing will make over all the applications received to a Screening Committee (SC) comprising of DG/PD of the institute, DG/PD (IR & Training), Additional members or invitees may be co-opted as necessary, who will shortlist the candidates to be interviewed for the posts advertised. DG/PD (IR & Training) will be the convener of the SC.
- c) **Selection Interview** - The Academicians/ Research Fellows/ Research Associates shortlisted by the Screening Committee will be selected through an interview to be conducted by a Selection Committee comprising of Dy. Comptroller & Auditor General (HR & Training)/ Dy. Comptroller & Auditor General (IS) as Chairperson, Addl. Dy C&AG (Training), DG/PD of the respective institute and two external members (names to be proposed by Training Wing and approved by the Chairperson of the Selection Committee) who are experts in the subject/ topic/ area for which the Academicians/ Research Fellows/ Research Associates are proposed to be engaged.

**6. Performance Measurement Matrix for the selected Academician/ Research Fellow/ Research Associate:**

Performance measurement of an Academician/ Expert/ Research Associate will generally be guided by the following:

- a. Quality of the deliverables (Guidelines, exposure articles, Case Studies, Situation Analysis etc.,) created in the specific core area,
- b. Timelines of the completion of assigned tasks/ jobs
7. **Relaxation clause:** In cases where the Head of the institute concerned and / or DG/PD (IR & Training) is of the view that it is necessary to amend or relax any of the provisions of these guidelines, he/ she shall make a proposal in this regard with appropriate justification. On the basis of such proposal, the competent authority may, by order, relax any of the provisions of these guidelines.
8. General Terms & Conditions for engagement of Academicians/ Research Fellows/ Research Associates are detailed in **Annexure III**. The format of the agreement to be signed between IA&AD and the Academician/ Research Fellow/ Research Associate to be hired on contractual basis is given in **Annexure-IV**.
9. This issues with the approval of Comptroller & Auditor General of India.

  
Principal Director  
IR & Training

**ANNEXURE – II**

**APPLICATION FORM FOR Academicians/ Research Fellows/Research Associates**

**Engagement Applied for.....**

Affix recent self -  
attested  
passport size  
photograph

- 1. Name :
- 2. Father's / Mother's Name :
- 3. Date of Birth :
- 4. Gender :
- 5. Nationality :
- 6. Present Address :
- 7. Email address :
- 8. Contact Nos. :

9. Academic qualification (in reverse order, starting from the latest)

(Add more rows if necessary)

Sl.No	Degree	Year	Subjects	University/ Institute	Class/ Division	Distinction (if any)

10. Professional qualification (in reverse order, starting from the latest)

(Add more rows if necessary)

Sl.No	Degree	Year	Subjects	University/ Institute	Class/ Division	Distinction (if any)

11. List of relevant technical and academic publications (Add more sheets if necessary)

12. Relevant experience (Add more sheets if necessary)

- a. No. of total years of experience and name of organizations
- b. Year-wise tasks of similar nature carried out during last three years
- c. Relevant experience of working for national bodies
- d. Relevant experience of working for international bodies

13. Name, address and contact details of 03(three) referees references who are acquainted with the work of the applicant.

14. A Statement of Purpose as to your suitability for the proposed project/ engagement

**Declaration**

I declare that the above information is true and correct to the best of my knowledge and belief.

I am aware that in case of misrepresentation or a materially false declaration, it shall render me liable to action according to applicable law. I also understand that the application is liable to be rejected and / or engagement cancelled in case a discrepancy is detected at any stage before completion of the engagement. The completion certificate may also be recalled should such a contingency arise after the engagement the same has been awarded to me.

Signature:

Name of Applicant:

Date:

Place:

**GENERAL TERMS AND CONDITIONS**

**1. General Terms and Conditions:**

**1.1** Academicians/ Research Fellows/Research Associates will be engaged either from open market source or on deputation on the following terms and conditions.

