CAPACITY BUILDING COMMISSION

ANNUAL CAPACITY BUILDING PLAN
DEPARTMENT OF SCIENCE AND TECHNOLOGY

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List of Acronyms

ACBP	Annual Capacity Building Plan
B	Behavioral (Attitude)
CPGRAMS	Centralized Public Grievance Redress Monitoring System
CPSE/PSU	Central Public Sector Enterprises/ Public Sector Undertaking
CSS	Central Secretariat Service
DI	Drug Intermediate
DPCO	Drugs Price Control Order
DPEA	Drug Price Equalization Account
DST	Department of Science & Technology
eAPAR	electronic Annual Performance Appraisal Report
F	Functional (Skills/Operations)
FDI	Foreign Direct Investment
FGD	Focused Group Discussion
FTA	Free Trade Agreement
GPF	General Provident Fund
GST	Goods and Service Tax
IAS	Indian Administrative Services
JWG	Joint Working Group
KMS	Knowledge Management System
KSM	Key Starting Material
LTC	Leave Travel Concession
LTS	Leave Travel Subsidy
MDO	Ministry/Department/Organization
MIS	Management Information Systems
MoU	Memorandum of Understanding
MSMEs	Micro, Small and Medium sized Enterprises

1. Introduction

1.1. Mission Karmayogi

The Government of India launched the National Programme for Civil Services Capacity Building ('NPCSCB') – "Mission Karmayogi" in September 2020 with the objective of enhancing governance through Civil Service Capacity Building. Mission Karmayogi comprises six pillars of (i) policy framework, (ii) institutional framework, (iii) competency framework, (iv) digital learning framework (integrated government online training Karmayogi platform (iGOT - Karmayogi), (v) electronic Human Resource Management System (e-HRMS), and (vi) monitoring and evaluation (M&E) framework.

The institutional framework of the Mission includes (i) the apex body, Prime Minister's Public Human Resource Council (PMHRC), to provide strategic direction and drive policy reforms and capacity building, (ii) Cabinet Secretariat Coordination Unit to monitor NPCSCB implementation, align stakeholders and provide mechanism for overseeing capacity building plans (CBPs), (iii) Capacity Building Commission (CBC) for functional supervision of training institutions and facilitate preparation of annual CBPs, (iv) Special Purpose Vehicle (SPV) to own and operate all the digital assets created for NPCSCB, and (v) Programme management unit (PMU) to provide program management and support services.

1.2. Capacity Building Commission

The CBC was formally constituted as an independent body in April 2021 to drive standardization and harmonization across the Indian civil services landscape. The CBC, as the custodian of civil services capacity building reforms, is central to the government's capacity building programme.

The CBC has been engaging and supporting several Ministries as part of its mandate to support preparation of annual CBP. This document is the Capacity Needs Analysis for the Department of Science & Technology, Government of India developed as per the framework and guidelines set up by the CBC and prepared in consultation with the officials of Department of Science & Technology.

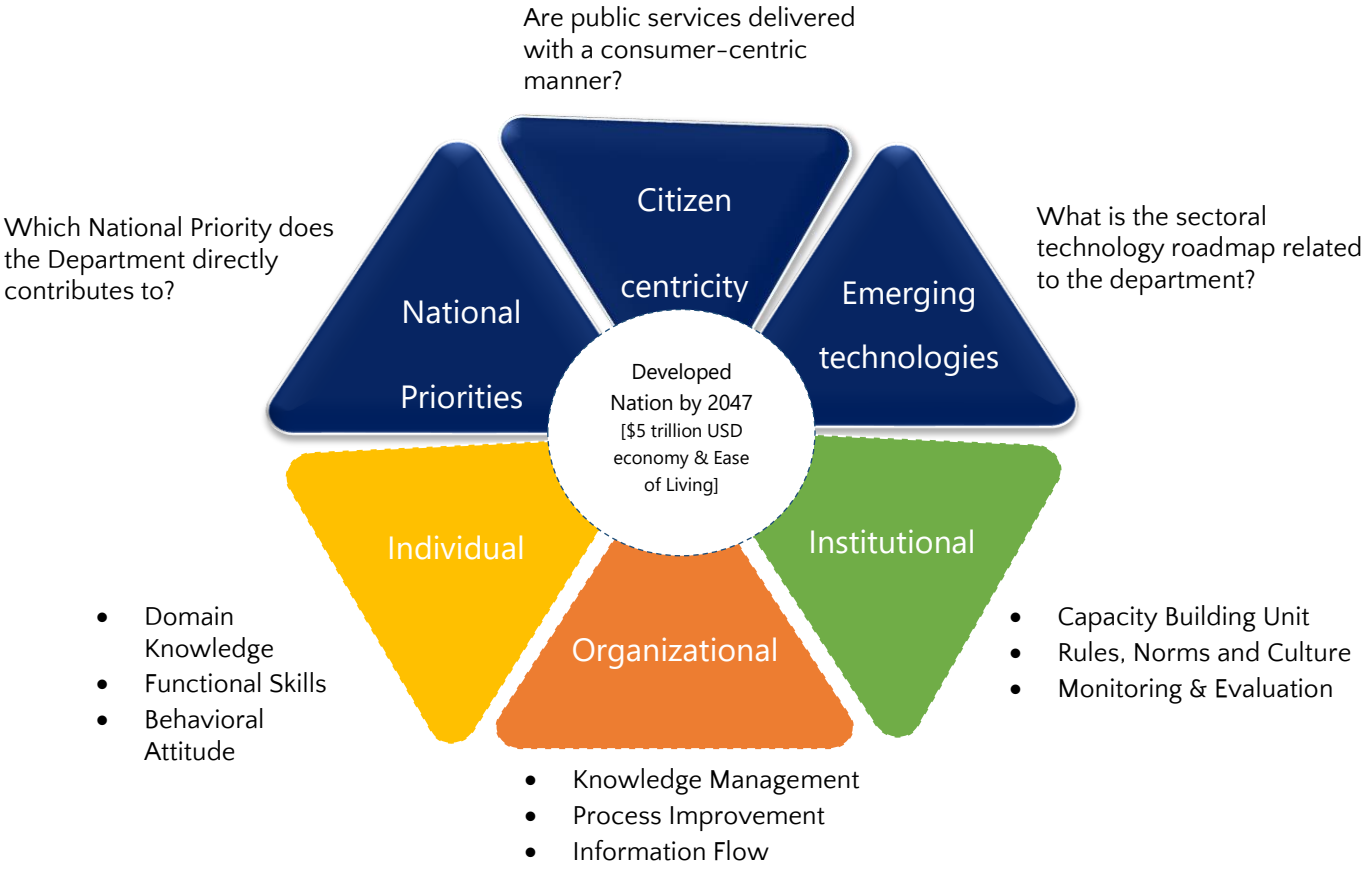
1.3. Annual Capacity Building Plan (ACBP)

The ACBP of a MDO is document detailing all the interventions required to develop and enhance the competencies of individual officials within that MDO as well as the collective capacity of the MDO. Given the nature of the change required, the ACBP may begin with a few simple focus areas instead of comprehensive coverage, and then evolve over time into a full-fledged workplan.

2. Approach & Methodology

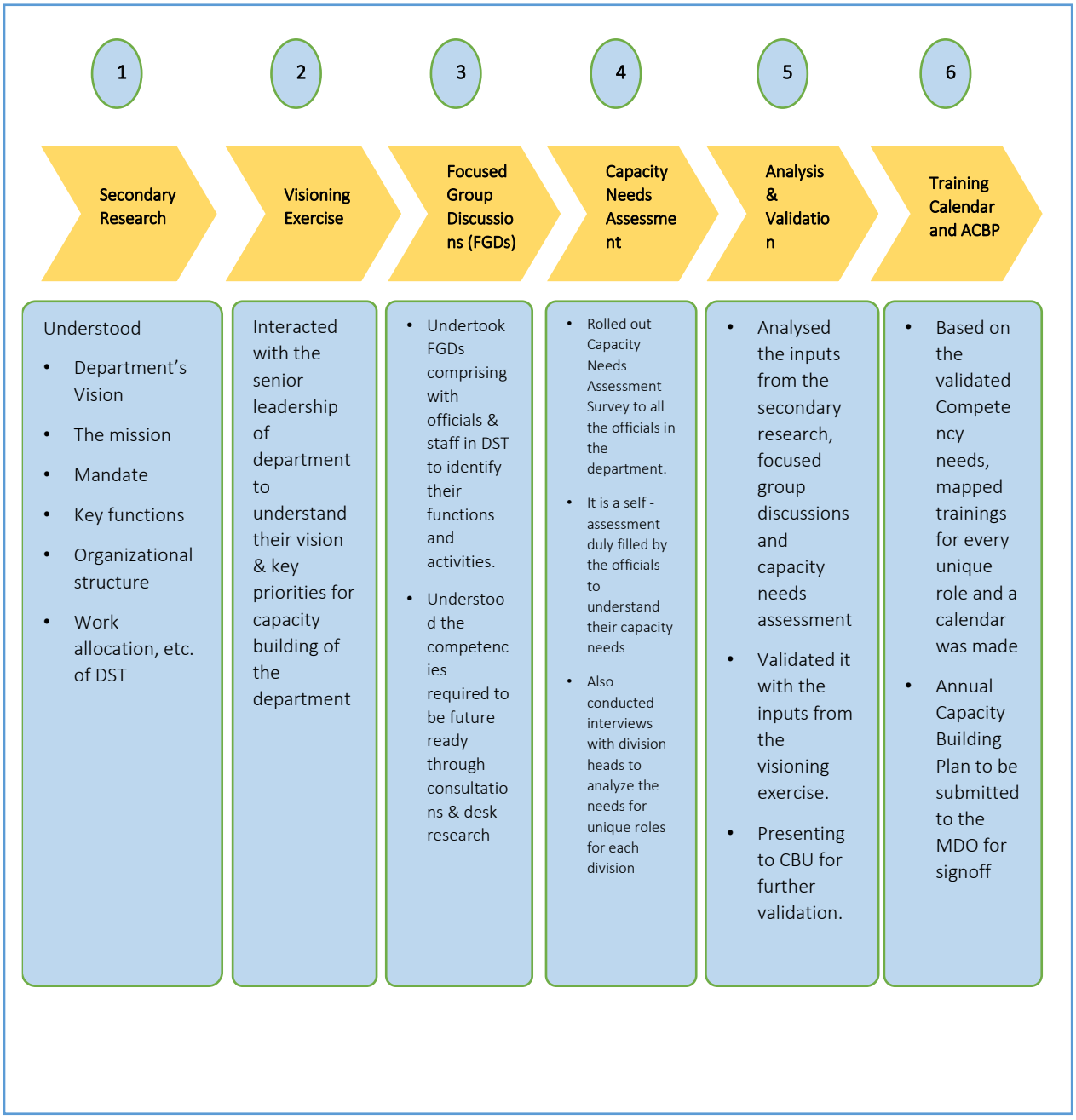
2.1. Approach

The following illustration describes the approach suggested by CBC for the goal-oriented Capacity Building of MDOs. The capacity building of the department shall be identified through the three overarching lenses to help identify the goals of capacity building plan: National Priorities, Citizen Centricity, and Emerging Technologies and capacity to be developed by identifying interventions at three levels also referred to as the three pillars: Individual, Organizational, and Institutional



2.2. Methodology

The following section describes the approach followed for preparation of the Capacity Building Plan for the Department:



1. **Secondary Research:** As the first step, team understood & conducted a thorough review of the MDOs vision, mission, mandate, organizational structure and key functions, schemes/ programs, strategic objectives and goals, emerging trends from the Departments website, annual report, strategy document, reports etc. Also comprehend MDOs dependence and influence on other MDOs.
2. **Visioning Exercise:** Understood the leaderships vision for the department through a joint meeting between Secretary & Jt. Secretaries, Directors and understand the key priorities and department's expectation from the program
3. **Focused Group Discussions (FGDs):** Team undertook the Focused Group Discussions (FGDs) to have a clear and complete understanding of the areas of responsibility of each division/ unit, the functions & activities, mapping of work undertaken by staff/ officials working in the unique designations/ roles across various levels in the ministry/ department, identify the competency gap, the competencies required by a position in present times or in the future. In terms of the capacity at the individual level, competencies required for a position were assessed for two categories of competencies i.e., Behavioural and Functional.
4. **Capacity Needs Analysis (CNA) Survey:** A Google survey form was prepared & finalized in consultation with CBC and the MDO to assess the Capacity Needs Assessment at the individual level for each unique role in an organization and its subordinate/ attached offices/institutions/ labs. The survey is based on the self-declaration of capacity gaps by the ministry officials, capturing the competency gaps in Behavioural and Functional competencies.
5. **Analysis & Validation:** Team synthesized and prepared the CNA survey data to analyse the survey responses & findings. For verification of the competency gaps, mapping of interventions with the trainings was done, the analysis was first validated by Capacity Building Commission (CBC) and thereafter by the Capacity Building Unit (CBU) of the Ministry/Department for further approval of the training and non-training Interventions for the capacity needs.
6. **Training Calendar and ACBP Report:** Prepared the training calendars of DST and incorporated it in the ACBP. The training calendars are the result of the above steps performed. Starting from secondary research to validating the finding with the Department.

