



भारतीय वन्यजीव संस्थान
Wildlife Institute of India



Sálim Ali Centre for Ornithology and Natural History

(South India Centre of Wildlife Institute of India)

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Advt. No. SACON/RES/RCTMT/ADVT-08/2026

Recruitment of Research Personnel and Consultants in the project

‘Centre of Excellence on Human-Wildlife Conflict’

Application deadline: 05-10-2026 | 05:00 PM

Sálim Ali Centre for Ornithology and Natural History (SACON), South India Centre of Wildlife Institute of India (WII), an autonomous institution under the Ministry of Environment, Forest & Climate Change (MoEFCC), Government of India, wishes to engage the following research personnel and consultants (Indian Nationals only) on purely temporary basis in its flagship programme **Centre of Excellence on Human-Wildlife Conflict**. Interested candidates may apply online at <https://wii-saconrp.in/>. Details of the vacancies and application procedures are given below.

WII-SACON Centre of Excellence on Human-Wildlife Conflict | Project Duration: FIVE years

SN	POSITION	NO. OF POSITIONS	ESSENTIAL QUALIFICATIONS	DESIRABLE QUALIFICATIONS	UPPER AGE LIMIT (AS ON 05-10-2026)	MONTHLY EMOLUMENTS	DESCRIPTION OF WORK
1	CONSULTANT	TWO (2)	Master's degree in Science/Statistics/Data Science/Library and Information Science or allied disciplines (OR) Bachelor's degree in Engineering/Technology (OR) Ph.D. in allied disciplines (OR) Retired Government employees with Grade Pay Rs. 4,600 and above* AND 3-20 years* of professional experience in relevant fields.	i) Proven track record of academic/service excellence with experience in relevant subject area and/or contribution in human-wildlife interface/ conflict management. ii) Experienced Forest Officers/ Scientists/ Faculty/ Technical Professionals with relevant experience.	40 -65 years*	Rs. 60,000 – Rs. 1,75,000* (Consolidated)	Provide strategic and technical support for spatial planning, Human–Wildlife Conflict (HWC) management, and data analysis, statistics, bibliometric/scientometric analysis and knowledge synthesis across the Centre's thematic components. The selected consultant will support national-level mapping of HWC areas; development and maintenance of spatial databases, dashboards, and Human–Wildlife Interface (HWI) Tracking and Prediction Tools using Remote Sensing (RS), GIS, and AI/ML approaches; integration and analysis of multidisciplinary datasets to identify national- and regional-level patterns, trends, and emerging issues; application and interpretation of appropriate statistical and quantitative methods; critical evaluation of analytical approaches and predictive models; coordination with State Forest Departments and partner institutions; preparation of technical reports, policy documents, and other programme deliverables. The consultant will also assist the Nodal Officers/Project Investigators in achieving programme objectives and support other institutional activities as assigned.
			* Please refer to the General Terms and Conditions under CONSULTANTS, and table of different Consultant categories given therein.				
2	PROJECT SCIENTIST-I/II* * Grade (PS-I/II) will be subject to relevant qualifications and experience of selected candidate	ONE (1)	<u>For Project Scientist-I (PS-I)</u> Doctoral Degree in Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied disciplines from recognized institute/ University. <u>For Project Scientist-II (PS-II)</u> Doctoral Degree in Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other	i) Experience in Human-Wildlife Conflict studies, with focused research on drivers of conflicts and indicators; ii) Skill in field ecological surveys and methods; iii) Willingness to reside in remote locations with challenging conditions, and travel extensively across the country iv) Familiarity with data analysis, including R programming and GIS tools; and v) Good communication skill (speaking, reading, and writing).	35 years (PS I) 40 years (PS II)	Rs.77,000 + HRA (PS I) Rs.92,000 + HRA (PS II)	Conduct mapping and monitoring of the Zone of Influence across Protected Areas and other wildlife-rich landscapes to support spatial prioritization of Human-Wildlife Conflict (HWC) hotspots and management interventions. Assess habitat quality, model ecological and social carrying capacity, study movement ecology of conflict species, and predict future conflict scenarios. Support implementation of population management interventions and undertake One Health research to develop and implement species- and site-specific measures for mitigating Human-Wildlife Interactions (HWI). Assist the Nodal Officers/Project Investigators in achieving project objectives and support other institutional activities.

