

MINISTRY OF INDUSTRY
(Department of Industrial Development)
New Delhi, the 21st November, 1983

S.O. 4481 – The following bye-laws made by the Coir Board in exercise of the powers conferred by Section 27 of the Coir Industry Act, 1953 (45 of 1953), read with bye-law 15 of the Coir Board (Transaction of Business, Conditions of Service of Employees and Maintenance of Accounts) Bye-laws, 1955, and confirmed by the Central Government, are hereby published as required by sub-section (2) of the said section 27, namely:-

1. Short title and commencement:-

(1) These bye-laws may be called the Coir Board (Services) Bye-laws, 1983.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. Definitions:-

In these Bye-laws, unless the context otherwise requires -

- (a) “appointing authority”, in relation to a Board’s employee, means –
- (i) the authority empowered to make appointment to the post which the Board’s employee for the time being holds, or
 - (ii) the authority which appointed the Board’s employee to the post which he for the time being holds;
- (b) “Board’s employee” means any person employed under the Board, but excludes Chairman and Secretary who are appointed by the Central Government;

(c) “qualifying service” means the service after the completion of the period of probation;

(d) “Schedule” means the Schedule appended to these bye-laws;

(e) “Service” means service under the Board.

3. Number of posts, classification and scales of pay:-

The number of posts, their classification and the scales of pay attached thereto, shall be as specified in columns 2 to 4 of the Schedule annexed to these bye-laws.

4. Method of recruitment, age limit, qualifications etc:-

The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns 5 to 10 of the Schedule aforesaid.

5. Appointing Authority:-

(i) The Secretary shall, with the approval of the Chairman, prepare a list of eligible candidates from the applicants for being considered for appointment under the Board and place such list before the appointing authority competent to make appointments under the Board.

(ii) In respect of Group D posts the appointments shall be made by the Secretary with the approval of the Chairman.

(iii) In respect of posts maximum pay of which exceeds Rs.960/- per mensem, appointments shall be made by the Chairman with the approval of the Central Government.

(iv) In respect of posts which are not covered by clauses (ii) and (iii), the appointments shall be made by the Chairman on the recommendations of the Executive Committee.

Provided that the Board may relax age limit, educational qualifications and such other requirements specified in the Schedule as it may think fit in the case of a dependent of an employee who dies while in service of the Board.

6. Disqualification:-

No person,

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who, having a spouse living, has entered into or contracted a marriage with any person,

shall be eligible for appointment to any of the said posts:

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this bye-law.

7. Medical Certificate:-

A medical certificate of fitness from a competent authority, in conformity with the rules framed by the Central Government for employment under them shall be required from every person at the time of his entry to the service.

8. Seniority:-

Seniority of a Board's employee in any grade shall be determined as under:-

- (i) Employees appointed in a substantive capacity in each grade shall rank senior to such employees as are appointed in a temporary or officiating capacity.

- (ii) The relative seniority of all direct recruits shall be determined in the order of merit in which they are selected for appointment, persons appointed as a result of the earlier selection being senior to those appointed as a result of subsequent selection.
- (iii) The relative seniority of persons promoted to the various grades shall be determined in the order of selection for such promotions.
- (iv) The relative seniority of direct recruits and promotees shall be determined on the principle that the promotee who works in the post, except on a purely temporary or adhoc basis, at the point of the direct recruit joining the post, will rank senior to the direct recruit and those who are promoted later will rank after him.

Provided that once the seniority of various persons appointed to a grade in accordance with the quotas prescribed for direct recruitment, promotion etc. has been determined, their confirmation in that grade shall also be made in the order of their seniority, irrespective of the quotas prescribed for direct recruitment, promotion etc. in the relevant grade. This shall not, however, affect reservation and other concessions required to be provided for the Scheduled Castes / Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.

9. Period of Probation:-

Every employee appointed to a post by direct recruitment or by promotion shall be on probation for a period of two years with effect from the date he is appointed to be on probation:

Provided that the appointing authority may extend the period of probation by such period as it deems fit ad maximum to the extent of two years for reasons to be recorded in writing in the order directing such extension and such order shall be communicated to the person concerned.

10. Termination or completion of probation:-

The appointing authority may terminate the services of a Board's employee appointed to a post by direct recruitment or revert a Board's employee appointed to a post by promotion, during or at the end of probation/ extended period of probation if his work in that post is found to be unsatisfactory. If his work is found to be satisfactory during the period of probation the appointing authority may, as soon as possible on completion of the prescribed period of probation, declare that he has completed his probation satisfactorily.

11. Other conditions of service:-

The conditions of service of the employees of the Board in respect of matters for which no provision has been made in these bye-laws, shall be the same as for the time being applicable to Officers of the Central Government of corresponding status.

12. Power to relax:-

Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these bye-laws in respect of any class or category of persons.

13. Interpretation:-

If any question arises relating to the interpretation of these bye-laws, it shall be referred to the Central Government who shall decide the same.

14. Saving:-

Nothing in these bye-laws shall affect reservations, relaxation of age limit and concessions required to be provided for the Scheduled Castes, the Scheduled Tribes and other special categories of persons in accordance with the orders of the Central Government issued from time to time in this behalf.

15. Repeal:-

The Bye-laws as earlier, notified vide Gazette of India Notification No.S.O. 657, dated the 15th January, 1977 and in force immediately before the commencement of these bye-laws are hereby repealed:

Provided that any order made or action taken under the bye-laws so repealed shall be deemed to have been made or taken under the corresponding provisions of these bye-laws.

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SCHEDULE

Name of Post	No. of Posts	Classification	Scale of Pay	Whether Selection post or Non-Selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	Minimum qualifications for promotion	Method of recruitment whether by direct recruitment or by promotion or by deputation/transfer & percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/transfer to be made
1	2	3	4	5	6	7	8	9	10
Director (Research, Development, Training and Extension)	One* *(subject to variation dependent on work load)	Group 'A'	Rs.1500-60-1800-100-2000	Selection	Not exceeding fifty years. Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidate in India other than those in the Union Territories of the Andaman & Nicobar	Doctorate in any branch of Textile Technology or Textile Chemistry or Mechanical Engineering or Applied Chemistry with at least 10 years experience in research, development, programming, training and extension work in the field of coir or any other natural fibre. Preference will be	Post graduate degree in any branch of Textile Technology or Textile Chemistry or Mechanical Engineering or Applied Chemistry with at least 15 years experience in research development, programming, training and extension work in the field of coir or any other natural fibre. Preference will be	Promotion failing which by direct recruitment	Promotion from Officers of the Coir Board in the grade of Rs.1100-1600

