



भारतीय आयुर्विज्ञान अनुसंधान परिषद  
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य और परिवार  
कल्याण मंत्रालय, भारत सरकार

Indian Council of Medical Research  
Department of Health Research, Ministry of Health  
and Family Welfare, Government of India

No.

Date: 20/05/2025

The Indian Council of Medical Research (ICMR) intends to engage following **Consultants and Young Professionals (YPs)** in the **Policy and Communication Division**, purely on temporary contract basis for enhancing effective dissemination of the council's research output, outcome and impact.

1. Applications are invited for the following positions listed below. More details about the posts are provided in **Annexure-I**.

S. No.	Nature of work	Position Title	No. of post	Consolidated Emoluments	Age limit
1	Content Development & Dissemination	<b>Young Professional-II (Technical/Scientific) (General)</b>	<b>06</b>	Rs. 42,000/-	Max. 40 years
2		<b>Consultant (Technical – Non-Medical) (Graphic Designing)</b>	<b>01</b>	Rs. 1,00,000 – 1,80,000/-	Min. 40 & Max. 70 years
3	Output Analysis & Impact Assessment	<b>Young Professional-II (Technical/Scientific) (Statistics)</b>	<b>02</b>	Rs. 42,000/-	Max. 40 years
4		<b>Consultant (Scientific – Non-medical) (Public Health)</b>	<b>01</b>	Rs. 1,00,000 – 1,80,000/-	Min. 40 & Max. 70 years

2. **Selection Procedure:** Eligible applicants may apply by submitting their applications along with the most recent CV, work sample/portfolio (as applicable) and other documents of educational qualification, experience, age proof etc on the **communication.icmr@gmail.com** by **June 10, 2025**. Only shortlisted candidates shall be reached out for the next steps in the selection process.

Short-listing of candidates will be based on the review of the documents. The shortlisted candidates will be notified to appear for a written test and interview rounds. The evaluation process is detailed in **Annexure-II**.

3. **How to apply:** Candidates should **apply only through online mode on communication.icmr@gmail.com** . A Statement of Purpose (SOP) explaining their motivation for applying for the position, their interest in the field, and how their experience

and skills align with the job requirements should be submitted at the time of application. Following self-attested required documents are to be submitted along with the application:

- Proof of Date of Birth, Educational Qualifications, including copies of degrees, diplomas, certificates, or transcripts that demonstrate the academic qualifications related to the role.
  - Certificate(s) of relevant experience, outlining the duration of employment and job responsibilities pertinent to the role.
  - Portfolio/Work Samples showcasing previous work relevant to the role.
4. The scheme for engagement of both the Young Professionals and Consultants will be in accordance with the **ICMR guidelines for Engagement of Young Professionals (YP)-II and Engagement of Consultants respectively, circulated vide O.M. No. 16/84/2024-Admn./e-171470**, dated 26-11-2024 and terms and conditions thereon will be as per said OM.

**5. General Terms and conditions:**

- i. The positions are meant for temporary contractual basis.
- ii. Age relaxation will be as per rule.
- iii. Period of Engagement:-
  - The initial term of **engagement of YPs will be for one year which is extendable for two more years (01 year at a time)** subject to requirement of the services of the YP in the organization and satisfactory performance of the candidate after evaluation by an officer of the level of Additional DG/Sr.DDG/Sr.FA. Thus, maximum duration of engagement of YP in the ICMR is three years (1+1+1) in any case.
  - The initial term of **engagement of Consultants shall be for not more than one year and subsequent extension, if any, can be considered, on case to case basis**, depending upon the job requirements and the frame for its completion, subject to fulfillment of performance evaluation made by the Competent Authority, but should not be more than five years. In all cases, the duration of engagement of any Consultant, in ICMR (HQ/Institutes/Centres) should not be more than 05 years or till attaining the age of 70 years, whichever is earlier.
- iv. **Incomplete application or applications not submitted in prescribed format or without photo and signature or without supportive documents is liable to be rejected. Date bar applications will not be considered.**
- v. Relevant documents of educational qualification/specialization/experience as claimed must be invariably uploaded.
- vi. No TA/DA will be paid to attend examination/interviews; candidates have to arrange transport/accommodation themselves.
- vii. The DG, ICMR reserves rights to consider or reject any application/candidature at any point of time.
- viii. Submission of wrong or false information during the process of selection shall disqualify the candidature at any stage.
- ix. The persons engaged on Human Resource Positions shall not have any claim on a regular post in ICMR or in any of its Institutes/Centers or in any Department of Government of India and their project term with breaks or without breaks in any or multiple projects will

not confer any right for further assignment or transfer to any other project or appointment/absorption/regularization of service in funding agency or in ICMR. Benefits of Provident Fund, Pension Scheme, Leave Travel Concession, Medical claim, Staff Quarters and other facilities applicable to the regular staff of ICMR etc. are not admissible to the project human resource positions.