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			allied disciplines from recognized institute/ University AND Three years of Research Experience (after obtaining Doctoral degree) in R&D in Industrial or Science & Technology Institutions or scientific activities and Services.				
3	PROJECT ASSOCIATE-II	TWO (2)	Bachelor's in Engineering/ Technology (Computer Science/ Information Technology/ Remote Sensing/ GIS/ Electrical Engineering/ Electronics & Communication/ Mechatronics/ Mechanical Engineering/ AI Technology/ Data Science/) (OR) Four Years Bachelor's Degree (as per NEP) in Sociology/ Anthropology/ Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied discipline from recognized institute/ University, AND Two years of experience (after obtaining the qualifying Bachelor's degree) in R&D in Industry, Science & Technology Institutions or Scientific projects or Scientific Services [OR] Master's Degree in Sociology/ Anthropology/ Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied disciplines from recognized institute/ University AND Two years of experience (after obtaining Master's degree) in R&D in	i) Experience in HWC studies and/or deployment of technologies for HWC management; ii) Familiarity with engineering technologies, GIS, Drones, AI-enabled applications, or stakeholder engagement and outreach; iii) Skill in field ecological and sociological surveys and methods; iv) Willingness to reside in remote locations with challenging conditions and travel extensively across the country; and v) Good communication skills (speaking, reading, and writing).	35 years	Rs.42,000 + HRA for CSIR-UGC NET (Lectureship)/ GATE qualified candidates and Rs. 33,000 + HRA for non-NET/GATE qualified candidates.	Support the development, deployment, and integration of advanced technologies for Human-Wildlife Conflict (HWC) monitoring, early warning, surveillance, AI-enabled dashboards, mobile applications, and other decision-support tools. Assist in the development of awareness materials and communication strategies; coordinate stakeholder engagement with communities, government departments, NGOs, educational institutions, and media; and support outreach programmes, training, volunteer networks, and behaviour change initiatives. Collaborate with partner institutions for technology development, testing, and implementation, and assist the Nodal Officers/Project Investigators in achieving project objectives and supporting other institutional activities.

SN	POSITION	NO. OF POSITIONS	ESSENTIAL QUALIFICATIONS	DESIRABLE QUALIFICATIONS	UPPER AGE LIMIT (AS ON 05-10-2026)	MONTHLY EMOLUMENTS	DESCRIPTION OF WORK
			Industry, Science & Technology Institutions or Scientific projects or Scientific Services.				
4	PROJECT ASSOCIATE-I	ONE (1)	Master's Degree in Sociology/ Anthropology/ Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied disciplines from recognized institute/ University. [OR] Four Years Bachelor's Degree (as per NEP) in Sociology/ Anthropology/ Natural Sciences (Wildlife Science/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied disciplines from recognized institute/ University.	i) Experience in dealing with Human-Wildlife Conflict issues; ii) Skill in communication and conducting national level training for various stakeholders on HWC; iii) Willingness to reside in remote locations with challenging conditions, and travel extensively across the country and iv) Good communication skill (speaking, reading, and writing).	35 years	Rs.37,000 + HRA for CSIR-UGC NET (Lectureship)/GATE qualified candidates and Rs. 30,000 + HRA for non-NET/GATE qualified candidates.	Develop training curricula, manuals, and capacity-building programmes on Human-Wildlife Conflict (HWC) management. Organize training programmes, exposure visits, certificate courses, and other specialized capacity-building initiatives for stakeholders in collaboration with partner institutions to strengthen national training and awareness programmes. Assist the Nodal Officers/Project Investigators in achieving project objectives and support other institutional activities.
5	PROJECT ASSISTANT	SIX (6)	Bachelor's Degree in Natural Sciences (Wildlife Science/ Biotechnology/ Microbiology/ Zoology/ Ecology/ Biodiversity Studies/ Marine Sciences/ Marine Biology/ Environmental Sciences/ Geoinformatics/ Life Sciences)/ Agriculture/ Forestry or any other allied disciplines from recognized institute/ University.	i) Interest / experience in Human-Wildlife Conflict studies; ii) Skill in field ecological surveys and methods, and molecular genetic techniques; iii) Willingness to reside in remote locations with challenging conditions, and travel extensively across the country and iv) Good communication skill (speaking, reading, and writing).	50 years	Rs.27,000 + HRA	Support the Centre across its six thematic components: (i) Policy and Advocacy Support, (ii) Spatial Analyses and Knowledge Management, (iii) Integration of Advanced Technologies, (iv) Stakeholder Engagement and Awareness, (v) Capacity and Skill Development, and (vi) Action Research and Long-Term Monitoring. Assist in spatial analyses, field surveys, data and sample collection, documentation, coordination with project team members, Forest Departments, and other line departments, as well as data processing, analysis, visualization, and management of project databases. Assist the Nodal Officers/Project Investigators in achieving project objectives and support other institutional activities as assigned.