					<p>Island and Lakshadweep)</p> <p>given to persons who have published papers in any of the fields.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidate belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	<p>given to persons who have published papers in any of the fields</p>		
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1	2	3	4	5	6	7	8	9	10
General Manager (Hindustan Coir)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.1300-50-1700	Selection	Not exceeding forty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Degree holder. Ten years experience in a Managerial capacity in a large textile mill or jute mill. Preference will be given to candidates who have undergone training abroad in textile technology or those having degree or diploma in textile technology. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidate belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the	Degree holder with 7 years experience in the scale of Rs.1100-1600.	Promotion failing which by direct recruitment	Promotion from officers of the Coir Board in the grade of Rs.1100-1600.

						appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Weaving Master	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.1100-50-1600	Selection	Not exceeding forty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Degree or Diploma in Textile Technology with textile weaving as a special subject. Must be qualified in proper adjustment of looms. Should have at least five years' experience in a responsible position like Weaving Master in a textile mill. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s)	Degree or Diploma in Textile Technology with textile weaving as a special subject. Three years' experience as Deputy Director (Purchase Price Enforcement Scheme) and / or five years experience as Assistant Weaving Master or Dyeing Master.	Promotion failing which by direct recruitment	Deputy Director (Purchase Price Enforcement Scheme), Assistant Weaving Master, Dyeing Master.

						regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Accounts Officer (Internal Audit)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.1100-50-1600	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other	M.Com with Advanced Accountancy and ten years experience in the Accounts Branch in a public or private sector undertaking in a responsible position or ACA with three years Post qualification experience or SAS with five years post qualification	Accounts Officer (Internal Audit) or Accounts Officer who have put in not less than five years service in respective posts.	Promotion failing which by direct recruitment or by transfer on deputation	(1) Accounts Officer (Internal Audit) (2) Accounts Officer

					<p>than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p> <p>experience.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Administrative Officer	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A graduate from a recognized University. 10 years' experience in handling work relating to personnel management, service matters and other establishment matters in a Government Public Sector Undertaking of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled	10 years experience as Section Officer	Promotion failing which by direct recruitment	Section Officer

						Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Marketing and Publicity Officer	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ESSENTIAL: A Graduate of a recognized University with at least 10 years experience in publicity and public relation or marketing in a responsible position in Government or any firm of repute. Desirable: Knowledge of Coir Industry, working knowledge in Hindi or other regional language, Diploma or Certificate from any institution of	Ten years experience in handling work relating to planning and directing, publicity and marketing efforts of the Coir Board which include supervision and guidance of work in the Marketing and Publicity Division, publication of journal, calendar, diary etc. and also organizing exhibitions / fairs.	Promotion failing by direct recruitment	Section Officer / Research Officer with the qualifications prescribed in column 8

					<p>standing in mass communication or marketing.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Senior Scientific Officer (Microbiology)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Not applicable	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First Class Master's Degree in Chemistry of a recognized University with specialization in Microbiology/ Bio-Chemistry and two years research experience in a responsible position or a Ph.D by research in Microbiology/ Biochemistry with specialization in application of Biochemical techniques to industrial problem. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority	Not applicable	Direct Recruitment	Not applicable

						in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Scientific Officer (Polymer Technology)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Not applicable	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union	A degree in Polymer Technology/ Rubber Technology / Plastics of a recognized University with experience of at least 3 years in a supervisory position in processing of rubber / plastics preferably in the application of Rubber / Plastic composition to cellulosic or	Not applicable	Direct Recruitment	Not applicable

				<p>Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>lignocellulosic fabric.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Senior Scientific Officer (Mechanical Extraction)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Not applicable	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	M.Sc. First Class in Textile Technology with two years experience in Design. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the	Not applicable	Direct Recruitment	Not applicable

						requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Scientific Officer (Product Diversification)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.2200-75-2800-EB-100-4000	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Second Class Bachelors degree in Textile Technology with three years experience in weaving textiles or furnishing fabrics. OR First Class Diploma in Textile Technology with five years experience in weaving in textiles or furnishing fabrics. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s)	Diploma in Textile Technology with five years experience in weaving coir matting/mats	Promotion failing which by direct recruitment	Assistant Director(Training), Assistant Weaving Master, Sr.Inspector (CMS), Extension Service Officer, Stores Officer

						regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Scientific Officer	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Not applicable	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of	Degree in Mechanical / Engineering with two years' experience in Machine and structural fabrication. Note 1: Qualifications are	Not applicable	Direct Recruitment	Not applicable

				<p>applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Deputy Director (Purchase Price Enforcement Scheme)	One* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First Class Graduate in Textile Technology with at least five years experience in coir textile / jute industry. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	First Class Diploma in Textile Technology with at least ten years experience in coir / textile/ jute industry. OR Graduate with Advance Training in Coir Technology and 5 years' experience as Senior Inspector (Coir Mark Scheme), Assistant Director (Training), Assistant Weaving Master.	Promotion failing which by Direct Recruitment	Assistant Director (Training), Assistant Weaving Master, Senior Inspector (Coir Mark Scheme).

1	2	3	4	5	6	7	8	9	10
Deputy Director	Two* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Master's Degree in Economics/ Statistics of a recognized University or equivalent. Five years' experience in organizing and conducting Market Surveys and other Economic / Statistical surveys. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of	Graduate with ten years experience out of which five years should be in a supervisory capacity.	Promotion failing which by direct recruitment.	Promotion from Officers of the Coir Board in the grade of Rs.650-960

						candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Development Officer	Three* *(Subject to variation dependent on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Master's Degree with three years' experience in Planning and Development. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	Seven years' experience as Section Officer/ Assistant Director (Training)/ Extension Service Officer/ Senior Inspector (Coir Mark Scheme) or Research Officer.	Promotion failing which by direct recruitment.	Section Officer / Assistant Director (Training), Extension Service Officer, Senior Inspector (Coir Mark Scheme) and Research Officer of the Coir Board.

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Regional Officer	One* *(Subject to variation depending on work load)	Group 'A'	Rs.3000-100-3500-125-4500	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or High Second Class Master's Degree with three years' experience in Planning and Development. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	Five years' experience in the scale of pay of Rs.2200-4000	Promotion failing which by direct recruitment.	Officers of the Coir Board in the scale of pay of Rs.2200-4000 and possessing the experience as shown against column 8

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Dyeing Master	One* *(Subject to variation dependant on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Degree or Diploma in Textile Technology or Textile Chemistry and three years' experience in a Textile Mill in shade matching, dyeing etc. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the appointing authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if at any stage of	Degree or Diploma in Textile Technology or Textile Chemistry with three years' experience in dyeing, shade matching etc. under the Board.	Promotion failing which by direct recruitment	Coir Board's employees with requisite qualifications

						selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Designer	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Not applicable	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Diploma from a School of Arts with extensive knowledge and experience in work relating to textile designs. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and	Not applicable	By direct recruitment	Not applicable

						Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Artist	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Diploma from Recognised School of Arts. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection	SSLC or equivalent and a diploma or certificate in Arts from a recognized institution and three years' experience as Artist in Government Department or a Publicity Organization or News Paper.	Promotion failing which by direct recruitment	All employees of the Coir Board in grade of Rs.425-700.

						the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Assistant Weaving Master	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Not applicable	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Degree or Diploma in Textile Technology with three years' experience in weaving in a textile weaving mill. Experience as an incharge of weaving department desirable. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates	Not applicable	By direct recruitment	Not applicable

						belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Inspector	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar	Graduate with Diploma in Advanced Training course in Coir Technology from National Coir Training and Design Cente and three years practical experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the	Graduate with Diploma in Advanced Training course in Coir Technology from National Coir Training and Design Cente and two years practical experience.	Promotion failing which by direct recruitment	Inspectors in the Coir Board in the grade of Rs.425-700.