3. Training Calendar

The table given below represents the training calendar of Department of Science & Technology

3.1. DST Training Calendar – Scientific Staff – Senior Scientist

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
For Scientist E to G	Behavioral	Decision Making	BH00003	Y1 - Q3-Q4	OT0082
For Scientist E to G	Behavioral	Self-Awareness and Self Control	BH00004, BH00009*	Y1 - Q3-Q4	OT0107, OT0119
For Scientist E to G	Behavioral	Delegation of responsibility	BH00016	Y1 - Q3-Q4	–
For Scientist E to G	Behavioral	Knowledge sharing & mentorship	BH00022	Y1 - Q3-Q4	OT0116
For Scientist E to G	Behavioral	Complex Problem Solving	To be Developed	Y2	OT0103, OT0104
For Scientist E to G	Behavioral	Networking skills - lab/industry/academia	To be Developed	Y2	–
For Scientist E to G	Functional	Leadership, management & mentorship in research	BH00006, BH00023, BH00006	Y1 - Q3-Q4	OT0109, OT0110, OT0111
For Scientist E to G	Functional	APAR	FN00065	Y1 - Q3-Q4	–
For Scientist E to G	Functional	Inter-ministerial collaboration	To be Developed	Y2	–
For Scientist E to G	Functional	Knowledge Management	To be Developed	Y2	OT0022
For Scientist E to G	Functional	Science Diplomacy	FN00042	Y2	OT0052
For Scientist E to G	Functional	Technology Transfer & Commercialization	CSIR HRDC	Y2	–

3.2. DST Training Calendar – Scientific Staff – Junior Scientist

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
For Scientist B to D	Behavioral	Negotiation Skills	BH00001, BH00002	Y1 - Q3-Q4	OT0071
For Scientist B to D	Behavioral	Empathy	BH00004	Y1 - Q3-Q4	OT0086
For Scientist B to D	Behavioral	Self-Awareness and Self Control	BH00004, BH00009*	Y1 - Q3-Q4	OT0107, OT0119
For Scientist B to D	Functional	Effective teamwork with cross-functional, multi-disciplinary research teams	BH00012, BH00013	Y1 - Q3-Q4	OT0093
For Scientist B to D	Behavioral	Citizen Centricity First	To be Developed	Y2	–
For Scientist B to D	Behavioral	Consultation and Consensus Building	To be Developed	Y2	OT0081
For Scientist B to D	Behavioral	Ethics	BH00017, BH00018*	Y1 - Q4	OT0067, OT0068, OT0069
For Scientist B to D	Behavioral	Planning & Coordination	Upcoming Course	Y1 - Q4	OT0096
For Scientist B to D	Functional	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Y1 - Q3-Q4	OT0063, OT0064
For Scientist B to D	Functional	Innovation, global developments, emerging trends & perspectives	FN00024*	Y1 - Q3-Q4	–
For Scientist B to D	Functional	Safeguarding of innovation - IPRs	FN00025	Y1 - Q3-Q4	OT0019

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
For Scientist B to D	Functional	Preparation of Cabinet Note, EFC Note & SFC Note	FN00035*	Y1 - Q3-Q4	OT0040
For Scientist B to D	Functional	Scientific communication skills - narrative tools	FN00042	Y1 - Q3-Q4	–
For Scientist B to D	Functional	E-office	FN00051*	Y1 - Q3-Q4	OT0061, OT0062
For Scientist B to D	Functional	Develop, plan and experimental design process & skills	To be Developed	Y2	OT0096
For Scientist B to D	Functional	Effective collaboration in research	To be Developed	Y2	–
For Scientist B to D	Functional	Interdisciplinary research	To be Developed	Y2	–
For Scientist B to D	Functional	Interpreting scientific results	To be Developed	Y2	–
For Scientist B to D	Functional	Managing research tools & data	To be Developed	Y2	OT0006, OT0007, OT0008
For Scientist B to D	Functional	Persuasive Grant writing	To be Developed	Y2	OT0041
For Scientist B to D	Functional	Public Financial Management System	To be Developed	Y2	OT0024
For Scientist B to D	Functional	Professional guidelines, code of ethics & ethical research	Upcoming Course	Y1 - Q4	–
For Scientist B to D	Functional	Scientific writing and publishing	Upcoming Course	Y1 - Q4	OT0060

3.3. DST Training Calendar – Common Cadre Staff – Senior Management

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Complex Problem Solving	BH00003	Y1 - Q3-Q4	OT0103, OT0104
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Conceptual Thinking	BH00003	Y1 - Q3-Q4	OT0078
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Decision Making	BH00003	Y1 - Q3-Q4	OT0082
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Empathy	BH00004	Y1 - Q3-Q4	OT0061, OT0062
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Self-Management	BH00004, BH00009*	Y1 - Q3-Q4	OT0107, OT0119
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Delegation of responsibilities	BH00016	Y1 - Q3-Q4	OT0083
Senior Management - Above DS, Dir, JS, AS, Secy	Behavioral	Ethics	BH00017, BH00018*	Y1 - Q4	OT0067, OT0068, OT0069
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	Project appraisal and Management	FN00004, FN00005, FN00006	Y1 - Q3-Q4	OT0048, OT0049
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	Disposal of PG and RTI Appeals	FN00031*, FN00032*, FN00033*, FN00034*	Y1 - Q3-Q4	OT0032, OT0033

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	Preparation of cabinet note	FN00035*	Y1 - Q3-Q4	OT0040
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	E-office	FN00051*	Y1 - Q3-Q4	OT0061, OT0062
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	MS Office	FN00052, FN00053 ,FN00054, FN00055*, FN00056, FN00057 ,FN00058	Y1 - Q3-Q4	–
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	CCS (Conduct) Rules, 1964	To be Developed	Y2	–
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	Public Policy Management	FN00037, FN00038	Y2	OT0042, OT0043, OT0136
Senior Management - Above DS, Dir, JS, AS, Secy	Functional	General Financial Rules, 2017	Upcoming Course	Y1 - Q4	OT0065, OT0066

3.4. DST Training Calendar – Common Cadre Staff – Middle Management

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
Middle Management - Upto US including PA, PS, PPS	Behavioral	Communication skills	BH00001	Y1 - Q3-Q4	OT0105, OT0106
Middle Management - Upto US including PA, PS, PPS	Behavioral	Self-Management	BH00004, BH00009*	Y1 - Q3-Q4	OT0107, OT0119
Middle Management - Upto US including PA, PS, PPS	Behavioral	Self motivation	BH00008	Y1 - Q3-Q4	OT0107
Middle Management - Upto US including PA, PS, PPS	Behavioral	Team working	BH00012, BH00013	Y1 - Q3-Q4	OT0091, OT0092, OT0093
Middle Management - Upto US including PA, PS, PPS	Behavioral	Innovative Thinking	FN00024*	Y1 - Q3-Q4	OT0099, OT0100, OT0101, OT0102
Middle Management - Upto US including PA, PS, PPS	Behavioral	Assertiveness	To be Developed	Y2	OT0080
Middle Management - Upto US including PA, PS, PPS	Behavioral	Professional Integrity	To be Developed	Y2	OT0094
Middle Management - Upto US including PA, PS, PPS	Functional	IFD framework	FN00002*	Y1 - Q3-Q4	–
Middle Management - Upto US including PA, PS, PPS	Functional	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045,	Y1 - Q3-Q4	OT0063, OT0064

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
			FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*		
Middle Management - Upto US including PA, PS, PPS	Functional	RTI Act	FN00031*, FN00032*, FN00033*, FN00034*	Y1 - Q3-Q4	OT0032, OT0033
Middle Management - Upto US including PA, PS, PPS	Functional	Raj Bhasha	FN00041*	Y1 - Q3-Q4	–
Middle Management - Upto US including PA, PS, PPS	Functional	E-office	FN00051*	Y1 - Q3-Q4	OT0061, OT0062
Middle Management - Upto US including PA, PS, PPS	Functional	MS Office	FN00052, FN00053 ,FN00054, FN00055*, FN00056, FN00057 ,FN00058	Y1 - Q3-Q4	–
Middle Management - Upto US including PA, PS, PPS	Functional	APAR	To be Developed	Y2	–
Middle Management - Upto US including PA, PS, PPS	Functional	CCS (Conduct) Rules, 1964	To be Developed	Y2	–
Middle Management - Upto US including PA, PS, PPS	Functional	Parliamentary Procedures	To be Developed	Y2	–

Role Group	Type	Competency	Course Code	When	Outside iGOT Courses
Middle Management - Upto US including PA, PS, PPS	Functional	PFMS	To be Developed	Y2	–
Middle Management - Upto US including PA, PS, PPS	Functional	Budgeting and accounting	Upcoming Course	Y1 - Q4	OT0002
Middle Management - Upto US including PA, PS, PPS	Functional	E-Procurement	Upcoming Course	Y1 - Q4	–
Middle Management - Upto US including PA, PS, PPS	Functional	General Financial Rules, 2017	Upcoming Course	Y1 - Q4	OT0065, OT0066

The following points may be noted:

1. Only the courses from iGOT have been mentioned in the calendar and for rest of them external trainings other than iGOT are available.
2. CBC will onboard new courses for the competencies marked as "Upcoming Courses" and these will be available in the next 6-12 months.
3. The "To be developed" courses are currently not available on iGOT; these may need to be developed by the Department in consultation with CBC

3.5. Organizational Level capacity building interventions

In addition to the training courses, outlined above, additional capacity building interventions are proposed which are listed below:

1. **Learning Hour:** One hour fortnightly fixed for learning and its completely voluntary (Internal / External trainer may be invited).
2. **Mentorship Program:** The mentor would help the new joiner get accustomed to the culture of the Department.
3. **Recognition and Rewards**: Best efforts to be recognized on MDO website / newsletter
4. **Virtual Kiosk:** Kiosks can be set up fortnightly or monthly to clear all the queries on a topic.
5. **Immersion Programs:** To R&D centers, DST Funded Labs & Autonomous Institutions, Private Industries and other MDO's.
6. **Induction Manual**: Consists of introduction to all the divisions in the department, their work allocation and nodal officer of that division, all DST establishments, and their functions.
7. **x-MDO scientific staff collaboration:** Facilitate collaboration between scientists working in different research centers, institutes, and laboratories across different MDOs by building on each other's capabilities for more value creation.
8. **Science Leadership:** Facilitate senior scientists in smooth transition to the role of a leader.
9. **Policy Hub:** All the policies being followed in the Department would be available for all the staff
10. **Regular feedback Programme:** Reporting officer provides feedback to immediate repartees with emphasis on training courses completed (the list of training courses to be undertaken will be provided for each role).

4. Monitoring & Evaluation

Objective: To monitor and evaluate the effective implementation of ACBP

a. Levels of M&E

Monitoring and evaluation of the ACBP can be carried out at two levels by the CBU:

1. **At the department level**, the monitoring and evaluation can be carried out on three KPIs
    a. Number of courses completed by department officials on iGOT
    b. Number of courses completed by department officials from institutions other than iGOT
    c. Number of Non-Training Interventions implemented
2. **At the unique role level**
    a. Number of courses completed by the officer in the unique role. Reporting Officer/CBU SPOC may refer to the Training Calendar in access this KPI

b. **Monitoring of Activities for training Interventions:** Further, the two activities of undertaking IGOT and the other hybrid/offline courses may be monitored and evaluated based on the below framework.