- x. The DG, ICMR reserves the right to terminate the young professional position even during the agreed contract period or extended contract period without assigning any reason.
- xi. Attendance and Leave shall be as per the ICMR's policy for YPs and Consultants.
- xii. The DG, ICMR reserves the right to cancel/modify the process at any time, at its discretion.
- xiii. Canvassing and bringing outside influence in any form for shortlisting or employment will be treated as disqualification and the candidate will be debarred from selection process.
- xiv. The DG, ICMR reserves the right to prepare/frame a panel of waitlist candidates which shall be valid for one year.
- xv. Candidates already in regular service under any Central/State Govt./Autonomous/Dept/PSU are not eligible to apply for this position.
- xvi. Corrigendum/addendum/further information; if any; in respect of this advertisement, will be published on our website only. Hence, the candidates are advised to see the ICMR official website (<https://www.icmr.gov.in/>) regularly for further updates related to this advertisement. No separate notification shall be issued in the press.

Sd/-  
Head, Policy and Communications Division

## Annexure-I

<b>CONTENT DEVELOPMENT &amp; DISSEMINATION</b>	
<b>Name of Position</b>	Young Professionals (YP) – II (Technical/Scientific) (General)
<b>Number of position(s)</b>	06
<b>Age limit</b>	Less than 40 years of age as on the date of the advertisement.
<b>Remuneration</b>	Rs. 42,000/- per month; No House Rent Allowance (HRA) will be paid
<b>Essential qualification</b>	Post Graduate degree in Life Sciences / Pharmacy/Social Work/ Sociology/ BAMS, BSMS and MD in AYUSH with a minimum of <b>55% marks</b> from a recognized university or institution with one year post qualification experience in the related field.
<b>Desirable qualification</b>	<ul style="list-style-type: none"> <li>• Post-qualification experience in governmental organizations, international development agencies, or private organizations.</li> <li>• Strong writing and editing, designing, and video editing skills, as applicable.</li> <li>• Experience in policy and communications, particularly in the health or research sector.</li> <li>• Knowledge in IT applications, virtual meeting platforms, and computer, including MS Word, Excel, PowerPoint, and Tally.</li> </ul> <p><i>Note: Experience of internship/training will not be accounted for</i></p>
<b>Roles &amp; Responsibilities</b>	<p><b>Content Coordinator – Communications &amp; Social Media</b></p> <ul style="list-style-type: none"> <li>• Oversee the planning, creation, and execution of all communications content and social media outputs to ensure alignment with organizational goals.</li> <li>• Provide strategic guidance and conduct quality checks on all content to maintain high standards and consistency.</li> <li>• Coordinate with internal teams and external stakeholders to facilitate content approvals and ensure timely dissemination across channels.</li> <li>• Conceptualize and develop comprehensive social media campaigns, including strategies for key observances and organizational initiatives.</li> <li>• Collaborate with leadership to draft, refine, and adapt talking points for conferences, meetings, and events.</li> </ul> <p><b>Video Shooting &amp; Editing</b></p> <ul style="list-style-type: none"> <li>• Lead and oversee graphic design, video shooting, editing, and production activities to ensure high-quality outputs.</li> <li>• Develop, review, and approve graphic and video content to ensure alignment with organizational objectives and branding guidelines.</li> <li>• Provide creative direction for infographics, visual storytelling, and video narratives to effectively communicate key messages</li> </ul>

