

GUIDELINES/NORMS/CRITERIA FOR APPOINTMENT TO SENIOR POSITIONS IN ATOMIC MINERALS DIRECTORATE FOR EXPLORATION & RESEARCH

Objective:

To ensure uniformity and transparency while identifying Senior Officers for senior positions in the Directorate.

Senior positions/Functional designations in AMD

- I. Additional Directors in AMD Headquarters.
- II. Regional Directors in all Regions.
- III. Group Heads in AMD Headquarters
- IV. Dy. Regional Directors in all Regions.

Procedure adopted:

1. A Committee comprising Additional Directors would meet and taking into account various parameters, recommend personnel to be designated
2. Based on the said recommendations, Director, AMD being Head of the Department would arrive at a decision in so far as designating personnel to higher positions is concerned.

Parameters considered:

- Seniority.
- Impact of scientific and technological accomplishment in DAE's programme.
- Special attributes towards guiding scientific and technical activities of the Directorate.
- Technical competency.
- Scientific temperament.
- Attendance.
- Leadership qualities.
- Productivity.
- Interpersonal relations.
- Administrative ability.
- Managerial skills and initiative to shoulder higher responsibilities.
- Organizational requirement and overall suitability.

Main criteria:

Though seniority plays an important role in designating personnel to functional posts, keeping in view the fact that such of the above positions involve shouldering of responsibility as Head of two or more Regions/Region/Group, etc., there is a necessity that the person is capable of managing the given responsibility with desired output and at the same time, capable of achieving the goal of the organisation. Hence, there is a necessity that the person should be equipped with all the qualities depicted above.