Activities	Indicator	Definition	Means of verification	Unit	Targets		Reporting Frequency	Partners involved
					Y 1	Y 2		
Activity 1								
1. Undertake courses on iGOT	Percentage of staff who have completed the recommended courses on iGOT	Courses based on the designation wise competency needs of the department would be recommended	• Course completion certificates • Data available on iGOT platform	%	Targets		Quarterly	CBC, Department of Science & Technology
					Completion of courses by 20% of	Completion of courses by 40% of		
Activity 2								
2. Attending the Offline / Hybrid courses	Percentage of staff who have attended the recommended courses physically	Courses based on the designation wise competency needs of the department would be recommended	Course completion certificates	%	Targets		Quarterly	CBC, Department of Science & Technology
					Completion of courses by 20% of	Completion of courses by 40% of		

c. **Monitoring of organizational level capacity building interventions**

S.No.	Intervention	KPI's
1	**Learning Hour**	• In the first quarter, 20% of the staff to be covered in learning hour • Within 1 year 100% of the staff to be covered
2	**Mentorship Program**	• In the first 6 months, 50% of the new joiners to be mapped to mentors • Within subsequent 6 months, 50% of new joiners may be mapped
3	**Recognition and Rewards**	• 3-5 Staff members from each centre to be recognized / rewarded per month
4	**Virtual Kiosk**	• At least 1 virtual kiosk per month
5	**Immersion Programs**	• At least, 1 resource per division in a quarter to be nominated for the immersion programs to the DST funded labs or AIs needs,
6	**Induction Manual**	• Induction manual for all the divisions to be formulated within the next 6 months.
7	**x-MDO scientific staff collaboration**	• At least 1 knowledge sharing session focused on a particular sector, for relevant MDOs in the first 6 months • Subsequently, 1 knowledge sharing session per quarter
8	**Science Leadership**	• Launch of programme over the next 6 months
9	**Policy Hub**	Implement the Policy Hub in the current financial year
10	**Regular feedback programme**	• In the first 6 months, 20% of the staff to be covered • Within subsequent 6 months, 50% to be covered

d. **Evaluation**

a. The MDO administrator, through his / her admin account on iGOT, can access the IGOT course dashboard which includes all the date pertaining to enrolment, progress of courses, number of courses completed by each individual on iGOT. This information may be used for evaluating progress across set targets

b. The training calendar mentioned in section 3 consists of all the courses that each unique role in the department needs to complete. This may be used to evaluate achievement of individual targets

5. Annexure

5.1. As-is assessment of the Ministry to develop a capacity building agenda

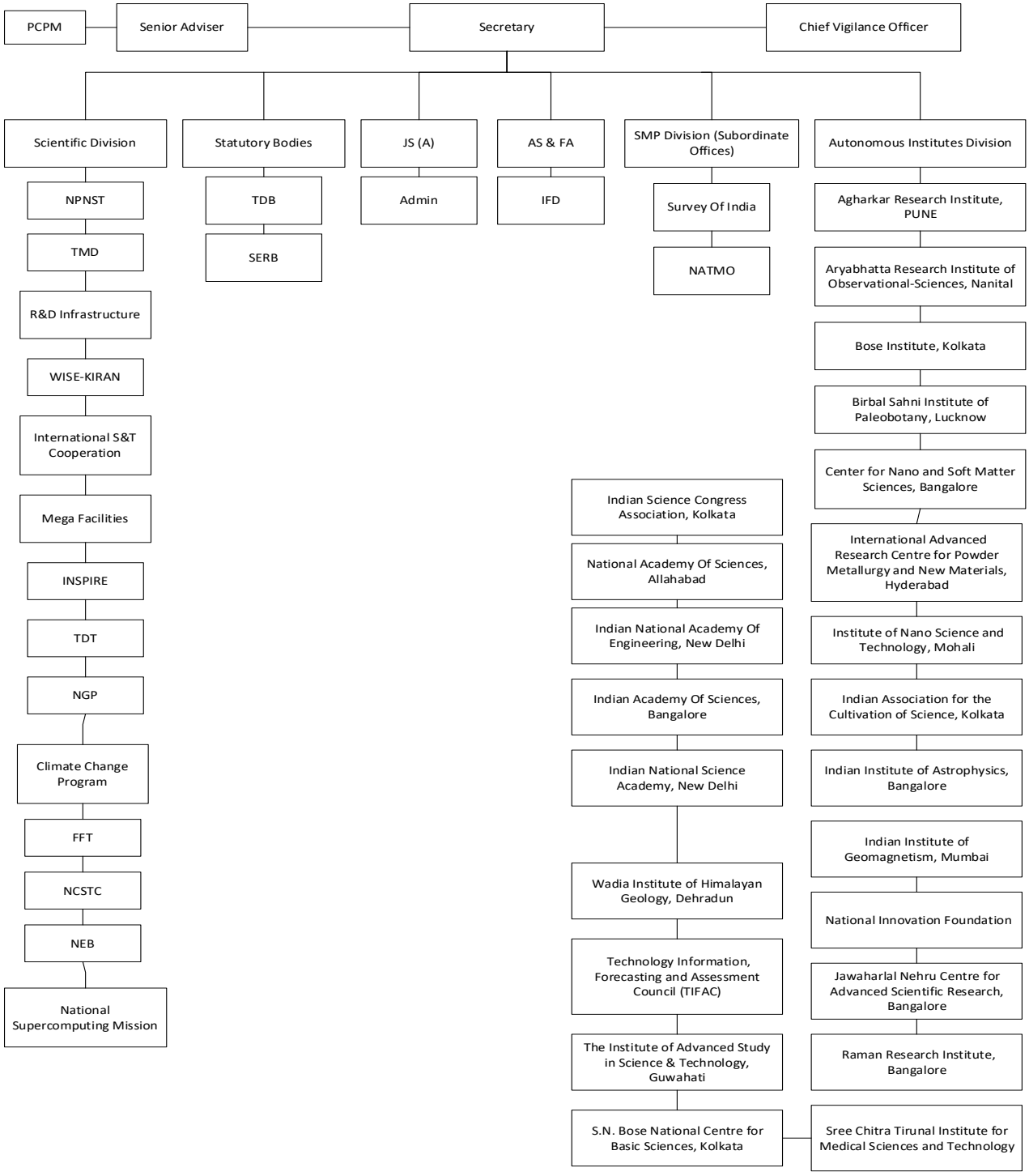
5.1.1. Functional Overview of the Department[1]

The Department of Science and Technology (DST) is a department within the Ministry of Science and Technology in India. It was established in May 1971 to promote new areas of science and technology and to play the role of a nodal department for organizing, coordinating, and promoting Scientific and Technological activities in the country. It gives funds to various approved scientific projects in India. It also supports various researchers in India to attend conferences abroad and to go for experimental works. India is one of the top-ranking countries in the field of basic research. Indian Science has come to be regarded as one of the most powerful instruments of growth and development, especially in the emerging scenario and competitive economy. In the wake of the recent developments and the new demands that are being placed on the S&T system, it is necessary for us to embark on some major science projects which have relevance to national needs, and which will also be relevant for tomorrow's technology.

The Department of Science & Technology plays a pivotal role in promotion of science & technology in the country. The department has wide ranging activities ranging from promoting high end basic research and development of cutting-edge technologies on one hand to service the technological requirements of the common man through development of appropriate skills and technologies on the other.

[1] From Department of Science & Technology Website: https://dst.gov.in/

5.1.2. Organogram & Divisional role of Department[2]



5.1.3. Geographical Mapping of Labs & Institutes

S. No.	Institute Name
1	Agharkar Research Institute, Pune
2	Aryabhatta Research Institute of Observational-Sciences, Nainital
3	Birbal Sahni Institute of Palaeobotany, Lucknow
4	Bose Institute, Kolkata
5	Centre for Nano and Soft Matter Sciences, Bangalore
6	Institute of Nano Science and Technology, Mohali
7	Indian Association for the Cultivation of Science, Kolkata
8	Indian Institute of Astrophysics, Bangalore
9	Indian Institute of Geomagnetism, Mumbai
10	International Advanced Research Centre for Powder Metallurgy and New Materials, Hyderabad
11	National Innovation Foundation, Ahmedabad
12	Jawaharlal Nehru Centre for Advanced Scientific Research, Bangalore
13	Raman Research Institute, Bangalore
14	Sree Chitra Tirunal Institute for Medical Sciences and Technology
15	S.N. Bose National Centre for Basic Sciences, Kolkata
16	The Institute of Advanced Study in Science & Technology, Guwahati
17	Technology Information, Forecasting and Assessment Council (TIFAC), New Delhi
18	North-East Centre for Technology Application & Reach (NECTAR), Shillong
19	Wadia Institute of Himalayan Geology, Dehradun

5.1.4. Functions

The following table elaborates the mandate and objectives of Department of Science and Technology which act as guiding markers for its functions.

Vision[3]	To continuously shape a seamless science, technology, and innovation ecosystem, which is cutting-edge, collaborative, inclusive, relevant and aligned to our national priorities, to create new opportunities today while addressing the challenges of tomorrow.
Mission[4]	Promoting new areas of Science & Technology and to play the role of a nodal department for organizing, coordinating, and promoting S&T activities in the country.

[3] From DST Mandate Vision Pdf

[4] Available at: https://dst.gov.in/mission-objectives

Mandate for the next 3 – 5 years[5]	1. Formulation of policies relating to Science and Technology (S&T). 2. Matters relating to the Scientific Advisory Committee to Cabinet (SAC-C). 3. Promotion of new areas of S&T with special emphasis on emerging areas. a. R&D through its research institutions or laboratories for development of indigenous technologies concerning bio-fuel production, processing, standardization, and applications, in co-ordination with the concerned Ministry or Department b. R&D activities to promote utilization of by-products to develop value added chemicals. 4. Futurology. 5. Coordination and integration of areas of S&T having cross-sectoral linkages in which a number of institutions and departments have interest and capabilities. 6. Undertaking or financially sponsoring scientific and technological surveys, research design and development, where necessary. 7. Support and Grants-in-aid to Scientific Research Institutions, Scientific Associations and Bodies. 8. All matters concerning a. Science and Engineering Research Council/Board (SERC/SERB) b. Technology Development Board (TDB) and related Acts such as the R&D Cess Act,1986 and the TDB Act,1995 c. National Council for Science and Technology Communication d. National S&T Entrepreneurship Development Board e. International S&T Cooperation including appointment of scientific attaches abroad f. Autonomous S&T Institutions relating to the subject under DST including Institute of Astrophysics and Institute of Geo-magnetism g. Professional Science Academies promoted and funded by DST h. The Survey of India and National Atlas & Thematic Mapping Organisation i. National Spatial Data Infrastructure and promotion of G.I.S j. The National Innovation Foundation, Ahmedabad.

[5] Available at: https://dst.gov.in/about-us/mandate

	9. Matters commonly affecting Scientific and technological departments/ organisations/ institutions e.g., financial, personnel, purchase and import policies and practices. 10. Management Information Systems for S&T and coordination thereof. Matters regarding Inter-Agency/Inter-Departmental coordination for evolving S&T missions. 11. Matters concerning domestic technology particularly the promotion of ventures involving the commercialization of such technology other than those under the Department of Scientific and Technology. 12. All other measures needed for the promotion of S&T and their application to the development and security of the nation. 13. Matters relating to institutional S&T capacity building including setting up of new institutions and institutional infrastructure. 14. Promotion of S&T at the State, District, and Village levels for grass- roots development through State S&T Councils and other mechanisms. 15. Application of S&T for weaker sections, women, and other disadvantaged sections of Society.
Objectives[6]	• Develops S and T policies • Empowers human resources and institutional capabilities, enables to develop & expand • Social intervention through S & T • Analysis of the results of policies, plans, programs & projects through foremost and repugnant linkages
Key Priorities Areas aligned to National Priorities[7]	• National Supercomputing Mission • Mega Facilities for Basic Research • Interdisciplinary Cyber Physical Systems • Science And Technology of Yoga and Meditation • Clean Energy Research Initiative • Water Technology Initiative • National Initiative for Developing and Harnessing Innovations • India Science Channel • Augmenting Writing Skills for Articulating Research
Guiding Policies[8]	• Science, Technology, and Innovation Policy (STIP) 2013 • Mapping Patents and Research Publications of Higher Education Institutes and National R&D Laboratories of India • National Data Sharing and Accessibility Policy

[6] Available at: https://dst.gov.in/mission-objectives

[7] From DST Vision Mission Pdf

[8] Available at: https://dst.gov.in/documents/policy-documents

	• Enhancing S&T Based Entrepreneurship: The Role of Incubators and Public Policy • Critical Non-Fuel Mineral Resources for India's Manufacturing Sector • Policy on Conflict of Interest • National Geospatial Policy

5.1.5. Citizen centric services & goals[9]

Department of Science and Technology has a lot of citizen centric initiatives & services. The policies or decisions are made by the department that affect the citizens of India as they are one of the main stakeholders. Some of the **key citizen centric activities** include-

Citizen Centric Goals	The citizen centric goals of the ministry are: 1. **Information Technology and e-Governance (ITeG):** aims to convert the existing procedures and processes into citizen centred to create an IT enabled work environment 2. **IT Action Plan:** Aims to enrich the contents of the DSIR website by including downloadable forms and guidelines relevant to various citizen services that Department provides
Citizen Centric Services	The citizen services by the department are as follows: • **STUTI (Synergistic Training program Utilizing the Scientific and Technological Infrastructure):** Initiative to build human resource and its knowledge capacity; envisions hands-on training program and sensitization of the state-of-the-art equipment's • **CURIE:** Initiative to improve R&D infrastructure and establish State-of-the art laboratories in women universities • Others include public grievance redressal system, **SATHI program** is meant for setting up shared, professionally managed services and strong science and technology infrastructure facilities at national level • There are several schemes which are oriented towards the citizens of India and for their benefits. Apart from that there are also schemes for societal benefits, which are mentioned in the following sections.