	<p>and enhance engagement.</p> <ul style="list-style-type: none"> <li>• Guide the development of reusable templates and visual assets for campaigns, reports, and other recurring organizational needs.</li> <li>• Ensure timely delivery of creative outputs, prioritizing alignment with the Division's objectives and deadlines.</li> </ul>
<b>Place of posting</b>	Policy & Communications Division, ICMR Hqrs., New Delhi
<b>Name of Position</b>	Consultant (Technical – Non-Medical) (Graphic Designing)
<b>Number of position(s)</b>	01
<b>Age limit</b>	Min. 40 years and Max. 70 years of age at the time of application.
<b>Remuneration</b>	Between Rs. 1,00,000 – 1,80,000/- per month based on qualifications, experience, and the scope of responsibilities.
<b>Essential qualification</b>	Bachelor's degree in Arts/Commerce/Science with more than 10 years of extensive experience in graphic designing from a recognized university or institution, with a minimum of <b>55% marks</b> .
<b>Desirable qualification</b>	<ul style="list-style-type: none"> <li>• Experience in graphic designing government organizations, international development agencies, or health institutions, preferably.</li> <li>• Strong knowledge designing of Social media posts, short animations, info graphics, document designing including annual report/ any other guidelines.</li> <li>• Knowledge of latest graphic designing tools along with application of Artificial Intelligence in the designing process</li> <li>• Working knowledge of IT applications, virtual meeting platforms, and computer skills, including MS Word, Excel,</li> <li>• PowerPoint and project management tools.</li> </ul>
<b>Role &amp; Responsibility</b>	<ul style="list-style-type: none"> <li>• Design high-quality infographics, reports, posts, and animations using advanced graphic tools for government projects.</li> <li>• Ensure designs align with NITI Aayog, MoHFW, and government branding standards for consistency and clarity.</li> <li>• Design visuals for national campaigns, health programs, and public service announcements.</li> <li>• Produce content optimized for both digital platforms and print materials, meeting government specifications.</li> <li>• Work with government officials and experts to ensure content aligns with project goals and messaging.</li> <li>• Convert complex data into easy-to-understand, engaging infographics and charts.</li> <li>• Adhere to government communication regulations and ensure designs are inclusive and accessible.</li> <li>• Monitor content performance and adjust strategies based on analytical insights for better engagement.</li> </ul>

<b>Place of posting</b>	Policy & Communications Division, ICMR Hqrs., New Delhi
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<b>OUTPUT ANALYSIS &amp; IMPACT ASSESSMENT</b>	
<b>Name of Position</b>	Young Professionals (YP) – II (Technical/Scientific) (Statistics)
<b>Number of position(s)</b>	02
<b>Age limit</b>	Less than 40 years of age as on the date of the advertisement.
<b>Remuneration</b>	Rs. 42,000/- per month; No House Rent Allowance (HRA) will be paid
<b>Essential qualification</b>	Post graduate degree in Statistics, Data Science, or related field from a recognized university or institution, with a minimum of <b>55% marks</b> .
<b>Desirable qualification</b>	<ul style="list-style-type: none"> <li>• Minimum of 1 year of post-qualification experience in data collection, analysis, or impact assessment, preferably in governmental organizations, international development agencies, or research organizations.</li> <li>• Prior experience working in government, international research, or development sectors is desirable.</li> <li>• Experience in designing and implementing monitoring and evaluation frameworks for communication or outreach campaigns.</li> <li>• Proficient in using data analysis tools (Excel, SPSS, R, or similar).</li> <li>• Strong analytical, report writing, and presentation skills, with the ability to translate data into strategic insights.</li> </ul> <p><i>Note: Experience of internship/training will not be accounted for.</i></p>
<b>Role &amp; Responsibility</b>	<ul style="list-style-type: none"> <li>• Lead data collection, processing, and analysis efforts to evaluate the impact of communications and outreach activities.</li> <li>• Design and implement frameworks for tracking and assessing the effectiveness of communication campaigns, including surveys, interviews, and other tools.</li> <li>• Prepare detailed reports and presentations for internal and external stakeholders</li> <li>• Generate insights on performance and recommendations for improvement.</li> </ul>
<b>Place of posting</b>	Policy & Communications Division, ICMR Hqrs., New Delhi
<b>Name of Position</b>	Consultant (Scientific – Non-Medical) (Public Health)
<b>Number of position(s)</b>	01
<b>Age limit</b>	Min. 40 years and Max. 70 years of age at the time of application.
<b>Remuneration</b>	A consolidated monthly fee ranging between Rs. 1,00,000 – 1,80,000/- per month based on qualifications, experience, and the scope of responsibilities.
<b>Essential qualification</b>	Post Graduate degree in Communications, Media Studies, Visual Arts, Graphic Design, Film Production, Public Health, or a related field from a recognized university or institution, with a minimum of <b>55% marks</b> .
<b>Desirable qualification</b>	<ul style="list-style-type: none"> <li>• At least 10 years of relevant experience in strategic communications, impact assessment, or monitoring and evaluation, with a focus on health or public sector initiatives.</li> </ul>