HOW TO APPLY

1. Interested candidates, who fulfil the required Essential Qualification(s) may fill in and submit the Application Form through SACON's **Online Application Portal** (<https://wii-saconrp.in/>) latest by **5:00 PM** on **05 October, 2026**.
2. **The Application Form should be filled and submitted Online ONLY** along with self-attested scanned PDF copies of all supporting documents and testimonials such as copies of certificates, mark lists and testimonials of essential and desirable qualifications, research/work experience, date of birth, community, extracurricular activities etc. uploaded on the portal. [Please do NOT send hard copies of application forms and attachments].
3. Applicants belonging to **GENERAL** category should pay an **Application Fee of Rs. 500/-** (Rupees Five Hundred only). However, candidates belonging to **SC/ST/OBC/EWS/PwBD** categories are exempted from the said Application Fee, but shall have to pay **Rs.100/-** as '**Application Processing Fee**'. All the payments must be done through **the online payment gateway** at the Application Portal. [Note that candidates belonging to OBC category should upload valid OBC certificate as endorsed by the Government of India and issued by competent authorities, and should NOT submit other certificates in its place to back their claim].
4. Non-payment of Application Fees shall lead to rejection of application. Note that the Application Fees/Application Processing Fees are NON-REFUNDABLE under any circumstances.
5. **A candidate can apply for a maximum of TWO advertised positions in a single advertisement.** Candidates applying for more than one position should submit **SEPARATE** sets of applications and supporting documents, along with prescribed Application Fee/Application Processing Fee separately for EACH position.
6. Only the shortlisted candidates will be invited for the **Online Interview** through which the final selection of candidates will be made. Details of the Interview, including the exact date, time and online link, will be individually intimated to the shortlisted candidates by email.
7. If selected, all original documents in support of qualifications, age, experience etc. should be produced by the candidate for verification before joining SACON. **The hard copies of the filled-in application form along with self-attested true copies** of all supporting documents should also be submitted at the time of joining.
8. **For any technical issues or queries**, please write to <it.sacon@wii.gov.in> or call landline at 0422-2203114 or mobile number 91593 94160.

GENERAL TERMS & CONDITIONS

FOR RESEARCH PERSONNEL (*Project Scientists, Project Associates, & Project Assistants*)

1. Candidates applying for the above positions should possess all the Essential Qualifications, with originals of supporting documents, as on the date of application deadline.
2. The **upper age** limit may be relaxed as per the Government of India norms [up to **5 years** in the case of candidates belonging to **SC/ST** categories, whereas up to **3 years** in the case of **OBC** candidates].
3. Selected candidates will be provided with hostel accommodation at SACON as per availability. Other allowances and benefits to the research personnel will be admissible as per the rules.

4. Canvassing in any form is liable to rejection of the candidature.
5. The Director, WII-SACON reserves the right to reject any application/candidature because of incomplete information provided by the candidate, application without supporting documents, non-payment of prescribed fees, application submitted after the stipulated deadline, or for any other reason(s), thereof.