[9] Available at: https://dst.gov.in/synergistic-training-program-utilizing-scientific-and-technological-infrastructure-stuti, https://dst.gov.in/pressrelease/curie-initiative-dst-enhancing-research-facilities-women-universities , https://dst.gov.in/sophisticated-analytical-technical-help-institutes-sathi#:~:text=The%20aim%20of%20SATHI%20is,of%20Host%20and%20User%20institutes%20%2F

5.1.6. Key Programs & Schemes[10]

The below table provides the mapping of key programs & schemes of Department of Science and Technology to three Lenses of Capacity Building:

Sl. No	Schemes	Lens to which they are aligned
1.	INSPIRE SCHEME (Innovation in Science Pursuit for Inspired Research)	National Priorities
2.	Strengthening, Upscaling & Nurturing Local Innovations for Livelihood (SUNIL)	National Priorities
3.	R&D Infrastructure	National Priorities
4.	FIST (Fund for Improvement of S&T Infrastructure in Universities and Higher Educational Institutions)	National Priorities
5.	PURSE (Promotion of University Research and Scientific Excellence)	National Priorities
6.	Sophisticated Analytical Instrument Facilities	National Priorities
7.	SATHI (Sophisticated Analytical & Technical Help Institutes)	National Priorities
8.	STUTI (Synergistic Training program Utilizing the Scientific and Technological Infrastructure)	National Priorities
9.	National Science & Technology Management Information System	National Priorities
10.	National Good Laboratory Practice Compliance Monitoring Authority (NGCMA)	National Priorities
11.	National Geospatial Programme Division (erstwhile NRDMS)	National Priorities
12.	Patent Facilitation Programme (PFP)	National Priorities
13.	Climate Change Programme	National Priorities
14.	International S&T Cooperation	National Priorities
15.	Technology Missions Division	National Priorities
16.	Technology Watch and Fore sighting	Emerging Technologies
17.	Interdisciplinary Cyber Physical Systems (ICPS)	Emerging Technologies
18.	Mega Facilities for Basic Research Scheme	Emerging Technologies
19.	Technical Research Centers Programme	Emerging Technologies
20.	Technology Development and Transfer	Emerging Technologies
21.	Science and Technology of Yoga and Meditation	Citizen Centricity
22.	Programme for Science Students	Citizen Centricity
23.	Cognitive Science Research Initiative (CSRI)	Citizen Centricity
24.	National Council for Science & Technology Communication (NCSTC)	Citizen Centricity
25.	Science For Equity Empowerment and Development (SEED)	Citizen Centricity

[10] Available at: https://dst.gov.in/scientific-programmes/scientific-engineering-research , https://dst.gov.in/programmes-innitiatives

Sl. No	Schemes	Lens to which they are aligned
26.	National Science & Technology Entrepreneurship Development Board (NSTEDB)	Citizen Centricity
27.	State Science & Technology Programme	Citizen Centricity
28.	Women Scientists Programs	Citizen Centricity

The programs and schemes of the ministry have been tailored to achieve the objectives enumerated in the vision. The schemes/ programs that are being managed by each division/ unit are summarized below:

Scheme	INSPIRE SCHEME (Innovation in Science Pursuit for Inspired Research)
Stakeholders	All citizens of India
Description	The basic objective of the 'Innovation in Science Pursuit for Inspired Research (INSPIRE)'scheme is to communicate to the youth the excitement of pursuing science. INSPIRE attracts and nurtures young bright students to study basic and natural sciences at the college and university level and to pursue research careers in both basic and applied science areas including engineering, medicine, agriculture, and veterinary sciences.
Objectives	• **INSPIRE INTERNSHIP** aims to provide exposure to the top 1% students at Class X Board level by organizing Science Camps either during summer or winter which provides opportunity to them to interact with science icons from India and abroad, including Nobel Laureates, to experience the joys of scientific pursuit. These science camps nourish the curiosity of students in science, help them to think out-of-the box and attract students at an early age of 16-17 years to choose science subjects for further studies. • **SCHOLARSHIP for HIGHER EDUCATION (SHE)** component of the INSPIRE aims to encourage meritorious students to study basic and natural sciences at undergraduate level through attractive scholarship and mentorship opportunities. SHE offers 12,000 scholarships every year to meritorious students in the age group 17-22 years. • **INSPIRE FELLOWSHIP** component offers 1000 Fellowships every year to bright students in the age group of 22-27 years to pursue Ph.D. in basic and applied sciences including engineering, medicine, agriculture, and veterinary sciences

Scheme	Strengthening, Upscaling & Nurturing Local Innovations for Livelihood (SUNIL)
Stakeholders	Citizens of India
Objectives	• Technology delivery & enterprise creation model for improving efficiency of livelihood system

Scheme	Strengthening, Upscaling & Nurturing Local Innovations for Livelihood (SUNIL)
	○ Providing emerging & locally appropriate STI solutions to strengthen weakest link of livelihood system through Land-Lab-Land approach involving KIs, NGOs and Community ○ Utilizing strongest link of local livelihood system for encouraging social entrepreneurship development for EWS Society • Technology interventions for Addressing Societal Needs (TIASN) ○ Research on identifying local & systemic need and STI solutions at the community level ○ Developing scientific and need-based innovative technologies for improvement of economically weaker sections such as small and marginal farmers, rural artisans, landless labourer, and urban population in unorganized sectors ○ Recognizing strengths & weaknesses of livelihood system ○ Standardizing pilot tested locally appropriate technologies ○ Identifying local innovation system and linking with National Innovation system ○ Mapping welfare system with S&T knowledge system ○ Other systemic gaps related to implementation of S&T based projects at community level • Capacity Building of Community-based organizations (CBOs), NGOs, Knowledge Institutions (KI) & Social Start-ups ○ Organizing awareness creation programmes, workshops, roundtable discussions, conferences, exhibitions, skills & training programmes to enhance the S&T capability of CBOs and NGOs ○ Imparting knowledge on societal development issues, Sustainable Development Goals (SDGs), National Priorities (NPs) and Scientific Social Responsibilities (SSR) to scientists & researchers ○ Standardization of S&T enabled NGOs

Scheme	R&D Infrastructure
Stakeholders	Research Institutes and Labs
Description	The R&D Infrastructure Division of the Department aims to strengthen the S&T infrastructure of the country by fostering well-equipped R&D labs in the academic/ research institutes/ universities as well as a strong culture of research collaboration between institutions and across disciplines. It has five schemes the objectives of which, at large, are establishment of R&D labs, centres, upgradation of research facilities orienting towards creating a self- reliant India.

Scheme	FIST (Fund for Improvement of S&T Infrastructure in Universities and Higher Educational Institutions)
Stakeholders	Research Institutions
Objectives	• This scheme is operated in competitive mode of support at four levels. The financial support circumscribes six basic purposes i.e., Equipment, Infrastructural Facilities, Networking & Computational Facilities, Industrial R&D Support, SSR Activities and Maintenance. • Depending on the level, the total financial support is limited to Rs. 1.50Crore (Level 0), Rs. 3.0 Crore (Level 1), Rs.5.0 Crore (Level 2) and Rs.10.0 Crore (Level 3). • The program prefers to focus towards supporting interdisciplinary problems, solution-centric and translational research, and increasing the scope for participation of industries and start-ups and new ideas, aiming towards Aatma Nirbhar Bharat' as well as cater to the needs and aspirations of the society (SSR).

Scheme	PURSE (Promotion of University Research and Scientific Excellence)
Stakeholders	Universities & R&D industries
Objectives	• To strengthen the research capacity of performing Indian Universities and provide support for nurturing the research ecosystem and strengthening the R&D base of the Universities in the country. • Department of Science & Technology has restructured and re-oriented PURSE in the year 2020. A combination of i10-index of faculty members in the University, H-index of the University along with NIRF Ranking is used to formulate the new criteria for selection of Universities under PURSE

Scheme	SAIF (Sophisticated Analytical Instrument Facilities)
Stakeholders	Research Institutions
Objectives	• The SAIF scheme is being implemented regionally with the objective to provide facilities of sophisticated analytical instruments to the research workers in general and especially from the institutions which do not have such instruments to enable them to pursue R&D activities. • This enables the institutions acquiring such facilities to keep pace with development taking place globally.

Scheme	SATHI (Sophisticated Analytical & Technical Help Institutes)
Stakeholders	Research & Academic Institutions
Objectives	• Setting up of shared, professionally managed Science &Technology Infrastructure facility readily accessible to academia, start-ups, manufacturing units, industries, and R&D Labs.

Scheme	SATHI (Sophisticated Analytical & Technical Help Institutes)
	• SATHI Centres will be equipped with major analytical instrument and advanced manufacturing facility, which is usually not available at Institutes/ Organisations. • To provide professionally managed services with efficiency, accessibility, and transparency of highest order under one roof to service the demands of industry, start-ups, and academia.

Scheme	STUTI (Synergistic Training program Utilizing the Scientific and Technological Infrastructure)
Stakeholders	To all citizens of India
Objectives	• It has been designed to cater to human resource and its capacity building through open access to S&T Infrastructure across the country by organizing short term courses/ workshops on the awareness, use and application of various instruments and analytical techniques

Scheme	National Science & Technology Management Information System
Stakeholders	Research Institutions
Description	The Scientific and Technological (S&T) activities play a vital role in the economic, social and physical development of a country. Scientific and technological research needs huge investments and calls for a judicious utilization of scarce resources like finance, trained manpower, raw materials etc. Data collection and analysis pertaining to resources, devoted to S&T, therefore, assumes significant importance.
Objectives	• The growth of S&T, its performance and impact on society and economy are indicators to assess the effectiveness of planning and policy formulation. • Key Activities: **In-house Research & Sponsored Research**

Scheme	National Good Laboratory Practice Compliance Monitoring Authority (NGCMA)
Stakeholders	All laboratories
Description	GLP-compliance certification is voluntary in nature. Industries/ test facilities/laboratories dealing with above chemicals and looking for approval from regulatory authorities before marketing them, may apply to the NGCMA for obtaining GLP Certification.

Scheme	National Geospatial Programme Division (erstwhile NRDMS)
Stakeholders	Researchers & Scientists

Scheme	National Geospatial Programme Division (erstwhile NRDMS)
Description	• Promotion of R&D in emerging areas of Geospatial science and technology. • Development of geo-spatial solutions for sustainable socio-economic growth in alignment with Sustainable Development Goals (SDGs) and National Developmental Priorities up to panchayat and ward levels. • Build knowledge and adaptation capacity of geospatial technologies at various levels of governance in collaboration with academia and user agencies. • Stimulate the growth of Geospatial technology innovation. • Develop the national capacity for Geospatial science and technology development, acquisition, and transfer through international cooperation
Objectives	The following programmes and sub-programmes are being supported under: • **Geospatial Science Programme:** The main aim of the programme is to develop the fundamental and applied scientific knowledge underpinning the geospatial sciences to strengthen geospatial science research and education in line with international standards. • **Geospatial Technology Programme:** To improve the economic value of the existing Geospatial Technologies in practice, to promote demand based futuristic Geospatial Technology development • **Geospatial Solutions Addressing National Priorities and Sustainable Development Goals:** ○ **National Programme on Spatial Disaster Risk Reduction (SDRR):** Division has taken the initiative for developing an integrated National Programme on Spatial Disaster Risk Reduction (SDRR) with reference to National Disaster Management Plan (NDMP) ▪ **Landslide Hazard Mitigation (LHM):** As part of the integrated landslide programme, efforts were made to develop forewarning system to monitor the critical landslides in different geo-environmental areas. A set of 07 R&D projects has been supported for the development of an early warning system covering areas (States) like Sikkim, Nilgiris (Tamil Nadu), Manikaran, Kotropi, Mandiand, Dharamshala (Himachal Pradesh), and Uttarakhand. ▪ **Coastal Hazard, Risk Assessment and Reduction (CHRAR):** CHRAR has been initiated to cover the coastal areas of the country with the aim to develop S&T enabled geospatial techniques for coastal disaster studies encompassing disaster genetics, propagation, disaster vulnerability mapping, detection of causative factors, mitigation measures etc. and come out with quantifiable/actionable outputs so that the state governments and the stake holders can readily use them

Scheme	National Geospatial Programme Division (erstwhile NRDMS)
	during the disasters for relief, restoration and rehabilitation ○ **Geospatial Solutions for Urban Governance:** Under this sub-programme proposals are supported in the areas of city governance applications as well as in the core R&D areas focusing on emerging technologies related to city development using Geo-ICT. The various R&D projects are being supported focusing on Smart Parking Management System using sensors; IoT and GIS technologies; Framework for flood mapping and or prepare an early warning system in the occurrence of flood; City GML based 3D models for smart cities; Industrial Indoor Assets Positioning and Navigation System using Geospatial Analysis; Geomagnetism based Indoor Navigation system • **Capacity Building Programme:** ○ Training on Geospatial Science, Technologies, and Disaster Risk Reductions ○ Organising Geo-Innovation Challenges for harnessing the new ideas in Geospatial Science/ Technology ○ Strengthening Geospatial Training Institutes and development of Training modules and kits • **International Collaboration:** This programme aims to develop the national capacity for Geospatial technology development, acquisition, and transfer through international partnerships/collaborations namely United Nations Global Geospatial Information Management (UNGGIM), Open Geospatial Consortium (OGC), Brazil Russia India China South Africa (BRICS), Indo-Africa collaborations etc.