	<ul style="list-style-type: none"> <li>• Proven experience in designing and leading comprehensive evaluation frameworks for large-scale communication and public health campaigns.</li> <li>• In-depth knowledge of assessment tools, key performance indicators (KPIs), and methodologies for measuring communication impact.</li> <li>• Experience in managing relationships with external evaluators, consultants, and government stakeholders.</li> </ul> <p><i>Note: PhD will be considered as 4 years' experience (irrespective of the duration taken to complete the degree).</i></p>
<b>Role &amp; Responsibility</b>	<ul style="list-style-type: none"> <li>• Provide strategic leadership in designing and implementing comprehensive evaluation frameworks to measure the effectiveness of ICMR's communication and outreach efforts.</li> <li>• Develop Key Performance Indicators (KPIs) and assessment tools for ongoing and future communication campaigns.</li> <li>• Oversee the collection, analysis, and interpretation of data related to communication activities, providing actionable insights to improve engagement and outreach.</li> <li>• Advise leadership on strategies to enhance the impact and reach of communications, based on data-driven evaluations.</li> <li>• Deliver presentations to senior leadership, government stakeholders, and international partners, highlighting findings and strategic recommendations.</li> </ul>
<b>Place of posting</b>	Policy & Communications Division, ICMR Hqrs., New Delhi

## Annexure-II

### 1. Young Professional (YP) – II

For recruitment in the YP-II position, the following steps will be followed, with the weightage for each step specified below.

**A. Preliminary Evaluation (50% weightage):** The first round of screening will involve evaluating the following documents submitted via email at the time of application:

- Statement of Purpose (SOP)
- Proof of Educational Qualifications
- Certificate of Relevant Experience
- Portfolio/Work Samples
  - For *Communications Content Specialist*, candidates must submit the following, depending on their area of expertise:
    - 2-3 written samples, such as strategic communication plans, reports, or case studies.  
OR
    - 2-3 complete social media campaigns, including visuals, captions, and engagement data.  
OR
    - 3-5 high-level design samples, including infographics, posters, and web visuals.  
OR
    - 2-3 video samples (both short and long form).
  - For *Output Analysis & Impact Assessment Specialist*, candidates must submit:
    - 1-2 examples of comprehensive M&E reports, impact evaluations, or strategic frameworks, including any tools, methodologies, or data analysis used in the reports.

Only candidates who meet the required standards in these documents will be shortlisted for further evaluation.

**B. Written Test/Assignment (30% weightage):** Shortlisted candidates will be required to complete a written test or assignment on a specified date, which will be notified in advance. This test will assess practical skills relevant to the respective role.

**C. Interview (20% weightage):** Candidates who perform well in the Written Test/Assignment stage will be invited for a face-to-face interview at the ICMR Headquarters.

### 2. Consultant

For recruitment in the Consultant position, the following steps will be followed, with the weightage for each step specified below.

**A. Preliminary Evaluation (50% weightage):** The first round of screening will involve evaluating the following documents submitted via email at the time of application:

- Statement of Purpose (SOP)
- Proof of Educational Qualifications

- Certificate of Relevant Experience
- Portfolio/Work Samples
  - For ***Communications Content Specialist***, candidates must submit the following, depending on their area of expertise:
    - 2-3 written materials such as strategic communication plans, thought leadership articles, or case studies.
    - OR
    - 2-3 comprehensive social media campaigns, with detailed results and analytics.
    - OR
    - 3-5 advanced design samples showcasing large-scale campaigns or branding projects.
    - OR
    - 2-3 video samples demonstrating strategic content creation for high-impact projects.
  - For ***Output Analysis & Impact Assessment Specialist***, candidates must submit:
    - 1-2 examples of comprehensive M&E frameworks, reports, and impact evaluation documents, demonstrating an advanced understanding of program design and evaluation methodologies.

Only candidates who meet the required standards in these documents will be shortlisted for further evaluation.

- B. Strategy Presentation (30% weightage):** Shortlisted candidates will be required to create and submit a PPT presentation (15-20 slides) that outlines a strategic approach for their role.
- C. Interview (20% weightage):** Candidates who perform well in the Strategy Presentation stage will be invited for a face-to-face interview at the ICMR Headquarters.