					Islands and Lakshadweep)	discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Stores Officer	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not exceeding forty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in	A Degree or Diploma in Mechanical Engineering / Textile Technology/Textile Chemistry with at least five years experience in a Research Institute. Candidates should be conversant with stores purchase procedures and maintenance of inventories in Government institution. Knowledge of the different types of workshop and Laboratory equipments, different types of steel	A Degree or Diploma in Mechanical Engineering / Textile Technology/Textile Chemistry with at least five years experience in a Research Institute. Candidates should be conversant with stores purchase procedures and maintenance of inventories in Government institution.	Promotion failing which by direct recruitment	Promotion from employees of the Coir Board in the grade of Rs.425-700 with requisite qualifications.

				<p>the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>materials, dyes, chemicals etc., essential.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	<p>Knowledge of the different types of workshop and Laboratory equipments, different types of steel materials, dyes, chemicals etc., essential.</p>		
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1	2	3	4	5	6	7	8	9	10
Assistant Director (Training)	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Graduate in Science with Diploma in Advanced Coir Technology and three years practical experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience	Diploma in Textile Technology or Textile Chemistry with five years experience in the manufacture of coir products. OR Graduate in Science with Diploma in Advanced Coir Technology and two years practical experience.	Promotion failing which by direct recruitment	Technical Assistant (Spinning)/ Weaving Instructor/ Spinning Instructor / Research Assistant/ Dyeing Assistant.

						are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Liaison Officer	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.550-25-750-EB-30-900	Not applicable	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Graduate with adequate experience in Central Secretariat. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Scientific Assistant (Engineering)	One* *(Subject to variation depending upon work load)	Group 'B'	Rs.550-25-750-EB-30-900	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	requisite experience are not likely to be available to fill up the vacancies reserved for them. First or Second Class Bachelor's Degree in Mechanical Engineering OR First or Second Class Diploma in Mechanical Engineering with two years experience in running or maintenance of textile processing or machinery or equipment. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of	Not applicable	By direct recruitment	Not applicable

						<p>candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Scientific Assistant (Microbiology)	One* *(Subject to variation dependant on work load)	Group 'B'	Rs.550-25-750-EB-30-900	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Masters Degree in Chemistry with specialization in Microbiology or first or second class Degree in Chemistry with five years experience in Microbiological/chemical laboratory of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority	Not applicable	By direct recruitment	Not applicable

						is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Scientific Assistant (Mechanical Processing)	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.550-25-750-EB-30-900	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Diploma in Textile Technology with specialization in weaving of textile fabrics and furnishing materials. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging	Not applicable	By direct recruitment	Not applicable

						to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Assistant	Twenty Seven* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Non Selection	Not exceeding twenty eight years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Graduate Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging	Five years' experience in the posts mentioned in column 10.	50% by promotion and 50% by direct recruitment	Upper Division Clerks and Junior Stenographers.

						to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Investigator	Five* (Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding twenty eight years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Degree in Statistics/Mathematics/Economics/Commerce/Business Management. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at	Five years' experience in the posts mentioned in column 10.	75% by promotion and 25% by direct recruitment	Upper Division Clerks and Junior Stenographers.

						the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Stenographer	Two * (Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman &	SSLC or equivalent with 120 w.p.m. in shorthand and 40 w.p.m. in Typewriting. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	SSLC or equivalent with 120 words per minute in shorthand and 40 w.p.m. in typewriting in the post mentioned in Col. 10	Promotion failing which by direct recruitment	Junior Stenographer with five years experience.

					Nicobar Islands and Lakshadweep)	Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Hindi Assistant	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other	First or Second Class Master's Degree in Hindi. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	Employee of the Coir Board working in the grade of Upper Division Clerk/ Junior Stenographer having atleast Degree in Hindi will be eligible for consideration for promotion.	Promotion failing which by direct recruitment	Upper Division Clerk and Junior Stenographer.

					than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Accountant	One * (Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates	First or Second Class B.Com with Advanced Accountancy and two years' experience in Accounts Branch of a Government Department or a commercial concern of repute or Second Class M.Com with	B.Com with Advanced Accountancy and two years' experience in the Upper Division Cadre doing accounts work.	Promotion failing which by direct recruitment	Upper Division Clerks.

				<p>in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>Advanced Accountancy.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Research Assistant (Polymer Technology)	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Diploma in Polymer Technology / Rubber Technology/Plastics or First or Second Class graduates with three years' experience in rubber compounding and processing in an industrial establishment. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the	Not applicable	By direct recruitment	Not applicable

						appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Research Assistant (Product Diversification)	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	First or Second Class Diploma in Textile Technology with specialization in weaving of Textile materials and / or furnishing fabrics. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of	Not applicable	By direct recruitment	Not applicable

						<p>candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Technical Assistant (Spinning)	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Graduate in Science with Diploma in Advanced Coir Technology. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be	Graduate with Diploma in Advanced Coir Technology or SSLC with Diploma in Coir Technology and three years experience under the Board.	Promotion failing which by direct recruitment	Spinning Instructor / Weaving Instructor/ Spinner

1	2	3	4	5	6	7	8	9	10
						available to fill up the vacancies reserved for them.			
Dyeing Assistant	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Diploma in Textile Technology or Textile Chemistry or B.Sc Chemistry with at least two years' experience in dyeing processes and techniques. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the direction of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	Diploma in Textile Technology or Textile Chemistry or B.Sc. Chemistry with at least two years' experience in dyeing processes and techniques.	Promotion failing which by direct recruitment	Coir Board employees with requisite qualifications.

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Extension Service Assistant	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A degree with Diploma in Advanced Coir Technology OR B.Sc. Chemistry with two years experience in dyeing and / or weaving and / or spinning. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of	A degree with Diploma in Advanced Coir Technology OR B.Sc. Chemistry with two years experience in dyeing and / or weaving and / or spinning.	Promotion failing which by direct recruitment	Coir Board employees with requisite qualifications.