Scheme	Patent Facilitation Programme (PFP)
Stakeholders	All Citizens of India
Objectives	1. Providing Patent information as a vital input to R&D 2. Patent /IPR facilitation to academic Institutions and Government R&D Institutions 3. IPR policy input to Government **4.** Conducting training and awareness programme on IPR in the country

Scheme	Climate Change Programme
Stakeholders	Aligned to National sustainability
Description	Out of 8 outlined missions, two are being handled by DST
Objectives	**5. National Mission for Sustaining Himalayan Ecosystem (NMSHE):** • Formation of knowledge networks among the existing knowledge institutions engaged in research and development relating to climate science and facilitate data sharing and exchange through a suitable policy framework and institutional support.

Scheme	Climate Change Programme
	• Establishment of global technology watch groups with institutional capacities to carry out research on risk minimized technology selection for developmental choices • Development of national capacity for modelling the regional impact of climate change on different ecological zones within the country for different seasons and living standards. • Establishing research networks and encouraging research in the areas of climate change impacts on important socio-economic sectors like agriculture, health, natural ecosystem, biodiversity, coastal zones, etc. • Providing an improved understanding and awareness of the key climate processes and the resultant climate risks and associated consequences. • Building alliances and partnerships through global collaboration in research & technology development on climate change under International and bilateral S&T cooperation arrangements. **1. National Mission on Strategic Knowledge for Climate Change (NMSKCC):** 1. Building human and institutional capacities in the different existing / new Institutions in the Himalayan region. 2. Identification of national knowledge institutions and development of a self-sustaining knowledge network. 3. Development and adoption of new methods for assessing the health of the Himalayan eco system including those of glaciers and create a data base of the same. 4. Assessment and quantification of the changes in the Himalayan eco system attributable to the climate change as a result of global emissions and human activities in the region and model for future projections 5. Exploration of linking of traditional and formal knowledge systems through strategic mechanism of formalization for mutual benefit and value for the sustainability of the Himalayan ecosystem 6. Identification of most-desirable Adaptation Policies to Improve Regional Sustainability

Scheme	International S&T Cooperation
Stakeholders	Scientists
Description	Negotiating, concluding, and implementing Science, Technology and Innovation (STI)
Objectives	1. Agreements between India and other countries 2. Providing interventions on STI aspects in international forums. 3. This responsibility is carried out by the IC Division in close consultation on the Indian side with the Ministry of External Affairs, Indian Missions Abroad, S&T Counsellors at Germany, Japan, Russia and USA, stakeholders in scientific, technological & academic institutions,

	concerned governmental agencies and with various industry associations in India.

Scheme	Technology Missions Division
Stakeholders	Researchers and Scientists
Description	There are a total of three missions under this division: • Technology Mission Programme on Water and Clean Energy • Mission on Nano Science and Technology (Nano Mission) • National Super Computing Mission
Objectives	4. **Technology Mission Programme on Water and Clean Energy:** Covers the entire value chain of R&D right from oriented basic and applied research, precompetitive technology development, technology-based classification & assessment of technology options, pilot-demonstration of technology leads from laboratories and academic institutions to evolve a basket of technology options and facilitating developed technologies for last mile connectivity etc. It also envisages nurturing enabling activities such as human and institutional capacity building including fellowships, training of human resources, promoting centres of excellence, thematic hubs, and technology platforms **5. Mission on Nano Science and Technology (Nano Mission):** Building upon the promotional activities carried out as part of the Nano Science and Technology Initiative (NSTI) in the highly promising and competitive area of Nano Science and Technology, the Government of India launched a Mission on Nano Science and Technology (Nano Mission) in May 2007. Recognizing the success of Nano Mission, the Union Cabinet accorded approval for continuation of the Nano Mission in its Phase-II during the 12th Plan period with an allocation of Rs. 650 crores. The Department of Science and Technology is the nodal agency for implementing the Nano Mission. **6. National Super Computing Mission:** • To make India one of the world leaders in Supercomputing and to enhance India's capability in solving grand challenge problems of national and global relevance • To empower our scientists and researchers with state-of-the-art supercomputing facilities and enable them to carry out cutting-edge research in their respective domains • To minimize redundancies and duplication of efforts, and optimize investments in supercomputing • To attain global competitiveness and ensure self-reliance in the strategic area of supercomputing technology

Scheme	Technology Watch and Foresighting
Stakeholders	Research Institutions

Scheme	Technology Watch and Foresighting
Description	1. Close watch on current/emerging technologies globally in various relevant sectors in the context of an evolving Foresight Framework 2. Development of a National Foresight System for Science & Technology management 3. Special focus on promoting industry-academia interaction / consortium in support of the above 4. Development and support of S&T Programmes / Activities in line with the chosen Foresight Strategies 5. Documentation and dissemination of road maps, special foresight reports, and technology support programmes **6.** Forging linkage with various stakeholder group like Ministries / Departments / Industry / Academia / and the Civil Society for effective use of the artifacts / reports on Technology Watch and Foresight Strategies

Scheme	Interdisciplinary Cyber Physical Systems (ICPS)
Stakeholders	Researchers & Scientists
Description	To foster and promote R&D in this emerging field of research.
Objectives	1. A Cyber Physical System (CPS) is a mechanism controlled or monitored by computer-based algorithms, tightly integrated with internet and its users. 2. It is an engineered system that are built from and depend upon, the seamless integration of computational algorithms and physical components. 3. In general, Cyber means computation, communication and control that are discrete and logical.

Scheme	Mega Facilities for Basic Research Scheme
Stakeholders	Researcher Institutes
Description	It is aimed to create mega facilities and launch mega projects in and out of the country to improve access to such state-of-the-art facilities for the Indian scientific community, especially from the academic sector for pursuing basic research.
Objectives	• Technical complexities and requirement of large resources, such projects are manifestly multi-agency, multi-institutional and, quite often, international in character. • The Department of Science and Technology (DST) and the Department of Atomic Energy (DAE) have been jointly promoting most of such projects in the country.

Scheme	Technical Research Centres Programme
Stakeholders	Research Centers

Scheme	Technical Research Centres Programme
Description	This programme was launched as a follow-up of the budget announcement made by the Hon'ble Finance Minister of India in his Budget Speech in FY 2014-15
Objectives	Accordingly, Technical Research Centres (TRCs) were established during FY 2015-16 in the following DST institutions: ○ Sree Chitra Tirunal Institute for Medical Sciences and Technology (SCTIMST), Trivandrum ○ International Advanced Research Centre for Powder Metallurgy and New Materials (ARCI), Hyderabad ○ Jawaharlal Nehru Centre for Advanced Scientific Research (JNCASR), Bengaluru ○ Indian Association for the Cultivation of Science (IACS), Kolkata ○ S.N. Bose National Centre for Basic Sciences, Kolkata.

Scheme	Technology Development and Transfer
Stakeholders	Researchers
Description	The mandate of Technology Development Programmes (TDP) is to convert proof-of-concepts for technologies/ techniques/ processes/products into advance prototypes for validation and demonstration in actual field settings.
Objectives	• The commercialization of these technologies needs further assessment/incubation, which does not fall in the scope of the Technology Development Programme. • Transfer of technology developed under the project to the industry should ideally be the onus of the host institutions. • Proposals for incremental R&D over the existing technologies are also considered for support. Projects related to design and development of Software/IT, as required for products and processes, as a part of technology development project shall be considered. • Pure software development does not fall in the scope of the Programme.

Scheme	Science and Technology of Yoga and Meditation
Stakeholders	All citizens of India
Objectives	Basic themes being covered under SATYAM include, among others • Investigations on the effect of Yoga and Meditation on physical and mental health and wellbeing • Investigations on the effect of Yoga and Meditation on the body, brain, and mind in terms of basic processes and mechanisms

Scheme	Programme for Science Students
Stakeholders	All citizens of India

Scheme	Programme for Science Students
Description	**There are two programs under it:** • Kishore Vaigyanik Protsahan Yojana (KVPY) • Science Olympiad Programme
Objectives	• **Kishore Vaigyanik Protsahan Yojana (KVPY):** The objectives of the program are to identify students with talent and aptitude for research, help them realize their potential in their studies, encourage them to take up research careers in science and ensure the growth of the best scientific minds for research and development in the country. • **Science Olympiad Programme:** These programs aim at promoting excellence in Science and Mathematics among pre-university students. While HomiBhaba Centre for Science Education (HBCSE), Mumbai is the nodal organization for selection, training of students through Indian Association of Physics Teachers (IAPT) for participation of students at various International Olympiads meet. The program is financially supported by Government of India, in particular Department of Science and Technology, Board of Nuclear Sciences (Department of Atomic Energy), Department of Space, Ministry of Human Resource Development and Ministry of Earth Sciences.

Scheme	Cognitive Science Research Initiative (CSRI)
Stakeholders	For Citizens of India
Objectives	• Nature and origins of mental disorders, of physiological, social, and neuro-chemical origins. • Design of better learning tools and educational paradigms. • Design of better software technologies and artificial intelligence devices. • Streamlining of social policy formulation and analysis.

Scheme	National Council for Science & Technology Communication (NCSTC)
Stakeholders	All citizens of India especially women
Objectives	• It focuses on outreach activities, training in Science and Technology communication, development, production & dissemination of S & T software, incentive programmes, and field-based Sci-Com projects, research in S&T communication, international co-operation, motivating students and teachers, environment awareness and programmes with a special component exclusively for women

Scheme	Science For Equity Empowerment and Development (SEED)
Stakeholders	For Citizens of India
Description	Improvement of primarily for enabling disadvantaged sections of the society.

Objective	Delivery of science-led solutions, development and deployment of location-specific appropriate technologies for creation and improvement of sustainable livelihoods

Scheme	National Science & Technology Entrepreneurship Development Board (NSTEDB)
Stakeholders	All citizens of India
Objective	• To promote and develop high-end entrepreneurship for S&T manpower as well as self-employment by utilizing S&T infrastructure and by using S&T methods. • To facilitate and conduct various informational services relating to promotion of entrepreneurship. • To network agencies of the support system, academic institutions and Research & Development (R&D) organizations to foster entrepreneurship and self-employing using S&T with special focus on backward areas as well. • Implementation of the NIDHI programs • To act as a policy advisory body with regard to entrepreneurship.

Scheme	State Science & Technology Programme
Stakeholders	To Citizens of India
Objectives	• To promote Human Resource Development • To catalyse Science Technology Innovation (STI) landscape in the States • To strengthen S&T based delivery system in State • To create the Scientific Temper • To strengthen the mechanism of State S&T Councils for facilitating the demonstration of efficient technologies developed at National and International Institutions. • To promote self-reliance through S&T based business models. • To establish S&T partnerships • To create awareness, extend assistance on protecting Intellectual Property Rights (IPR) including patent, copyright, industrial design, geographical indication, trademark etc. at the state level

Scheme	Women Scientists Programs
Stakeholders	All Women Scientists
Description	List of programs for women scientists: • Gender Advancement for Transforming Institutions (GATI) • Women Scientists Scheme • Consolidation of University Research for Innovation and Excellence in Women Universities (CURIE) • Mobility Scheme

	• Indo-U.S. Fellowship for Women in STEMM (Science, Technology, Engineering, Mathematics and Medicine)

5.1.7. Designation-wise role and activity mapping

The following table elaborates the roles and activities performed by the officials in the Department. Focused areas of capacity enhancement will be identified to facilitate the officials in delivering their roles and activities.