**Engagement from open market sources** - The period of engagement of Academicians/ Research Fellows/ Research Associates hired from open market sources will be initially for one year and thereafter, extendable by one year at a time, but not exceeding five years. Extensions beyond the first year would be accorded by the competent authority and would be contingent on an Annual Review (based on Key Performance Indicators to be determined by the hiring institute at the start of the engagement) of the performance of the Academicians/ Research Fellows/ Research Associate by the concerned Heads of the Institutes. However, no extension will be given beyond the age of 65 years.

**Engagement on Deputation** – The terms and conditions in this case will be as laid down by the Government of India Ministry of Personnel Public Grievances & Pensions Department of Personnel & Training, OM No. 6/8/2009-Est (Pay II) dated 17<sup>th</sup> June 2010. Assistant Professors, Associate Professors and Professors presently employed in Universities in the 7<sup>th</sup> CPC Pay Level 10 to 15 and willing to apply for these positions will be engaged on deputation basis. On selection, the Assistant Professors, Associate Professors and Professors will be paid emoluments applicable to the pay level drawn by them in their respective institutions.

**1.2** The Academicians/ Research Fellows/Research Associates engaged on full-time basis will not be permitted to take up any other assignment during the period of engagement with IAAD. Academicians/ Research Fellows/Research Associates taken on assignment based engagements will be subject to the condition that they face no conflict of interest with respect to the work they are handling in IAAD.



## **2. Terms of Reference:**

**2.1** Heads of the Institutes are responsible for ensuring that detailed terms of reference outlining and describing the work/goals to be performed and Key Performance Indicators to be achieved are prepared well in advance of the engagement of the Academicians/ Research Fellows/Research Associates. (**Annexure II**)

**2.2** Terms of Reference (ToR) are mandatory and shall form part of the individual contract. The ToR document shall define all work aspects of the Academicians/ Research Fellows/ Research Associates. It shall define the objectives and the scope of the engagement and outline the responsibilities of the engagement. The ToR shall include deliverables/ outputs to be achieved at the end of the period of engagement.

## **3 Standards of Conduct:**

**3.1** Academicians/ Research Fellows/ Research Associates engaged on contractual/ deputation basis shall neither seek nor accept instructions from any authority external to IAAD in connection with the performance of their work for IAAD, nor take any action that may adversely affect the interests of IAAD. Failure to comply with the same will be ground for termination of the contract/ deputation.

**3.2 Prohibition of Sexual Exploitation and Abuse:** The Academicians/ Research Fellows/ Research Associates shall comply with the 'Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013'. Any breach of any of the provisions of the said Act shall give rise to grounds for termination of the contract/deputation. In addition, nothing shall limit the right of IAAD to refer any alleged breach of the provisions of the said Act, to the concerned authorities for appropriate disciplinary action/legal action.

### **3.3 Title Rights, Copyrights, Patents and Other Proprietary Rights:**

**3.3.1** Title to any equipment and supplies that may be provided/furnished by IAAD to the Academicians/ Research Fellows/ Research Associates for the performance of their duties for IAAD, shall rest with IAAD. Equipment shall be returned to IAAD at the end of the contract/deputation or when no longer needed by them. Such equipment when returned to IAAD shall be in the same condition, as it was, when delivered to the

Academicians/ Research Fellows/ Research Associates, subject to normal wear and tear. The Academicians/ Research Fellows/ Research Associates shall be liable to compensate IAAD for any damage or degradation of the equipment that is beyond the normal wear and tear.

**3.3.2** IAAD shall be entitled to all intellectual property and other proprietary rights, including, but not limited to publications, papers, patents, copy rights ideas, know-how or documents and other study or research materials which the Academicians/ Research Fellows/ Research Associates has developed for IAAD during the period of their contract/ deputation with IAAD.

**3.3.3** All documents, drawings, photographs, plans, reports, recommendations and all other data compiled by or received by the Academicians/ Research Fellows/ Research Associates shall be the property of IAAD and shall be treated as confidential and made available to IAAD for its use, in any manner as deemed fit.