						<p>candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
1	2	3	4	5	6	7	8	9	10
Draughtsman	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Not applicable	<p>Not exceeding thirty years.</p> <p>Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>First or Second Class Diploma in Mechanical Draughtsman Course from ITI OR An Institute of repute with five years experience in machine drawing.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p>	Not applicable	By direct recruitment	Not applicable

						<p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Inspector	Two* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent with a Diploma in Coir Technology from the National Coir Training and Design Centre. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Jr. Inspector with five years' experience in the grade.	Promotion failing which by direct recruitment	Junior Inspector.

1	2	3	4	5	6	7	8	9	10
Mechanic (Hindustan Coir)	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.425-15- 500-EB-15- 560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI certificate in the trade of mechanic with atleast three years' experience in an industrial establishment or five years' experience as a mechanic in a reputed workshop preferably a textile mill. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	Five years' experience as Mechanic	Promotion failing which by direct recruitment	Mechanic

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Upper Division Clerk	Thirty Nine* *(Subject to variation dependent on work load) (One Upper Division Clerk to work as Cashier in Central Coir Research Institute and one Upper Division Clerk as Cashier in Head Office).	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Non Selection	Not applicable	Not applicable	Lower Division Clerk with five years' experience in Grade	Promotion	Lower Division Clerk.

1	2	3	4	5	6	7	8	9	10
Junior Stenographer	Eleven* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent with 100 words per minute in Shorthand and 40 w.p.m. in Typewriting. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	SSLC or equivalent with 100 words per minute in Shorthand and 40 w.p.m. in Typewriting.	Promotion failing which by direct recruitment.	Coir Board employees with the requisite qualifications.

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Assistant Showroom Manager	Ten* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Graduate of a recognized University with at least six month's experience in Marketing. Knowledge of Book keeping desirable. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are	Salesman and Clerk with at least three years' experience in Showrooms.	Promotion failing which by direct recruitment.	Salesman and Clerks in Showrooms.

						relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Senior Laboratory Assistant	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in	Graduate with Chemistry as main or Subsidiary. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well	Graduate with Chemistry as main or Subsidiary.	Promotion failing which by direct recruitment.	Laboratory Assistant or Lower Division Clerks with the requisite qualifications.

				<p>India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Junior Inspector	Six* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Non Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Matriculate with Diploma in Coir Technology from National Coir Training & Design Centre. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Five years experience in the post mentioned in column 10.	Promotion failing which by direct recruitment.	Training Assistant

1	2	3	4	5	6	7	8	9	10
Instructor (Technical)	Fifteen* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC with a Diploma in Advanced Training Course from National Coir Training & Design Centre with two years practical experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the	SSLC with a Diploma in Advanced Training Course from National Coir Training & Design Centre with five years service in the scale of Rs.260-400.	Promotion failing which by direct recruitment .	Coir Board's employees with experience mentioned in column No.8 working in the scale of Rs.260-400.

						requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Weaving Instructor	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Graduate in Science with Diploma in Advanced Coir Technology. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these	Graduate with Diploma in Advanced Coir Technology.	Promotion failing which by direct recruitment	Coir Board's employees with the requisite qualification.

						communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Technical Assistant (Brush Making)	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Not applicable	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Studied upto SSLC with ten years experience in a supervisory capacity in a reputed organization engaged in the manufacture of domestic, industrial and sanitary brushes with adequate experience in handling of wood working machines. Should possess a Certificate for special completion of brush making or should have undergone apprenticeship in brush making for a period of atleast four months in a reputed organization. Note 1: Qualifications are relaxable at the discretion of the	Not applicable	By direct recruitment	Not applicable

						<p>appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the direction of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
1	2	3	4	5	6	7	8	9	10
Shift Supervisor	Two* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-15-435-25-560	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing	Diploma in Textile Technology with 2 or 3 years' experience in a weaving establishment. Note 1: Qualifications are	Not applicable	By direct recruitment	Not applicable

					date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Spinner	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty five years. Note:- The crucial date for	SSLC or equivalent with a diploma in Advanced Coir Technology from the National Coir Training and Design	SSLC or equivalent with a diploma in Advanced Coir Technology from the National Coir Training and Design	By promotion failing which by direct recruitment	Training Assistant

				<p>determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>Centre.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	Centre.	nt	
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1	2	3	4	5	6	7	8	9	10
Mechanic	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Pass in KGTE or MGTE Higher Workshop Mechanic or III in the Trade of Mechanic with at least one year experience as a Mechanic in a concern of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of	Experience as a Fitter Mechanic for atleast three years.	By promotion failing which by direct recruitment	Coir Board's employees with the requisite qualifications.

						candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Gestetnor Operator	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-8-370-10-400-EB-10-480	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Proficiency in handling Gestetnor machine with 10 years experience. Sufficient knowledge in English. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the direction of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage	Proficiency in handling Gestetnor machine with 5 years experience.	By promotion failing which by direct recruitment	Gestetnor Operator, Junior grade and Group 'D' employees with requisite qualifications.

						of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Driver (Senior)	Three* *(Subject to variation dependent on work load)	Group 'C'	Rs.330-8-370-10-400-EB-10-480	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Should be in possession of a valid license with 10 years experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled	Should be in possession of a valid license with 5 years experience under the Board.	By promotion failing which by direct recruitment	Driver/Driver orderly and Group 'D' employees with requisite qualifications and experience.

						Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Lower Division Clerk (including Record Keeper)	Thirty* (Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding twenty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent. 30 w.p.m. in typewriting essential. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging	SSLC or equivalent. 30 w.p.m. in typewriting essential.	50% promotion by selection from Group 'D' employees and 50% by direct recruitment .	Group 'D' employees of the Coir Board with requisite qualifications.

						to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Hindi Typist	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Essential: SSLC or equivalent examination with typewriting in Hindi. Desirable: Knowledge of Hindi Stenography will be an additional qualification. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	Not applicable	By direct recruitment	Not applicable

						<p>Note 2:</p> <p>The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Salesman	*Fourteen *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Essential: SSLC or equivalent having knowledge of Book Keeping and Accountancy. 30 w.p.m. in typewriting essential. Desirable: Preference will be given to the staff already working in the Showroom. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of	Not applicable	By direct recruitment	Not applicable

						<p>candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Training Assistant	*Six *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent. A pass in the Advanced Training Course conducted by the National Coir Training and Design Centre. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities	Not applicable	By direct recruitment	Not applicable

						possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Laboratory Assistant	*Two *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent with four years' laboratory experience in a research laboratory or PUC / Pre-Degree in Physics or Chemistry with two years laboratory experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled	SSLC with Coir Technology and two years experience in softening, bleaching and dyeing of Coir yarn.	By promotion which by direct recruitment	Group 'D' employees of the Coir Board with the prescribed qualifications.

						Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Dyeing Maistry	*Two *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC with Coir Technology and 3 years experience in coir spinning, weaving dyeing of coir. A pass in the Artisans Training Course at National Coir Training and Design Centre is desirable. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	Literate and 3 years experience in dyeing of Coir. Pass in Artisans Training Course at National Coir Training and Design Centre desirable.	By promotion failing which by direct recruitment	Group 'D' employees of the Board possessing requisite qualification/ experience.

						<p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
1	2	3	4	5	6	7	8	9	10
Spinning Maistry	*Two *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications	SSLC with Coir Technology and 3 years experience in coir spinning, weaving dyeing of coir. A pass in the Artisans Training Course at National Coir Training and Design Centre is desirable.	Literate and 3 years experience in spinning of Coir. Pass in Artisans Training Course at National Coir Training and Design Centre desirable.	By promotion failing which by direct recruitment	Group 'D' employees of the Coir Board possessing requisite qualification/ experience.

					<p>from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>		
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1	2	3	4	5	6	7	8	9	10
Weaving Maistry	*Two *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC with Coir Technology and 3 years experience in coir spinning/ weaving/ dyeing of coir. A pass in the Artisans Training Course at National Coir Training and Design Centre is desirable. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that	Literate and 3 years experience in weaving of Coir. A pass in Artisans Training Course at National Coir Training and Design Centre desirable.	By promotion failing which by direct recruitment	Group 'D' employees of the Coir Board possessing requisite qualification/ experience.

						sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Fabrication Maistry	*One *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI Certificate in the trade of Mechanic /Machinist OR SSLC with 3 years experience in a workshop/ Industrial Estate in operating lathe, drilling and cutting machine and knowledge for undertaking structural fabrication and creation work. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	Literate with 3 years experience in a workshop / Industrial estate or under the Board in operating lathe, drilling and cutting machine.	By promotion failing which by direct recruitment	Group 'D' employees of the Board possessing the prescribed qualification/ experience.

						<p>Note 2:</p> <p>The qualification(s) regarding experience is / are relaxable at the direction of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Recordsman	*Two *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC with Artisan's training course of the National Coir Training and Design Centre 3 years experience in field. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the	Literate with Artisan's training course of National Coir Training and Design Centre and 3 years experience in field.	By promotion failing which by direct recruitment	Group 'D' employees of the Board possessing requisite qualification / experience.

						requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Driver (excluding Staff Car Driver and Driver orderly)	Three* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Not applicable	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Should be in possession of a valid Driving License with three years experience. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of	Not applicable	By direct recruitment	Not applicable

						candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Electrician	Two* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent. KGTE or MGTE Higher (Light and Power) or equivalent certificate of five years experience in Winding wiring etc. in a reputed firm. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled	Not applicable	By direct recruitment	Not applicable

						<p>Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Fitter Mechanic	Four* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6- 290-EB-6- 326-8-366- EB-8-390- 10-400	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI Certificate in the trade of Mechanic. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By promotion failing which by direct recruitment	Machinist

1	2	3	4	5	6	7	8	9	10
Carpenter	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI Certificate in the trade of Carpenter or SSLC with 3 years experience in precision work in making wooden pattern for casting of machine components. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities	Literate with 3 years experience in precision work of making wooden pattern for casting machine components.	By promotion failing which by direct recruitment	Group 'D' employees of the Coir Board possessing requisite qualification.

						possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
Blacksmith	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI Certificate in the trade of Smithy/SSLC with 3 years experience in Blacksmithy and welding in a factory of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority	Literate with 3 years experience in Blacksmithy and Welding work	By promotion failing which by direct recruitment	Group 'D' employees of the Coir Board possessing requisite qualification.

						is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Turner	One* *(Subject to variation dependent on work load)	Group 'C'	Rs.260-6-290-EB-6-326-8-366-EB-8-390-10-400	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI Certificate in the trade of Turner OR SSLC with 3 years experience in machine jobs and structural fabrication in a mechanical engineering workshop of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority	Literate with 3 years experience in Machine job and structural fabrication in a mechanical workshop under the Board.	By promotion failing which by direct recruitment	Group 'D' employees of the Coir Board possessing the prescribed qualification / experience.

						in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Gestetnor Operator	One* *(Subject to variation dependent on work load)	Group 'D'	Rs.260-6-326-EB-8-350	Selection	Not applicable	Not applicable	Proficiency in handling Gestetner Machine. Sufficient knowledge of English.	By promotion	Group 'D' employees of the Coir Board.

1	2	3	4	5	6	7	8	9	10
Helper Mechanic (Mechanical)	Two* *(Subject to variation dependent on work load)	Group 'C'	Rs.220-10- 280 -15- 340	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI trade Certificate as fitter (Mechanical) Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Helper Mechanic (Carpentry)	One* *(Subject to variation dependant on work load)	Group 'D'	Rs.220-10-280	Not applicable	Not exceeding thirty years Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI certificate (Carpentry) Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Selection Grade Daftry	One* *(Subject to variation dependant on work load)	Group `D`	Rs.210-4-250-EB-5-270	Non Selection	Not applicable	Not applicable	Ability to read and write local language / English	By promotion	Promotion of Daftry with 3 years' service failing which peon/stitcher with five years' service in the grade in the Coir Board.
Sorter	One* *(Subject to variation dependant on work load)	Group `D`	Rs.210-4-250-EB-5-270	Non Selection	Not applicable	Not applicable	Ability to read and write local language / English	By promotion	Promotion of Peon/Watchman/ Stitcher with 5 years' service. Jamadar/ Daftry with three years of service in the Coir Board.
Jamedar	One* *(Subject to variation dependant on work load)	Group `D`	Rs.200-3-206-4-234-EB-4-250	Non Selection	Not applicable	Not applicable	Ability to read and write local language / English	By promotion	Sweeper/Peon/ Watchman
Daftry	Two* *(Subject to variation dependant on work load)	Group `D`	Rs.200-3-206-4-234-EB-4-250	Non Selection	Not applicable	Not applicable	Ability to read and write local language / English	By promotion	Peon/Stitcher/Wa tchman with three years of service in the Coir Board.