Designation	Role	Activities Performed
Joint Secretary	Overseeing work related to: 1. SMP Division	• Preparation of High-Resolution Topographic Database for the country by Survey of India and its dissemination to the end users with ease of access
	Overseeing work related to: 1. Administrative division	2. All matters related to Coordination 3. All matters related to Budget 4. All matters related to Expenditure
Director	Overseeing work related to: • Training Cell • Exhibition Cell • RTI Work • CDN Section • Parliament Unit • Official Language	• Matters related to Plan Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector" • Matters related to women component plan of the Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector" • Matters related to exposure visit of senior/Junior scientists under the scheme • Matter related to organization, participation in the various exhibitions/seminars. • All RTI Work. • Various returns and receipts received from various Ministries/Departments and correspondence & Circulation of orders/ circulars thereof.

Designation	Role	Activities Performed
		• Redressal of Grievances/petitions received through PMO/President Section • ACC reports/ Cabinet Reports and other standing reports and all other coordination works. • Parliamentary work of the Department. • Liaison with the Ministry of Parliamentary Affairs, Lok Sabha/Rajya Sabha Secretariats, other Ministries/Departments with a view to fully discharge the parliamentary obligation of the Ministry of Science & Technology. • All Matters relating to Official language
Director	Overseeing work related to: • Admin-I(A) Section • Recruitment Cell • ACR Unit	• Establishment and allied matters in respect of all Class 'A' (Scientist's 'C' to Scientist's 'G') Scientific Gazetted Posts. Posting and transfer of Scientists. • Proposal to ACC for approval to appoint Scientist's 'F' to the grade of Scientists 'G' under FCS. • Establishment matter of CSS cadre of Section Officers and above, CSSS cadre of PS and above and related service matters. • Service matters relating to Junior Analyst (Tech.) (Group 'B' gazetted post) and Scientist 'B' (Group 'A' gazetted post). • Selection/appointment/liaison with Ministry of External Affairs and Department of Personnel and Training (for ACC approval) in connection with the post of Scientific Attaches in the Indian Missions at Washington, Moscow, Tokyo, and Berlin.

Designation	Role	Activities Performed
		• Dealing with service matters of officers on Central deputation. • All matters related to foreign Deputation of all Administrative Officers and all Scientists of this Department. • Matters relating to in-situ promotion of Scientists under FCS. • Director Recruitment to Group 'A' Scientists posts. • Matters relating to recognition of organizations/ institutions as scientific and technical for the purpose of introduction. • Recruitment to Group 'A' Scientific Posts by deputation (short term contract) / absorption. • Maintenance of ACR Dossiers in r/o officers/ officials, DST.
Director	Overseeing work related to: • AI Cell	• All administrative matters including Governing Bodies/Councils of autonomous bodies – its constitution/re-constitution. • Seeking of clearances (security/political) for visit of foreign scientists to autonomous institutes, from Ministry of Home Affairs/Ministry of External Affairs and FCRA Cases/Research Visas from Ministry of Home Affairs • Seeking of clearances (security/political) for visit of foreign scientists to autonomous institutes, from MHA/MEA. • Processing of Budget Performance
Director	Overseeing work related to: **1.** SMP DIVISION **2.** Entt. Cell	• All matters pertaining to NATMO and Survey of India including administrative, financial matters. • Administrative matters of Group 'A' Officers of SoI.

Designation	Role	Activities Performed
		• Administrative matters for Group 'B', 'C' and 'D' posts in SoI. • Budget of SoI. Civil works, SoI, Policy matters of SoI, Plan and Non-Plan Schemes of SoI. • Aerial photography • National Map Policy • Project on Seismic activities in SoI. • Foreign collaboration in respect of SoI. • Indo-Geodetic Datum Adjustment Project. • Privatization of Digital Database production. • Service matters connected with Group 'A' Officers of SoI. • Cadre Restructuring of Group 'A', 'B', 'C' & 'D' cadres of Survey of India. • Geospatial Authority of India. • Deputation of SoI officers for training in foreign institutions, foreign deputation of officers/deployment of SoI staff for field surveys in neighbouring countries/deputation of SoI officers for meetings/ inspections of field work. • Maintenance of Service Books of officers and staff of DST, including e-Service Books. • Matters relating to pay and allowances of officers and staff of DST. • Matters relating to Pension and Retirement benefits in respect of officers and staff of DST.
Director	Overseeing work related to: • INTEGRATED FINANCE DIVISION	• Matters pertaining to SERC, Aided Institutions, Parliamentary matters including Demand for Grants, Mathematical Sciences, NCSTC, International Div., IDP, SAIF, Drugs &

Designation	Role	Activities Performed
		Pharmaceuticals, Nanoscience & Technology Initiatives, and coordination within IFD.
Deputy Secretary	Overseeing work related to: • ADMIN-II-A & II-B SECTION	• All files relating to staff cars/Daily taxis, printing jobs, purchase of stationery/sanitary items, Purchase/distribution of uniforms/liveries, purchase of photocopiers, fax machines, computers, laptops, Pen-drives etc., AMC of the above-mentioned items, Telephones, AMC of EPABX, award of contract for operators & technicians • Maintenance of stock-entry registers as well as bill registers. • Booking, cancellation and distribution of domestic air travel tickets for DST officers • Housekeeping of Technology Bhawan (cleaning/sweeping, office hygiene, pest control, etc.) • Maintenance of Technology Bhawan building (Liasioning with CPWD for Civil, Horticulture and Electrical functions in DST and Provisioning of furniture Water supply related to DJB/Private Supply and checking the quality of drinking water/equipment with CPWD (Civil & Electrical) • Processing cases of allotment of accommodation/rooms to officers/staff in Technology Bhawan. Technology Day, Foundation Day Awards and Ceremony etc. • CGHS Cards for serving employees and pensioners, Identity Cards (temporary & permanent), Car Parking Labels • Allotment/change/technical change and cancellation of govt. accommodation. Processing of

Designation	Role	Activities Performed
		canteen bills of DST and Minister's office. • Maintenance of Record Room • Receipt of all the dak. • Maintenance of all records pertaining to dak received from different Divisions/Sections of DST for onward transmission through Department of Posts. • Distribution of By Hand Dak in various Ministries on daily basis • Observance of various Days i.e., Martyr's Day, Anti-Terrorism Day, Sadbhavna Divas, DST/DSIR Benevolent Fund Day, Communal Harmony Week, Armed Forces Flag Day, Technology Day, National Science Day. • Various Sports Activities through DST/DSIR Sports & Recreation • Photocopying job of voluminous nature. • Set making of documents photocopied wherever necessary.
Deputy Secretary	Overseeing work related to: • Admn-I(B) Section • INSPIRE Cell	• Cadre Controlling functions in respect of officers of CSS (up to Assistants), CSSS (up to P.S.) and in respect of Ministry of Science & Technology cadre. • Service matters of the non-gazetted employees of DST • All matters relating to INSPIRE Awards component of INSPIRE Programme which includes obtaining of nominations from State governments for Awards and finalization of the names of Awardees, Summer/Winter Camps for the toppers in X Board Exams and organizing exhibitions of projects/models.

Designation	Role	Activities Performed
Deputy Secretary	Overseeing work related to: 1. INTEGRATED FINANCE DIVISION	• Matter pertaining Headquarters, Admn. matters, pay fixation, Merger of posts and scales, cases of anomaly arising out of 6th CPC, court cases, Deputation/foreign deputation of Int.Divn. SMP. SOI, SERC/ESS, NSTMIS, NATMO, NRDMS, Exhibition, Welfare Cells, • Matters pertaining to NEB, IDT, TSG, NSTEDB, TDB.
Joint Director	Overseeing work related to: • Official Language	• All Matters relating to Official language
Deputy Director	Overseeing work related to: • NATIONAL SPATIAL DATA INFRASTRUCTURE (NSDI) DIVISION	• Technical Implementation of NSDI
Under Secretary	Overseeing work related to: • Training Cell • Exhibition Cell • RTI Work • CDN Section • Parliament Unit • Official Language	• Matters related to Plan Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector" • Matters related to women component plan of the Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector" • Matters related to exposure visit of senior/Junior scientists under the scheme • Matter related to organization, participation in the various exhibitions/seminars. • All RTI Work. • Various returns and receipts received from various Ministries/Departments and correspondence & Circulation of orders/ circulars thereof.

Designation	Role	Activities Performed
		• Redressal of Grievances/petitions received through PMO/President Section • ACC reports/ Cabinet Reports and other standing reports and all other coordination works. • Parliamentary work of the Department. • Liaison with the Ministry of Parliamentary Affairs, Lok Sabha/Rajya Sabha Secretariats, other Ministries/Departments with a view to fully discharge the parliamentary obligation of the Ministry of Science & Technology. • All Matters relating to Official language
Under Secretary	Overseeing work related to: • Admin-I(A) Section • Recruitment Cell • ACR Unit	• Establishment and allied matters in respect of all Class 'A' (Scientist's 'C' to Scientist's 'G') Scientific Gazetted Posts. Posting and transfer of Scientists. • Proposal to ACC for approval to appoint Scientist's 'F' to the grade of Scientists 'G' under FCS. • Establishment matter of CSS cadre of Section Officers and above, CSSS cadre of PS and above and related service matters. • Service matters relating to Junior Analyst (Tech.) (Group 'B' gazetted post) and Scientist 'B' (Group 'A' gazetted post). • Selection/appointment/liaison with Ministry of External Affairs and Department of Personnel and Training (for ACC approval) in connection with the post of Scientific Attaches in the Indian Missions at Washington, Moscow, Tokyo, and Berlin.

Designation	Role	Activities Performed
		• Dealing with service matters of officers on Central deputation. • All matters related to foreign Deputation of all Administrative Officers and all Scientists of this Department. • Matters relating to in-situ promotion of Scientists under FCS. • Director Recruitment to Group 'A' Scientists posts. • Matters relating to recognition of organizations/ institutions as scientific and technical for the purpose of introduction. • Recruitment to Group 'A' Scientific Posts by deputation (short term contract) / absorption. • Maintenance of ACR Dossiers in r/o officers/ officials, DST.
Under Secretary	Overseeing work related to: • NATIONAL SPATIAL DATA INFRASTRUCTURE (NSDI) DIVISION	• All establishment matters of NSDI Division including continuance/creation of posts for NSDI. • Organisation and follow-up work of meetings of NSDC< NSDI Executive Committee, Nodal Officers, and Annual Conference of NSDI. • Parliament Questions, release of grants for workshops, Cabinet notes
Under Secretary	Overseeing work related to: • AI Cell	• All administrative matters including Governing Bodies/Councils of autonomous bodies – its constitution/re-constitution. • Seeking of clearances (security/political) for visit of foreign scientists to autonomous institutes, from MHA/MEA and FCRA Cases/Research Visas from M/o Home Affairs

Designation	Role	Activities Performed
		• Seeking of clearances (security/political) for visit of foreign scientists to autonomous institutes, from MHA/MEA. • Processing of Budget Performance
Under Secretary	Overseeing work related to: • SMP DIVISION	• All matters pertaining to NATMO and Survey of India including administrative, financial matters.
Under Secretary	Overseeing work related to: • SMP DIVISION	• Administrative matters of Group 'A' Officers of SoI. • Administrative matters for Group 'B', 'C' and 'D' posts in SoI.
Under Secretary	Overseeing work related to: • Entitlement Cell	• Maintenance of Service Books of officers and staff of DST, including e-Service Books. • Matters relating to pay and allowances of officers and staff of DST. • Matters relating to Pension and Retirement benefits in respect of officers and staff of DST.
Under Secretary	Overseeing work related to: • ADMIN-II-A & II-B SECTION	• All files relating to staff cars/Daily taxis, printing jobs, purchase of stationery/sanitary items, Purchase/distribution of uniforms/liveries, purchase of photocopiers, fax machines, computers, laptops, Pen-drives etc., AMC of the above-mentioned items, Telephones, AMC of EPABX, award of contract for operators & technicians • Maintenance of stock-entry registers as well as bill registers.