**3.4 Confidential Nature of Documents and Information:**

The Academicians/Experts/Research Associates would be subject to the provisions of the Indian Official Secrets Act, 1923. The Academicians/ Research Fellows/ Research Associates shall not, except with the previous sanction of IAAD or in the bonafide discharge of his/her duties, publish a book or a compilation of articles or participate in radio/TV broadcast or contribute an article or write a letter in any newspapers, periodical or make any social media post either in his own name or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast, letter or post, relates to subject matter assigned to him by IAAD. The Academicians/ Research Fellows/ Research Associates will sign a Secrecy / Non-Disclosure Agreement. **(Annexure VI)**.

**3.5 Use of Name, Emblem or Official Seal of IAAD:**

The Academicians/ Research Fellows/ Research Associates will not advertise or otherwise make public for purposes of commercial advantage that, he/she has a contractual relationship with IAAD, nor shall, in any manner whatsoever, use the name, emblem or official seal of IAAD or any abbreviation of the name of IAAD, in connection with his/her business or otherwise without the written permission of IAAD.

### **3.6 Termination:**

The IAAD can terminate the contract at any time or curtail the deputation period of the Academicians/ Research Fellows/ Research Associates after giving one month's notice to him/her. The Academicians/ Research Fellows/ Research Associates can also seek termination of the contract or premature repatriation upon giving one/two month's notice to the IAAD.

### **3.7 Conflict of Interest:**

The Academicians/ Research Fellows/ Research Associates shall be expected to follow all the rules and regulations of the Government of India which are in force and display utmost priority and devotion to duty while discharging his/ her duties. In case the services of the Academicians/ Research Fellows/ Research Associates are not found satisfactory or found in conflict with the interests of the IAAD/Government of India, their services will be liable for discontinuation without assigning any reason after giving one month's notice.

## **4. Contractual terms and conditions**

**4.1 Legal Status:** Academicians/ Research Fellows/ Research Associates will not be regarded, for any purposes, as an IAAD employee. Accordingly, nothing within or relating to the contract shall establish the relationship of employer and employee, or of principal and agent, between IAAD and the Academicians/ Research Fellows/ Research Associates.

**4.2 Payment:** The payment of monthly remuneration will be released by concerned institute within one week after completion of the month based on the advice/ certification by concerned Head of Institute or as otherwise governed by the deputation order.

**4.3 Leave:** The Academicians/ Research Fellows/ Research Associates engaged on contract basis shall be entitled to leave of 20 days in a year on pro-rata basis. However, in exceptional case for professional development, training etc., this condition may be relaxed by the competent authority. Full time women Academicians/ Research Fellows/ Research Associates will be eligible for maternity leave as per the extant guidelines of the Government of India on the subject

**4.4 Tax Deduction at Source:** The Income Tax or any other tax liable to be deducted as per the prevailing rules will be deducted at source before affecting the payment for which the IAAD will issue TDS certificate.

**5. Experience Certificate:** Heads of ICISA/ ICED may issue experience certificate or reference letter in favour of the Academicians/ Research Fellows/ Research Associates at the end of the contract/deputation period , subject to the Head of the concerned institute being fully satisfied with the on-the-job performance of the Academicians/ Research Fellows/ Research Associates.

**6. Audits and Investigations:**

Each payment/ reimbursement invoice paid by IAAD shall be subject to a post payment audit by auditors of IAAD at any time during the term of the contract and for a period of two (02) years following the expiration or premature termination of the contract/ deputation. IAAD shall be entitled to a refund from the Academicians/ Research Fellows/ Research Associates for any amounts shown by such audits to have been paid by IAAD other than in accordance with the terms and conditions of the contract, or Government Financial Rules.

**7. Medical Clearance:**

**7.1** The Academicians/ Research Fellows/ Research Associates will be required to submit a Statement of Good Health from a recognized physician prior to commencement of work for IAAD.

**7.2** In the event of the death, injury or illness of the Academicians/ Research Fellows/ Research Associates which is attributable to the performance of services or travel on behalf of IAAD, he/she shall not be entitled to any compensation.