1	2	3	4	5	6	7	8	9	10
Peon/Watcher /Stitcher	Forty eight* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding 30 years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Pass in Middle School Standard. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Fieldman	Four* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding 30 years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Pass in Middle School Standard. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Helper	One* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding 30 years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Pass in the Artisans Training Course conducted by the National Coir Training and Design Centre or a pass in VIII Standard and at least two years experience in a reputed brush making unit. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled	Not applicable	By direct recruitment	Not applicable

						<p>Tribe if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
1	2	3	4	5	6	7	8	9	10
Field Attender (Product Development and Diversification)	Nine* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	<p>Not exceeding thirty years.</p> <p>Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>Studied upto IV standard and three years experience in Coir Spinning/ dyeing/ weaving in an established Institute. A pass in Artisans Training Course at the National Coir Training and Design Centre desirable.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing</p>	Not applicable	By direct recruitment	Not applicable

					<p>authority in case of candidates otherwise well qualified.</p> <p>Note 2:</p> <p>The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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1	2	3	4	5	6	7	8	9	10
Field Attender (Smithy and Welding)	One* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Practical experience in Black Smithy and Welding for a period of three years with ability to read and write. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing	Not applicable	By direct recruitment	Not applicable

						authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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1	2	3	4	5	6	7	8	9	10
Gardener	One* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Should be literate. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Sweeper	Two* *(Subject to variation dependant on work load)	Group 'D'	Rs.196-3-220-EB-3-232	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Should be literate. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Dy. Director (Co-operativisation)	One* *(Subject to variation dependant on work load)	Group 'A'	Rs.700-40-900-EB-40-1100-50-1300	Selection	Not exceeding forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	(i) First or Second Class Master's Degree in Commerce / Economics/ Statistics of a recognized University or equivalent with higher diploma in Cooperation. OR First or Second Class Master's Degree or equivalent in Cooperation of a recognized University. (ii) Five years' experience in work connected with co-operative societies. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s)	Graduate with ten years' experience out of which five years should be in a supervisory capacity.	Promotion failing which by direct recruitment	Promotion from Officers of the Coir Board in the grade of Rs.650-960.

						regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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1	2	3	4	5	6	7	8	9	10
Scientific Assistant (Polymer Technology)	One* *(Subject to variation dependant on work load)	Group 'B'	Rs.550-25-750-EB-30-900	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A Degree in polymer technology/rubber technology/plastics of a recognized university or equivalent. NOTE: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.	Not applicable	By direct recruitment	Not applicable

1	2	3	4	5	6	7	8	9	10
Senior Auditor (Internal Audit)	Two* *(Subject to variation dependant on work load)	Group 'B'	Rs.550-25-750-EB-30-900	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	<u>Essential</u> (i) B.Com with Advanced Accountancy (ii) Three years' experience in the accounts branch either in a public or private sector undertaking. <u>Desirable</u> Experience in audit work. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging	Assistant / Accountant with five years experience with knowledge of accounts work, auditing or inspection of accounts. Junior Auditor/Upper Division Clerk with eight years experience with knowledge of accounts work, auditing or inspection of accounts.	Promotion failing which by direct recruitment	Assistants, Accountants, Junior Auditors, Upper Division Clerks.

						to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Weaving Assistant	One* *(Subject to variation dependant on work load)	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Not applicable	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar	Degree in textile technology from a recognized university or equivalent. OR (i) Diploma in Textile technology from a recognized institution; and (ii) Two years' experience in weaving. Note 1: Qualifications are relaxable at the discretion of the appointing authority	Not applicable	By direct recruitment	Not applicable

					Islands and Lakshadweep)	in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Cooperative Inspector	Two* *(Subject to variation dependant	Group 'C'	Rs.425-15-500-EB-15-560-20-700	Selection	Not exceeding thirty years. Note:- The crucial date for determining	(i) First or second class Degree of a recognized university with co-operation as one of the subjects. OR	Upper Division Clerk/ Junior Stenographers with three years experience with higher Diploma	Promotion failing which by direct recruitment	Upper Division Clerks and Junior Stenographers

	on work load)				<p>the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)</p>	<p>Degree in Economics/ Statistics of a recognized university with higher Diploma certificate or equivalent in Co-operation from a recognized organization.</p> <p>(ii) Two years experience in the work connected with co-operative societies.</p> <p>Note 1:</p> <p>Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2:</p> <p>The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled</p>	<p>certificate or equivalent in Co-operation from a recognised organisation.</p>		
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						Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Junior Auditor	Two* *(Subject to variation dependant on work load)	Group 'C'	Rs.330-10-380-EB-12-500-EB-15-560	Selection	Not exceeding thirty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A Degree from a recognized university with two years' experience in the accounts branch of a public or private sector undertaking. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience	Lower Division Clerk with five years experience of which at least one year should be in work connected with accounts.	Promotion failing which by direct recruitment	Lower Division Clerks.

						<p>is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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	2	3	4	5	6	7	8	9	10
Helper (Dyeing)	Eight	`D`	Rs.220-10-270	Selection	Not exceeding 35 years	A pass in the Training Course of not less than six months duration conducted by the National Coir Training and Design Centre, with three years experience in dyeing.	A pass in the Training course of not less than six months duration conducted by the National Coir Training and Design Centre with two years experience in dyeing.	Promotion failing which by direct recruitment .	Staff on the scale of Rs.196-232 and dyeing workers of Hindustan Coir.
1	2	3	4	5	6	7	8	9	10
Director (Marketing)	One* * Subject to variation depending on work load	Group `A`	Rs.3700-125-4700-150-5000	Selection	Not exceeding 40 years Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than in Andaman & Nicobar and Lakshadweep	Post Graduate Degree in Business Management with 5 years experience in Marketing or export promotion of coir goods. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the	Post Graduate Degree in Business Management with 7 years experience in Marketing / Sales/ Export Promotion	Promotion failing which by deputation / transfer including on short term contract, failing both by direct recruitment .	Promotion: Officers of the Coir Board in the scale of Rs.3000-4500 with 5 years service in the grade rendered after appointment thereto on regular basis.

					Islands etc.)	discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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For the entry relating to the post of Joint Director(Plg) and the entries relating thereto, the following entries shall be substituted, namely :									
Joint Director (Planning)	One	Group 'A'	Rs.3000-100-3500-125-4500	Selection	45 years	<p>First Class or Second Class Masters Degree in Commerce / Economics/ Statistics of recognized University or equivalent with 7 years experience in formulation and implementation of plans relating to industry, preferably village and small industries.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled</p>	<p>5 years experience as Regional Officer/ Development Officers/ Dy. Director/ Administrative Officer and similar posts in the scale of Rs.2200-4000 or 7 years experience as Section Officer/ Dy. Development Officer and similar posts in the scale of Rs.2000-3500. He/she must be a graduate of recognized University in Economics, Commerce or Statistics.</p> <p>“Note: Educational qualification can be relaxed in the case of deserving candidates having put in 12/15 years’ of service in the feeder grades in the scale of Rs.2200-4000/ 2000-3500 respectively provided that Economics, Commerce or</p>	Promotion failing which by direct recruitment .	Development Officer/ Deputy Director/ Adm. Officer & non-technical Officers of equivalent cadre.