Designation	Role	Activities Performed
		• Booking, cancellation and distribution of domestic air travel tickets for DST officers • Housekeeping of Technology Bhawan (cleaning/sweeping, office hygiene, pest control, etc.) • Maintenance of Technology Bhawan building (Liasioning with CPWD for Civil, Horticulture and Electrical functions in DST and Provisioning of furniture Water supply related to DJB/Private Supply and checking the quality of drinking water Firefighting/alarms/equipment with CPWD (Civil & Electrical) • Processing cases of allotment of accommodation/rooms to officers/staff in Technology Bhawan. Technology Day, Foundation Day Awards and Ceremony etc. • CGHS Cards for serving employees and pensioners, Identity Cards (temporary & permanent), Car Parking Labels • Allotment/change/technical change and cancellation of govt. accommodation. Processing of canteen bills of DST and Minister's office. • Maintenance of Record Room • Receipt of all the dak. • Maintenance of all records pertaining to dak received from different Divisions/Sections of DST for onward transmission through Deptt. of Posts. • Distribution of By Hand Dak in various Ministries on daily basis • Observance of various Days i.e., Martyr's Day, Anti-Terrorism Day, Sadbhavna Divas, DST/DSIR Benevolent Fund Day, Communal Harmony Week, Armed Forces Flag

Designation	Role	Activities Performed
		Day, Technology Day, National Science Day. • Various Sports Activities through DST/DSIR Sports & Recreation • Photocopying job of voluminous nature. • Set making of documents photocopied wherever necessary.
Under Secretary	Overseeing work related to: • Admn-I(B) Section	• Cadre Controlling functions in respect of officers of CSS (up to Assistants), CSSS (up to P.S.) and CSCS in respect of Ministry of Science & Technology cadre • Service matters of the non-gazetted employees of DST
Under Secretary	Overseeing work related to: • INSPIRE Cell	• All matters relating to INSPIRE Awards component of INSPIRE Programme which includes obtaining of nominations from State governments for Awards and finalization of the names of Awardees, Summer/Winter Camps for the toppers in X Board Exams and organizing exhibitions of projects/models.
Under Secretary	Overseeing work related to: • INTEGRATED FINANCE DIVISION	• Evaluation of financial requirements/ initial and subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: SERC, NCSTC, International Cooperation, TDT, Training Cell, A I Cell, SERC (Engg.), FIST, Science & Society Division, GLP, Fly Ash Unit

Designation	Role	Activities Performed
		• Evaluation of financial requirements/ initial and subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: – 1. SERC 2. NCSTC 3. International Cooperation 4. TDT 5. Training Cell 6. A I Cell • Evaluation of financial requirements/ initial and subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: – 1. SERC 2. NCSTC 3. International Cooperation 4. TDT 5. Training Cell 6. A I Cell
Under Secretary	Overseeing work related to: • INTEGRATED FINANCE DIVISION	• Evaluation of financial requirements/ initial and subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: 1. SERC 2. SERC/ESS 3. Headquarters, Administrative Matters 4. TDT 5. SMP Division/Survey of India 6. SERC (USERS) 7. NSTMIS 8. NATMO 9. NRDMS 10. Exhibition Cell 11.NEB 12. Seminars, Symposium • Evaluation of financial requirements/ initial and subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts

Designation	Role	Activities Performed
		Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: - 1. SERC (WOS) Boys cast Fellowships, Fast Track Research Projects. 2. NRDMS 3. Administrative Matters 4. TDT 5. NSTMIS 6. SMP/Survey of India 7. Water Technology Initiatives 8. NSDI 9. STAC • Evaluation of financial requirements/ initial and 11 subsequent release of funds including settlement of final accounts in respect of the Research projects, Meetings of PAC/Experts Committees, Training programmes, Deputation/delegation abroad etc. are processed of the following divisions of DST: - 1. SERC USERS, IRPHA, ESS 2. NEB 3. Admn. II (B)
Under Secretary	Overseeing work related to: • Vigilance Unit	• Vigilance cases pertaining to all employees/Officers of DST. • Vigilance cases pertaining to all Group 'A' Officers of the Aided/Autonomous/Statutory Institute under the DST. • Vigilance cases pertaining to all Group 'A' Officers of Subordinate Offices under DST. • Advice on Vigilance cases pertaining to all employees of Aided/Autonomous Statutory Institute and Subordinate offices under the DST. • Liasioning/coordinating with the CBI/CVC.
Under Secretary	Overseeing work related to: • NATURAL RESOURCES DATA MANAGEMENT SYSTEM (NRDMS) DIVISION	• Cabinet Note on National Policy for Data Sharing. • Coordination of Parliament Questions.

Designation	Role	Activities Performed
Section Officer	Overseeing work related to: • Training Cell, DST	• Matters related to Plan Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector" • Matters related to women component plan of the Scheme "National Programme for Training of Scientists & Technologists working in Govt. sector". • Matters related to exposure visit of senior/Junior scientists under the scheme
Section Officer	Overseeing work related to: • Exhibition Cell	• Matter related to organization, participation in the various exhibitions/seminars.
Section Officer	Overseeing work related to: • RTI Work	• All RTI Work.
Section Officer	Overseeing work related to: • CDN Section	• Various returns and receipts received from various Ministries/Departments and correspondence & Circulation of orders/ circulars thereof. • Redressal of Grievances/petitions received through PMO/President Section • ACC reports/ Cabinet Reports and other standing reports and all other coordination works.
Section Officer	Overseeing work related to: • Parliament Unit	• Parliamentary work of the Department. • Liaison with the Ministry of Parliamentary Affairs, Lok Sabha/Rajya Sabha Secretariats, other Ministries/Departments with a view to fully discharge the parliamentary obligation of the Ministry of Science & Technology.

Designation	Role	Activities Performed
Section Officer	Overseeing work related to: • Admn.I(A) Section	• Establishment and allied matters in respect of all Class 'A' (Scientist's 'C' to Scientist's 'G') Scientific Gazetted Posts. Posting and transfer of Scientists. • Proposal to ACC for approval to appoint Scientist's 'F' to the grade of Scientists 'G' under FCS. • Establishment matter of CSS cadre of Section Officers and above, CSSS cadre of PS and above and related service matters. • Service matters relating to Junior Analyst (Tech.) (Group 'B' gazetted post) and Scientist 'B' (Group 'A' gazetted post). • Selection/appointment/liaison with Ministry of External Affairs and Department of Personnel and Training (for ACC approval) in connection with the post of Scientific Attaches in the Indian Missions at Washington, Moscow, Tokyo, and Berlin. • Dealing with service matters of officers on Central deputation. • All matters related to foreign Deputation of all Administrative Officers and all Scientists of this Department.
Section Officer	Overseeing work related to: • Recruitment Cell	• Matters relating to in-situ promotion of Scientists under FCS. • Director Recruitment to Group 'A' Scientists posts. • Matters relating to recognition of organizations/ institutions as scientific and technical for the purpose of introduction. • Recruitment to Group 'A' Scientific Posts by deputation (short term contract) / absorption.

Designation	Role	Activities Performed
Section Officer	Overseeing work related to: • ACR Unit	• Maintenance of ACR Dossiers in r/o officers/ officials, DST.
Section Officer	Overseeing work related to: • SMP DIVISION	• Service matters connected with Group 'A' Officers of SoI. • Cadre Restructuring of Group 'A', 'B', 'C' & 'D' cadres of Survey of India. • Geospatial Authority of India. • Deputation of SoI officers for training in foreign institutions, foreign deputation of officers/deployment of SoI staff for field surveys in neighbouring countries/deputation of SoI officers for meetings/ inspections of field work.
Section Officer	Overseeing work related to: • Entitlement Cell	• Maintenance of Service Books of officers and staff of DST, including e-Service Books. • Matters relating to pay and allowances of officers and staff of DST. • Matters relating to Pension and Retirement benefits in respect of officers and staff of DST.
Section Officer	Overseeing work related to: • ADMIN-II-A SECTION	• All files relating to staff cars/Daily taxis, printing jobs, purchase of stationery/sanitary items, Purchase/distribution of uniforms/liveries, purchase of photocopiers, fax machines, computers, laptops, Pen-drives etc., AMC of the above-mentioned items, Telephones, AMC of EPABX, award of contract for operators & technicians • Maintenance of stock-entry registers as well as bill registers.

Designation	Role	Activities Performed
Section Officer	Overseeing work related to: • Admn. II (B) Section	• Booking, cancellation and distribution of domestic air travel tickets for DST officers • Housekeeping of Technology Bhawan • Maintenance of Technology Bhawan building • Processing cases of allotment of accommodation/rooms to officers/staff in Technology Bhawan. Technology Day, Foundation Day Awards and Ceremony etc. • CGHS Cards for serving employees and pensioners, Identity Cards, Car Parking Labels • Allotment and cancellation of govt. accommodation. Processing of canteen bills of DST and Minister's office. • Maintenance of Record Room
Section Officer	Overseeing work related to: • CENTRAL REGISTRY (C.R.) UNIT	• Receipt of all the dak. • Maintenance of all records pertaining to dak received from different Divisions of DST for onward transmission through Deptt. of Posts. • Distribution of By Hand Dak in various Ministries on daily basis
Section Officer	Overseeing work related to: 1. Welfare Section	• Observance of various Days i.e., Martyr's Day, Anti-Terrorism Day, Sadbhavna Divas, DST/DSIR Benevolent Fund Day, Communal Harmony Week, Armed Forces Flag Day, Technology Day, National Science Day. • Various Sports Activities through DST/DSIR Sports & Recreation
Section Officer	Overseeing work related to:	• Photocopying job

Designation	Role	Activities Performed
	• Copying And Duplication (C & D) Unit	• Set making of documents photocopied wherever necessary.
Desk Officer	Overseeing work related to: • SMP Division	• Budget of SoI. Civil works, SoI, Policy matters of SoI, Plan and Non-Plan Schemes of SoI. • Aerial photography • National Map Policy • Project on Seismic activities in SoI • Foreign collaboration • Indo-Geodetic Datum Adjustment Project. • Privatisation of Digital Database production.

The following table elaborates the roles and activities performed by the **Scientists** in the Department. Focused areas of capacity enhancement will be identified to facilitate the officials in delivering their roles and activities.

Designation	Role	Activities Performed
Scientist G	Overseeing work related to: Science & Engineering Research Council (SERC) Division	1. SERC-Programme Advisory Committee (PAC)- Physical Sciences, Intensification of Research in High Priority Areas (IRHPA)- Physical Sciences, Women Scientist Scheme (WOS-A), Consolidation of University Research for Innovation and Excellence (CURIE), Mega Facilities, Innovation Clusters. Nano Mission & Autonomous Institutes – Independently handling. 2. SERC-PACs-Chemical Sciences, Fast track Young Scientist (YS) Programme, New Autonomous Institutes (National Centre for Molecular Materials at Thiruvananthapuram & Cancer Institute, Chennai), IRHPA-Chemical Sciences, International Travel Support Scheme. 3. Innovation in Science Pursuit for Inspired Research (INSPIRE), Fund for Infrastructure development for S&T in Higher Educational Institutions (FIST), Promotion of University Research and Scientific Excellence (PURSE), IRHPA-Multidisciplinary Projects 4. SERC-PACs on Life Sciences; SERC Visiting Fellowship; Assistance for Other Professional Bodies, Seminar Complex & Symposia; IRHPA-Life Science Projects. Chief Vigilance Officer (CVO)- Independent 5. SERC-PACs on Engineering Sciences, IRHPA Engineering Projects 6. SERC-PAC on Atmospheric Sciences 7. SERC-PAC-Mathematical Sciences, Sophisticated Analytical Instrumentation Facility (SAIF), Better Opportunities for Young Scientists in Chosen Areas of Science & Technology (BOYSCAST).
Scientist G	Overseeing work related to:	1. Technology Mission: For Water

Designation	Role	Activities Performed
	Technology Mission Cell	
Scientist G	Overseeing work related to: NCSTC Division	1. Overall responsibility of managing, supervision, direction, and guidance to all the programs handled by the division. 2. Develop new policy, programs, and activity initiatives 3. Coordination with administration and reporting to the Secretary 4. Performance criteria/indicators 5. Outreach activities with other Government Ministries/Departments 6. Coordination with, CSIR, NCSM, State S&T Councils, Science City etc. 7. Publications, Web sites and media outreach 8. International Cooperation 9. VIP references, oversee Parliament Questions and RTI cases 10. Partnership (MoU) with media and Private Enterprises. 11. Guidance for all major programs viz. Children Science Congress, Youth Science Congress, Teachers Science Congress, Thematic observation of years for women scientists, biodiversity etc. and Decade of Innovation. 12. Responsibilities assigned by the Secretary from time to time
Scientist G	Overseeing work related to: Good Laboratory Practice (GLP) Division	1. Overall supervision of work of GLP Division
Scientist G	Overseeing work related to: National S&T Entrepreneurship Development Board Division	1. Overall supervision of the work done in the Division 2. Training & Research for Techno-entrepreneurship Development 3. Micro Entrepreneurship and Skill Development
Scientist G	Overseeing work related to: Technology Development & Transfer Division	1. Drugs & Pharmaceutical Research Programme (DPRP) 2. State Science & Technology Programme (SSTP) 3. Technology System Group (TSG)