**7.3 Travelling Allowance/Daily Allowance**– The Academicians/Experts/Research Associates may require undertake domestic tours subject to approval of the competent authority and they will be allowed following TA/DA:

a) **Research Associates (Grade I & II):**

- a) **Mode of Journey** – Air in Economy class or by Rail in AC Two Tier
- b) **Reimbursement of Hotel, Taxi & Food bills** - Hotel accommodation of up to Rs.4250/- per day (excluding taxes), taxi charges of up to Rs.350/ per day for travel within the city and food bills not exceeding Rs.900/- per day shall be allowed,

b) **Academicians & Research Fellows: (Open Source/deputation)**

- a) **Mode of Journey** – Air in Business class or by Rail in AC 1<sup>st</sup> class
- b) **Reimbursement of Hotel, Taxi & Food bills** - Hotel accommodation of up to Rs.7500/- per day (excluding taxes), reimbursement of AC taxi charges as per actual expenditure commensurate with official engagements for travel within the city and food bills not exceeding Rs.1200/- per day shall be allowed,
- c) **For those engaged on deputation** – As per travel entitlement prescribed by DoPT, Government of India.

**Secrecy / Non-Disclosure Agreement**

**1. General**

- a) As an Academician/Research Associate of the CAG of India/India Audit and Accounts Department and in consideration of the remuneration now and hereafter paid to me, I shall devote all my efforts to furthering the best interest of the CAG of India. During the subsistence of my tenure in the O/o the CAG, I will not engage in any activity that:
- “Conflicts with the CAG of India’ interest as a Legal Entity, including without limitation, any business activity not contemplated by this agreement”.

**2. Non-Disclosure Clause:-**

- a) That I do hereby recognize and understand that all confidential and / or proprietary information, in any media like print, electronic, etc., belonging to and /or in possession of CAG of India, which is received, accessed, and /or used by me during the course of my engagement with CAG of India, shall not be shared with or given access to any entity by me, including the media.
- b) All obligations regarding prevention of disclosure of confidential information and obligations to provide notice under this Agreement shall be effective for the currency of the main Agreement and also for an indefinite period from the date of its expiration or termination, as the case may be.

**3. Absolute ownership:**

- a) That I do hereby recognize and understand that the Comptroller and Auditor General of India is the absolute, unrestricted and exclusive owner of the confidential or proprietary technical, financial, marketing, business information of Indian Audit & Accounts Department, including without limitation, concepts, techniques, processes, methods, clients, cost data, development or experimental work, work in progress, customers and suppliers internet websites or e-commerce solutions, books etc., used by me in the course or my engagement in office of Comptroller & Auditor General of India.
- b) I agree that I shall not in any manner whatsoever, represent and/or claim that I have any interest by way of ownership, assignment or otherwise in the same.

c) The CAG of India shall be sole owner of any Intellectual Property rights developed during the subsistence of this Agreement. I hereby waive and relinquish all claims of any nature whatsoever that I now or hereafter may have for infringement of any Trade Mark, Copy right and Patent resulting from the subsisting activities for any inventions so assigned to CAG of India.

#### **4. Breach of Contract:**

I acknowledge that any violation by me under this declaration / agreement, and / or any obligation of like nature, will cause irreparable damage to CAG of India, and CAG of India shall be entitled to extraordinary relief in any court of India, including, my expulsion from Office of CAG of India with no leaving /character certificate, blacklisting from participating in any CAG of India or related activities, withholding of any pending remuneration, appropriate legal action, temporary restraining orders, preliminary injunctions, and permanent injunctions, without the necessity of submitting bond of security.

HAVING READ AND FULLY UNDERSTOOD THIS AGREEMENT, I have signed my name on this \_\_\_\_\_ (Day) of \_\_\_\_\_ (Month) \_\_\_\_\_ (Year).

Name of Academician/Research Associate:

Signature.