						<p>Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>	<p>Statistics was one of the subjects (either main or subsidiary) at Graduation level.”</p>		
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Hindi Translator	One(1)* 1990 Note *Subject to variation depending upon work load	Group 'C', Non-Gazette d, Non-Ministerial	Rs.1400-40-1800-EB-50-2300	Selection	28 years (Relaxable for Government Servants upto 35 years in accordance with the instructions or orders issued by the Central Government) Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep) In respect of posts, the appointments to which are made through the	Master's Degree of a recognized University in Hindi/ English, with English / Hindi as a compulsory/elective subject or as medium of examination at degree level. (OR) Master's Degree of a recognized University in any subject other than Hindi/ English, with Hindi and English as compulsory/elective subjects of either of the two as medium of examination and the other as a compulsory /elective subject at degree level. (OR) Master's Degree of a recognized University in any subject other than Hindi/ English with Hindi / English medium and English /		By promotion or by transfer on deputation/ transfer failing both by direct recruitment .	Promotion: Officers of Coir Board in the scale of pay of Rs.1200-2040 and above possessing qualifications laid down in column 7 for direct recruitment. Transfer on deputation/ Transfer: From amongst Central Government Officers holding- (a)(i) analogous posts, or (ii) posts in the pay scale of Rs.330-560 (Rs.1200-2040 revised) or equivalent with 3 years' regular service in the

				<p>employment exchanges the crucial date for determining the age limit, in each case, be the last date upto which the Employment Exchanges are asked to submit the names.</p>	<p>Hindi as a compulsory/elective subject or as medium of examination at degree level.</p> <p>(OR)</p> <p>Bachelor's degree of a recognized University, with Hindi and English as compulsory/ elective subjects or either of the two as medium of examination and the other as a compulsory/elective subject, plus a recognised Diploma / Certificate Course in Translation from Hindi to English and vice-versa or two year's experience of Translation work from Hindi to English and vice-versa in Central / State Government offices, including Government of India undertaking.</p>			<p>grade, or (iii) posts in the pay scale of Rs.260-400 (Rs.950-1500 revised) or equivalent with 5 years regular service in the grade, and (b) possessing educational and other qualifications laid down in column 7 for direct recruits".</p>
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Hindi Officer	One* (1990) *subject to variation dependent on workload	Group 'B'	Rs.2000-60- 2300-EB-75- 3200	Selection	Not exceeding 35 years	Essential: Master's degree of a recognized University or equivalent in Hindi with English as a subject at the degree level. OR Master's degree of a recognized University or equivalent in English with Hindi as a subject at the degree level. OR Master's degree of a recognized University or equivalent in any subject with Hindi and English as a subject at the degree level. OR Master's degree of a recognized University or equivalent in any subject with Hindi medium and English as a subject at the degree level.	No	Promotion or by transfer on deputation failing which by direct rectt.	Promotion: Hindi Assistant or Hindi Translator in the scale of pay of Rs.1400-2300 with eight years regular service in the grade. Transfer on deputation: Officers from the Central/ State Governments:- (a)(i) Holding analogous posts, or (ii) with 3 years service in posts in the scale of pay of Rs.550-800 /900(pre-revised) or equivalent, or (iii) with 8 years service in posts in the scale of pay of Rs.425-700 / 800 (pre-revised or equivalent) and (b) possessing the educational qualification laid down for direct

					<p>OR</p> <p>Master's degree of a recognized University or equivalent in any subject with English medium and Hindi as a subject at the degree level.</p> <p>(ii) 5 years experience of terminological work in Hindi and / or Translation work from English to Hindi or vice-versa, preferably of technical or scientific literature, or 5 years' experience of teaching, research, writing or journalism in Hindi.</p> <p>NOTE 1: The qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>NOTE 2: The qualifications regarding experience</p>			recruits under column 7.
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					<p>are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if, at any stage of selection the appointing authority, is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p> <p>Desirable:</p> <p>(i) Knowledge of Sanskrit and / or a Modern Indian Language.</p> <p>(ii) Administrative experience.</p> <p>(iii) Experience of organizing Hindi classes or workshops for noting and drafting.</p>			
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Showroom Manager Grade I	(Three) (2006) *Subject to variation dependent on work load.	Group A	Rs.8000-275-13,500	Selection	Not applicable	Not applicable	Five years regular service as Manager Grade II or Manager Grade II cum Public Relations Officer	Promotion.	Showroom Manager Grade II and Showroom Manager Grade II cum Public Relations Officer
Showroom Manager Grade II	(Six) (2006) *Subject to variation dependent on work load.	Group B	Rs.6500-200-10,500	Selection	Not applicable	Not applicable	Three years regular service as Manager Grade III	Promotion.	Showroom Manager Grade- III
Showroom Manager Grade II cum Public Relations Officer at Delhi	(One) (2006) *subject to variation dependent on workload	Group B	Rs.6,500-200-10,500	Section	Not applicable	Not applicable	Degree of a recognized university with three years regular service as Manager Grade III and having experience in public relations, liaison and protocol	Promotion	Showroom Manager Grade III
Showroom Manager Grade III	(Twenty three) (2006) *subject to variation dependent on work load.	Group C	Rs.4,500-125-7,000	Non Selection	35 years	Degree of a recognized University or equivalent with 2 years experience in Marketing of consumer products.	Not applicable	(i) 50% by direct recruitment	Not applicable
					Not applicable	Not applicable	Three years regular service as Assistant Showroom Manager or Upper Division Clerk	(ii) 50% by promotion	Assistant Showroom Manager or Upper Division Clerk.

1	2	3	4	5	6	7	8	9	10
Joint Director (Technical)	One* (1989) *Subject to variation depending on work load	Group 'A'	Rs.3000-100-3500-125-4500 (revised)	Selection	Not exceeding 45 years Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A post-graduate degree in any branch of Textile Technology or Textile Engineering or Textile Chemistry / Applied Chemistry, Mechanical Engineering with at least five years manufacturing research experience in the field of coir or any other natural fibre. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of	A degree in any branch of Textile Technology or Textile Engineering or Textile Chemistry / Applied Chemistry or Mechanical Engineering with seven years' experience in the respective fields.	Promotion or deputation from Government Controlled Research Industrial Establishments, failing which by direct recruitment.	Senior Scientific Officers in the grade of pay of Rs.2000-4000 having minimum qualifications as in column 8.