FOR CONSULTANTS

1. Candidates applying for the CONSULTANT positions should possess all the Essential Qualifications, with originals of supporting documents, as on the date of application deadline.
2. The Director, WII-SACON reserves the right to reject any application/candidature because of incomplete information provided by the candidate, application without supporting documents, non-payment of prescribed fees, application submitted after the stipulated deadline, or for any other reason(s), thereof.
3. Selected candidates will be placed in any of the Consultant categories, commensurate with their age, professional qualifications and experience, as per the ***Revised Guidelines for Engagement of Consultants in Ministry of Environment, Forest & Climate Change, Government of India*** (OM No. ADMIN-43012/1/2022-P-II [E-176223], dated 15.04.2025). The engagement shall be governed by the rules and regulations, as laid out therein. A brief summary of different Consultant categories, as approved by MoEFCC, is tabulated below for quick reference:

CONSULTANT CATEGORY	ESSENTIAL PROFESSIONAL QUALIFICATION	MINIMUM YEARS OF EXPERIENCE IN RELEVANT FIELD	UPPER AGE LIMIT	CONSOLIDATED MONTHLY EMOLUMENTS
I. NON-SCIENTIFIC CONSULTANTS				
CONSULTANT 'A'	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/ Veterinary Science/ Medicine [OR] Retired Government Employees with Grade Pay of Rs 4,600 & above	3-5 years	65 years	Rs. 60,000
CONSULTANT 'B'	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/ Veterinary Science/ Medicine [OR] Retired Government Employees with Grade Pay of Rs 6,600 & above	5-10 years	65 years	Rs. 80,000
CONSULTANT 'C'	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/ Veterinary Science/ Medicine (OR) Ph.D. in allied disciplines [OR] Retired Government Employees with Grade Pay of Rs 8,700 & above	10-15 years	65 years	Rs. 1,00,000
SENIOR CONSULTANT	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/ Veterinary Science/ Medicine (OR) Ph.D. in allied disciplines [OR] Retired Government Employees at the level	> 15 years	65 years	Rs. 1,25,000

CONSULTANT CATEGORY	ESSENTIAL PROFESSIONAL QUALIFICATION	MINIMUM YEARS OF EXPERIENCE IN RELEVANT FIELD	UPPER AGE LIMIT	CONSOLIDATED MONTHLY EMOLUMENTS
	of Joint Secretary & above			
II. SCIENTIFIC CONSULTANTS				
SCIENTIFIC CONSULTANT GRADE-I	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/Veterinary Science/Medicine (OR) Ph.D. in allied disciplines	5-10 years	40 years	Rs. 90,000
SCIENTIFIC CONSULTANT GRADE-II	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/Veterinary Science/Medicine (OR) Ph.D. in allied disciplines	10-16 years	45 years	Rs. 1,20,000
SCIENTIFIC CONSULTANT GRADE-III	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/Veterinary Science/Medicine (OR) Ph.D. in allied disciplines	16-20 years	50 years	Rs. 1,45,000
SCIENTIFIC CONSULTANT GRADE-IV	Master's degree in Science (OR) Bachelor's degree in Engineering/Technology/Veterinary Science/Medicine (OR) Ph.D. in allied disciplines	> 20 years	62 years	Rs. 1,75,000

- The Consultant position is purely temporary and on contractual basis with consolidated monthly emoluments. Consultant is NOT entitled to any allowances or perks such as Dearness Allowance, Commute Allowance, HRA/residential accommodation, Telephone allowance, CGHS, Medical reimbursement, etc., except for outstation travel and accommodation as per project requirements. The tenure of engagement is initially for **ONE YEAR** and may be extended based on specific project requirements and performance.
- Kindly note that the Consultant position is a **FULL-TIME engagement** and they would not be permitted to take up any other assignment (with or without monetary benefits) during the consultancy tenure.
- The selected Consultants shall be posted at **Coimbatore/Delhi**, but are also liable to be positioned anywhere in the country, as required by the project.
- The Director, WII-SACON reserves the right to terminate Consultancy at any time without assigning any reasons thereof.

Nodal Officer, Recruitment and Placement Cell

WII-SACON