**Advertisement inviting application for engagement of  
Academician with Job Description**

**Project 1**

1	Description of the Project	<b>Project 1 - Water Conservation Sector</b>
2	Wing	International Centre for Environment and Sustainable Development (iCED), Jaipur
3	Name of the Post	Academician
4	Number of Posts	1 (one)
5	Age limit	Not more than 65 years
6	Educational Qualification/Experience	
	(a) Essential	PhD in the field of environment
	(b) Desirable	<b>Experience</b> <ul style="list-style-type: none"><li>➤ Fifteen years or more experience in the field of water</li><li>➤ Published Research Papers/Books related to the area of expertise</li></ul>
7	Outline of the tasks to be carried out	To carry out the research and providing expertise in respect of the following SDG/Environment Audit related assignments: <ul style="list-style-type: none"><li>➤ Provide knowledge on Policies related to SDGs wherever requested by Field offices. Suggest some critical government level interventions which could be recommended for the SAIs to be used in their reports.</li><li>➤ Consultation for Audit Reports</li><li>➤ Providing expertise for identification of certain general criteria for auditing, propose audit methodologies, list general audit questions based on experiences of different SAIs</li><li>➤ Assist in selection of topics using risk assessment process for identifying relevant topics for audit and drafting of risk assessment questions and their evaluation.</li><li>➤ Providing feedback on Audit Reports</li><li>➤ Assistance in INTOSAI work packages</li><li>➤ Capacity development activities e.g. in development of training modules pertaining to water/sustainable development related topics, preparation of presentations, delivering sessions on topic of their expertise, suggesting experts.</li><li>➤ Development of Case Studies, for training purpose, based on previous Audit Reports / Independent Evaluation Reports / good practices in environmental governance.</li></ul>



		<ul style="list-style-type: none"> <li>➤ Offering academic / technical expertise on issues/requests of field offices if it is related to the scope of subject matter of research/work package.</li> </ul> <p>Guiding/interacting with interns pursuing internship on similar topics and assist Directors to evaluate the papers.</p>
8	Period of Engagement	Engagement will be governed by the terms and conditions as laid down in the guidelines for the purpose. Competent authority may initially consider engagement for three years to lend permanence to research initiative and therefore may be initially invited on deputation.
9	Deliverables	<p>Expected Deliverables would be in line with the intended outcome of respective work packages and included but not limited to it. Indicative deliverables are listed below:</p> <ul style="list-style-type: none"> <li>➤ To assist iCED in performing its role in audit planning including risk assessment, execution and reporting as per the SOP on Audit of Environment issued by SMU wing in audit exercise related to their area of expertise/ association with iCED: <ul style="list-style-type: none"> <li>○ Water</li> </ul> </li> <li>➤ Achievement of the research objectives as per the MoU with TERI.</li> <li>➤ Assist in discharge of responsibilities for Annual Workshop on Audit Planning, RAC meetings and provide clarifications/inputs to audit offices on audit guidelines (including ADMs) and other audit products.</li> <li>➤ Assist and participate in capacity building activities on associated subject/s.</li> <li>➤ Any other work deemed necessary in view of above or as determined by the competent authority.</li> </ul> <p>The detailed modalities and specific/s of research projects shall be monitored through project proposal/synopsis in each case</p>
10	Remuneration	Rs. 2,50,000/- Per Month
11	Place of work	The place of work will be iCED Jaipur (International Centre for Environment and Sustainable Development, Jaipur)

**Advertisement inviting application for engagement of  
Research Associates with Job Description**

**Project 2 & 3**

1	<b>Description of Project</b>	<b>Project 2 - Urban Development and Sustainable Transportation in Cities</b> <b>Project 3 - Plastic Waste Sector</b>
2	Wing	International Centre for Environment and Sustainable Development (iCED), Jaipur
3	Name of the Post	Research Associate
4	Number of Posts	2 (Two)
5	Age limit	Not more than 35 years
6	Educational Qualification/Experience	
	(a) Essential	Post-Graduation in the field of environment
	(b) Desirable	<b>Experience:</b> <ul style="list-style-type: none"><li>➤ Three to five years' experience of research activity in the field of plastic waste management/sustainable transportation</li><li>➤ Number of peer reviewed Research Papers related to the area of expertise establishing its linkages with audit published in journals or forums of national/international repute involving some content relying on work of IAAD</li><li>➤ Number of comparative studies completed at the national / regional / local level leading to situational analysis of the theme / area within the expertise and its comparison with national and international peers</li></ul>
7	Outline of the tasks to be carried out	1. To carry out the research for drafting a Research Paper/Audit Guideline/Training Tool in respect of the following INTOSAI assignments: <ul style="list-style-type: none"><li>➤ Work package 2: SDG 12- Responsible Consumption and Production-Focus on Plastic Waste and</li><li>➤ Work package 4: SDG 11- Sustainable Cities and Communities-Focus on Transport</li></ul> Engagement of Research Associates will assist in: <ul style="list-style-type: none"><li>➤ Delineating important aspects for work packages of plastic waste management and Sustainable Transportation that a SAI would need to audit</li><li>➤ Identification of certain general criteria for auditing, propose audit methodologies, list general audit questions based on experiences of different SAIs and suggest some</li></ul>