						<p>candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Extension-cum-Training Assistant	Two* (1989) *(Subject to variation dependant on work load)	Group 'C'	Rs.1200-30-1560-EB-40-2040 (Revised)	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent and a pass in the Advanced Training Course conducted by the National Coir Training and Design Centre with 3 years' experience in a supervisory capacity in Coir Spinning/ Dyeing /Weaving. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes. If at any stage of Selection the appointing authority	SSLC or equivalent and a pass in the Advanced Training Course conducted by the National Coir Training and Design Centre with Two years' experience in the scale of Rs.950-1500.	Promotion failing which by direct recruitment	Training Assistant/ Spinning Maistry/ Weaving Maistry in the scale of Rs.950-1500.

						is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
1	2	3	4	5	6	7	8	9	10
Technical Assistant (Testing)	One* (1989) *(Subject to variation dependant on work load)	Group 'C'	Rs.1400-40-1800-EB-50-2300 (Revised)	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	A degree in Physics or Chemistry with three years' experience in Analytical / Testing work in any established laboratory. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at	SSLC and a pass in the Advanced Training Course conducted by the National Coir Training and Design Centre with five years' experience in laboratory work OR B.Sc. with five years experience in laboratory work.	Promotion failing which by direct recruitment	Senior Laboratory Assistant, Dyeing Supervisor in the scale of Rs.1200-2040 OR Laboratory Assistant with B.Sc degree and at least 5 years' experience in the scale of Rs.950-1500.

						<p>the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Machine Operator (Dye House)	One* (1989) *(Subject to variation dependant on work load)	Group 'C'	Rs.1400-40-1800-EB-50-2300 (Revised)	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	SSLC or equivalent with ITI certificate in the trade of Machinist or Fitter and five years' experience in a workshop. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	SSLC or equivalent with ITI Certificate in the Trade of Machinist or Fitter and three years' experience as Mechanic or Fitter Mechanic under the Coir Board.	Promotion failing which by direct recruitment	Fitter Mechanic and Mechanics on Junior grade under the Coir Board.

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Machine Operator (Needling Plant)	Two* (1989) *(Subject to variation depending upon the work load)	Group 'C'	Rs.950-20-1150-EB-25-1500 (Revised)	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	ITI certificate (Electrician or Fitter) Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is / are relaxable at the discretion of the appointing authority in the case of candidates belonging to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.	Pass in VIIIth standard and three years, experience in operation of electrically driven coir processing machinery.	Promotion failing which by direct recruitment	Helper (Coir Processing) in the scale of Rs.750-940.

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Helper (Coir Processing)	One* *Subject to variation depending upon the work load	Grade 'D'	Rs.750-12-870-EB-14-940 (Revised)	Not applicable	Not exceeding 35 years	Ability to read and write	Not applicable	Direct Recruitment	Not applicable
Extension Service Officer	Six* *Subject to variation depending upon work load	Group 'B'	Rs.2000-60-2300-EB-75-3200	Selection	Not exceeding 40 years Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of Andaman & Nicobar Islands and Lakshadweep)	Degree in Science preferably with Chemistry and Diploma in Advanced Coir Technology. Note 1: Qualification is relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification regarding experience is relaxable at the direction of the appointing authority in the case of candidates belonging	Experience as Extension Service Assistant/ Dyeing Assistant (Spinning)/ Research Assistant/ Weaving Assistant/ Inspector for three years.	Promotion failing which by direct recruitment.	Extension Service Assistant/ Dyeing Assistant/ Technical Assistant (Spinning)/ Research Assistant/ Weaving Assistant/ Inspector.

						to the Scheduled Castes and Scheduled Tribes if at any stage of Selection the appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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Section Officer	7	Group 'B'	Rs.2000-60-2300-EB-75-3200	Non selection	Not applicable	Not applicable	5 years' service in the scale of pay of Rs.1400-2300 with 7 years' total service in the Board. Note: The provision prescribing 7 years' total service in the Board will not apply to the employees of the Board holding posts mentioned in Column 10 on the date of notification these Amendment bye-laws.	By promotion	For promotion Assistant/Investigator/Senior Auditor/ Liaison Officer/ Hindi Assistant/ Hindi Translator/ Accountant/Senior Stenographer and Co-operative Inspector possessing the requisite qualification and experience prescribed in Column 8.

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Accounts Officer (Internal Audit)	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.840-40-1000-EB-40-1200	Selection	Not exceeding Forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of the Andaman and Nicobar Islands and Lakshadweep)	B.Com with Advanced Accountancy and five years experience in the accounts Branch either in a public or private sector undertaking in a responsible position or ACA or SAS with three years experience. Experience in audit work desirable. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the appointing authority in the case of candidates belonging	Five years experience as Accounts Manager or Seven years experience as Section Officer with experience in the Audit and Accounts of the Board.	Promotion failing which by direct recruitment	Accounts Manager / Section Officer

						to Scheduled Castes and Scheduled Tribes if at any stage of selection. The appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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Accounts Officer	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-810-EB-35-880-40-1000-EB-40-1200	Selection	Not exceeding Forty years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of the Andaman and Nicobar Islands and Lakshadweep)	B.Com with Advanced Accountancy and five years experience in the accounts Branch either in the public or private sector or ACA. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience	Three years' experience as Accounts Manager.	Promotion failing which by direct recruitment	Accounts Manager.

						is/are relaxable at the discretion of the appointing authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if at any stage of selection. The appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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Accounts Manager	Two* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960.	Selection	Not exceeding thirty five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in	B.Com with Advanced Accountancy having five years experience in accounts Branch of a Government Department or concern of repute. OR Post Graduate qualifications in Accountancy including M.Com with two years' experience in accounts in a	B.Com with Advanced Accountancy and five years' experience as Accountant or Assistant who had undergone Cash and Accounts Training conducted by the ISTM (Deptt. Of Personal and Administrative Reforms) along with 3 years' experience in Accounts Section / Branch.	Promotion failing which by direct recruitment	Accountants / Assistants

					<p>the Union Territories of the Andaman and Nicobar Islands and Lakshadweep)</p> <p>Company or Government Department.</p> <p>Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the appointing authority in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if at any stage of selection. The appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.</p>			
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Research Officer	Two* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960.	Selection	Not exceeding Thirty Five years. Note:- The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (other than those in the Union Territories of the Andaman and Nicobar Islands and Lakshadweep)	First or Second Class Master's Degree in Economics / Statistics/Commerce of a recognized university or equivalent and three years' experience / training in the application of analytical / Economic / Statistical/ Operational Research techniques/ Field Survey in a Government or Semi-Government organization or a concern of repute. Note 1: Qualifications are relaxable at the discretion of the appointing authority in case of candidates otherwise well qualified. Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the appointing authority	A Degree in Economics/Mathematics/ Statistics/ Business Management/Commerce and five years' experience as Investigator / Assistant.	Promotion failing which by direct recruitment	Investigator / Assistant.

						in the case of candidates belonging to Scheduled Castes and Scheduled Tribes if at any stage of selection. The appointing authority is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the vacancies reserved for them.			
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Private Secretary (interchangeable with the post of Section Officer)	One* *(Subject to variation dependent on work load)	Group 'B'	Rs.650-30-740-35-880-EB-40-960	Selection	Not applicable	Not applicable	SSLC or equivalent with 150 w.p.m. in Shorthand and 60 w.p.m. in Typewriting.	Promotion.	Senior Stenographers and Assistants.