		<p>critical government level interventions which could be recommended for the SAIs to be used in their reports</p> <ul style="list-style-type: none"> <li>➤ Use of audit mandates and audit methods in the field of environmental protection and sustainable development by the auditors of supreme audit institutions</li> <li>➤ Adoption of an approach to increase the knowledge of auditors and will assist in enhancing information dissemination, exchange, and training and serve capacity development purposes</li> </ul> <p>2. Researchers are also expected to render their assistance in:</p> <ul style="list-style-type: none"> <li>➤ Capacity development activities e.g. in preparation of training modules pertaining to plastic waste/sustainable, preparation of presentations, delivering sessions on topic of their expertise, suggesting experts</li> <li>➤ Audit Planning e.g. help in risk assessment process for identifying relevant topics pertaining to Plastic Waste/Sustainable Transport for audit and drafting of risk assessment questions and their evaluation</li> <li>➤ Development of Case Studies, for training purpose, based on previous Audit Reports / Independent Evaluation Reports / good practices in environmental governance</li> <li>➤ Offering academic / technical expertise on issues/requests of field offices if it is related to the scope of subject matter of research/work package</li> <li>➤ Guiding/interacting with interns pursuing internship on similar topics and assist Directors to evaluate the papers</li> </ul> <p><b>Scope:</b> The researchers may consider latest developments in field of Plastic waste management as well in the field of sustainable transport with specific reference to implementation of related Sustainable Development Goals in India as well in Other countries, Study and include the relevant audit reports of other SAIs, relevant good practices around the globe and prepare a paper/guidance in line with the format, structure of INTOSAI WGEA research publications</p>
8	Period of Engagement	Initially for one year and subject to satisfactory performance during first year may extend assignment to another year or for the period as may deemed fit, subject to the condition that total engagement period will not exceed the duration of INTOSAI Work Plan period 2020-2022
9	Deliverables	<p>Expected Deliverables would be in line with the intended outcome of respective work packages and included but not limited to it. Indicative deliverables are listed below:</p> <ul style="list-style-type: none"> <li>➤ To assist iCED in performing its role in audit planning including risk assessment, execution and reporting as per</li> </ul>

		<p>the SOP on Audit of Environment issued by SMU wing in audit exercise related to their area of expertise/ association with iCED:</p> <ul style="list-style-type: none"> <li>○ Water</li> <li>○ Waste (focus on Plastics)</li> </ul> <ul style="list-style-type: none"> <li>➤ Achievement of the research objectives as per the MoU with TERI</li> <li>➤ To assist iCED in performing its role and developing the INTOSAI WGEA work package on the following: <ul style="list-style-type: none"> <li>➤ Plastic waste Management and</li> <li>➤ Sustainable Transportation</li> <li>➤ Assist in discharge of responsibilities for Annual Workshop on Audit Planning, RAC meetings and provide clarifications/inputs to audit offices on audit guidelines (including ADMs) and other audit products</li> <li>➤ Assist and participate in capacity building activities on associated subject/s</li> <li>➤ Any other work deemed necessary in view of above or as determined by the competent authority.</li> </ul> </li> </ul> <p>The detailed modalities and specific/s of research projects shall be monitored through project proposal/synopsis in each case</p>
10	Remuneration	Rs. 50,000 Per Month
11	Place of work	The place of work will be iCED Jaipur (International Centre for Environment and Sustainable Development, Jaipur)