Designation	Role	Activities Performed
		4. Instrument Development Programme (IDP) 5. Patent Facilitating Cell (PEC)
Scientist G	Overseeing work related to: NANO MISSION	1. Mission Director of Nano Mission, Head (A.I.), Mega Facilities for Basic Research Programme, SERC/IRPHA programme in Physical Sciences, Women Scientists Scheme-A, CURIE, Cognitive Science Programme, KVPY
Scientist G	Overseeing work related to: CLIMATE CHANGE PROGRAMME	1. Finalization of Mission Documents 2. Preparation of EFCs 3. Parliamentary Forum 4. Launch / coordination related to Mission deliverable 5. Extra-mural research grants to universities/ institutions on climate change, geo-spatial techniques 6. New institutions / fellowship programmes with PMO/MOEF/PSA Office etc. 7. Technical support to the Parliamentary Forum
Scientist G	Overseeing work related to: Plan & Co-ordination	1. The Plan & Co-ordination Cell of DST prepares: (i) Five Year Plans (ii) Annual Plans (iii) Mid-term Appraisals (iv) Allocation of Budget to different programmes and schemes. 2. It also includes work related to new programmes and policies for the department. The Cell is coordinating with the various Ministries and departments such as the Planning Commission, Ministry of Finance, PMO, Cabinet Secretariat etc. 3. The Plan and Co-ordination Cell organizes monthly meetings of all the Heads of Divisions and Programme Officers to monitor planned programmes, budget and expenditure. The Cell works in close co-ordination with all the officers of the department for obtaining inputs on various programmes and schemes required by different Ministries and Departments from time to time. Recently, it has also

Designation	Role	Activities Performed
		been entrusted with the task of Results Framework Document (RFD) prepared for the Cabinet Secretariat.
Scientist F	Overseeing work related to: SCIENCE & ENGINEERING RESEARCH COUNCIL (SERC) DIVISION	1. Ramanujan & J.C Bose Fellowships, Utilization of Scientific Expertise for Retired Scientists (USERS). 2. Fast Track Programme for Young Scientists in the area of Life Sciences
Scientist F	Overseeing work related to: NSTMIS DIVISION	**1.** R&D Survey (States) **2.** Parliament Questions **3.** National Innovation Survey **4.** Nature R&D Expenditure **5.** S&T Manpower
Scientist F	Overseeing work related to: Technology Mission Cell (TMC)	**1.** Technology Mission: WAR for Water **2.** Water Technology Initiative **3.** Solar Energy Research Initiative
Scientist F	Overseeing work related to: NCSTC Division	**1.** Science Express: Overall planning, development, fabrication, coordination, and monitoring. Involved in the project from concept till commissioning and thereafter in its day-to-day management. **2.** Annual Report of DST, Annual Report and Annual Brief of Division **3.** Annual Plan and Annual Budget of Division **4.** Coordinate monthly reports for the cabinet **5.** Projects in the fields of Body, Organ & Tissue Donation **6.** Development of Comprehensive Database of Scholarship & Fellowship Schemes in S&T: **7.** Software: Production of short films on National Science Communication Award winners (2005, 2006, 2007); training films. **8.** Provide mentorship to Scientist C and Junior Assistant **9.** Any other responsibility assigned by the Head, NCSTC **10.** Rajat Jayanti Science Communication Fellowship program **11.** Occupational Health program: Initiated under gender budgeting scheme of

Designation	Role	Activities Performed
		Government of India, popularization of the scheme, projects in 18 occupations in various States. **12.** Understanding Nature Projects related to Hydroponics, Understanding Nature, Celebration of days of National & International Importance **13.** UNESCO Kalinga Award and Kalinga Chair, Identification of Indian Nominee, Invitation of Awardee to visit India, Coordination of his visit in 3 to 4 States in India, Ceremony for Kalinga Chair. **14.** Software: Films under broad area, Mysteries of Planet Earth. **15.** Establishment of National Centre for Public Understanding of Science. **16.** Implementation of Hindi **17.** Matters related to DST Aided institutions **18.** Administrative matters: Mid Term Appraisal, Parliament questions related to work being handled, Very Important Person communication etc. **19.** Human Resource Development in S&T Communication: (a) Academic Courses in S&T Communication, (b) Enhancing Science Coverage in Mass Media, (c) Science Communication through Folk Media, (d) Digital Media for Science Communication. **20.** Publications: (a) Indian Journal of Science Communication (IJSC), (b) Books, (c) Popular Science Magazines in Indian Languages, (d) Newsletters, Reports, Newspapers, etc. **21.** Research Projects: (a) Development of S&T Communication in Indian Languages, (b) Science Communication Archives, (c) Media Studies **22.** Conferences & Seminars on Science Communication, Indian Science Communication Congress (ISCC), Science Communicators Meet, Indian Science Congress, National Seminars, Conferences, etc.

Designation	Role	Activities Performed
		23. National Discussion on Science Fiction **24.** Science and Culture, Science through Cultural Events **25.** Promotion of S&T Culture amongst Kashmiri Youth **26.** Audio-visual Programmes **27.** Parliament Questions
Scientist F	Overseeing work related to: National S&T Entrepreneurship Development Board Division	**1.** Entrepreneurship in Education
Scientist F	Overseeing work related to: Natural Resources Data Management System Division	**1.** Geohazards (landslide & tsunami) **2.** Indo-Nowegian project on Geohazards. **3.** Revival of village ponds. **4.** Task Force on 1:10 mapping **5.** Airship Programme **6.** National Geotechnical Facility **7.** Decentralized Planning **8.** Spatial data management technology **9.** Hyper Spectoral Remote Sensing **10.** Sensor Web Enablement **11.** Lake Eco-system
Scientist F	Overseeing work related to: Climate Change Programme	**1.** Initiation of schemes, technical programmes, projects under Climate Change Programme along with the implementation / processing of previously handled NRDMS projects
Scientist E	Overseeing work related to: SCIENCE & ENGINEERING RESEARCH COUNCIL (SERC) DIVISION	**1.** Scientific Advisory Council to PM (SAC-PM) Cell – Reporting directly to Secretary. Swarnajayanti Fellowship, IRHPA Projects - Engineering & Maintenance of SERC Website **2.** Health Science Programme **3.** Plant Science the area of Life Sciences **4.** Material, Mining & Mineral Engineering
Scientist E	Overseeing work related to: • NSTMIS DIVISION	**1.** R&D Survey (Centre) **2.** Programme Advisory Committee on NSTMIS **3.** RTI with respect of NSTMIS
Scientist E	Overseeing work related to: Technology Mission Cell (TMC)	**1.** Technology Mission: WAR for Water **2.** Water Technology Initiative **3.** Solar Energy Research Initiative

Designation	Role	Activities Performed
Scientist E	Overseeing work related to: • NCSTC Division	**1.** National Children's Science Congress & Participation in Annual Session of Indian Science Congress. **2.** National Teachers Science Congress **3.** National Science Day – Celebration of National Science Day Central Function in Delhi **4.** Promotion of Innovations (a) Initiative for Research & Innovation in Science (IRIS) program for children below 18 yrs. age group, (b) India Innovation Initiative (i3) program for children above the 18 yrs. age group and (c) International Exhibition for Young Investors (IEYI) **5.** Enrichment of Resource materials – Collaborative Programme (including with UNESCO) **6.** Establishment of Regional Innovation Science Hubs for Inventors (RISHI) **7.** Minimum Science for all **8.** Charles Darwin & evolution **9.** Development of low-cost teaching-aids (Modules) on different topics including Kits. **10.** Popularization/Communication of Astronomy through Mobile Planetarium **11.** Training programs on: Explaining Science behind Miracles, Open ended experiment on Vermi-composting, Micro-organisms, World of Social Insects, Soil & Water testing – 'Parkhee', Simple Task Great Concepts **12.** Orientation of Science Teachers: Interactive sessions, vacation camps for creative learning. **13.** Development of resource material on soil – a vital part of Land Resources. **14.** Production of TV series on selected themes **15.** Supervision of NCSTC section **16.** Audit queries **17.** Financial matters, linkages with Controller Of Administration on budgetary matters, etc.

Designation	Role	Activities Performed
		18. Providing guidance to Scientist 'C' **19.** Any other responsibility assigned by the Head, NCSTC **20.** Astronomy for Everyone (with NCSTC-Network): Training programmes and field activities for School Children, Teachers, and resource persons. **21.** Map learning and Resource Optimization: Resource material replication (training and awareness programme for schools & colleges and for the community) **22.** Women & Child- Health & Nutrition: Replication of resource materials, Awareness programmes at state level, Training programmes at regional level, Community radio programmes, Celebration of Nutrition month in September, Awareness programmes on malnutrition, Good Kitchen Practices. **23.** Planning and implementation of Telescope Assembly workshop with Bhawan's **24.** S&T for Visually Challenged: development and production of Audio Programmes, scientific toys/kits (supplemented with talking books and text in Braille) **25.** Training programme on origami, low-cost teaching aids, construction technology **26.** Research Programmes – Impact/monitoring studies on health and nutrition, baseline studies of new programmes. **27.** Appreciation of Mathematics in everyday life. **28.** TV Programmes/Quizzes **29.** S&T in Mid-Day Meal scheme **30.** National Photography Competition **31.** Updating and maintenance of mailing list of 'NCSTC Communications', Project database

Designation	Role	Activities Performed
		32. Financial matters, linkages with Controller Of Administration on budgetary matters **33.** Miscellaneous unique projects including organizing competitions **34.** Improvements and maintenance of the Websites
Scientist E	Overseeing work related to: National S&T Entrepreneurship Development Board (NEB) Division	**1.** Institution based Innovative & Technology Driven Entrepreneurship
Scientist D	Overseeing work related to: Science & Engineering Research Council (SERC) Division	**1.** SERC-PAC on Earth Sciences **2.** Funds for Improvement of S&T Infrastructure in Universities and Higher Education Institution and Promotion of University Research & Scientific Excellence **3.** Women Scientist Scheme-A, Cognitive Science Research Initiative and CURIE. **4.** Biochemistry, Biophysics, Molecular Biology and Microbiology
Scientist D	Overseeing work related to: 1. NCSTC Division	**1.** S&T Communication for WASH Literacy & Awareness **2.** Vigyan Evam Vikas Sanchar Kendras **3.** S&T Communication on "Climate Change & PRIs" in States **4.** Empanelment/Panel recast (film makers, CD-ROM/web designers **5.** Film/TV programmes with empanelled film makers **6.** Dedicated TV Channel for S&T **7.** Popular Science Magazines/Newsletters **8.** "Understanding Planet Earth" Campaign": Post-campaign programmes like Symposia, seminars, bibliography/software inventory, etc. **9.** Post YSA (Year of Scientific Awareness 2004) issues **10.** Month long `WASH" campaigns on World Water Day (on 22nd March) in States & Union Territories

Designation	Role	Activities Performed
		11. National Technology Day (11th May) celebrations in States & Union Territories 12. Month long campaigns "Science for Sanitation" (on 2nd Oct) in States & Union Territories 13. Environment Science Communication 14. Science Debates/ Vaad-vivaad, Cultural modes of Science, Eco-Science Communication, Technology Communications and Community learning.
Scientist D	Overseeing work related to: IS-STAC	• Joint Technology Projects with socio-economic ministries • Annual Plan/Annual Reports/Budget preparation etc. • National Program on carbon Sequestration Research (45 projects)
Scientist D	Overseeing work related to: NATIONAL S&T ENTREPRENEURSHIP DEVELOPMENT BOARD (NEB) DIVISION	• Micro-Enterprise Promotion Programme/STED Programme
Scientist D	Overseeing work related to: • Technology Development & Transfer (TDT) Division	• Patent Facilitating Cell (PEC)
Scientist C	Overseeing work related to: Natural Resources Data Management System (NRDMS) Division	• Database development, capacity building & training.
Scientist C	Overseeing work related to: Science & Engineering Research Council (SERC) Division	• Animal Sciences under IRHPA Scheme • Young Scientists Programme in Physical & Mathematical Science and Intensification of Research in High Priority Area (Biophysics & Special Projects) • Fast Track Scheme for Young Scientists (Chemical Sciences) • FIST Programme & IRHPA Programme • Mathematical Sciences Programme • Health Sciences • Organic Chemistry, Inorganic Chemistry, Green Chemistry

Designation	Role	Activities Performed
		• Earth & Atmospheric Sciences & INSPIRE • Lasers, optics, atomic & molecular physics • Sophisticated Analytical Instrumental Facility Programme & BOYSCASY Fellowship Programme • Nano Missions • Women Scientist Scheme-A & CURIE • INSPIRE Fellowship • Cognitive Science Research Initiative
Scientist C	Overseeing work related to: Technology Mission Cell (TMC)	• Technology Mission: WAR for Water • Water Technology Initiative • Solar Energy Research Initiative
Scientist C	Overseeing work related to: Plan & Co-ordination	• The Plan and Co-ordination Cell organizes monthly meetings of all the Heads of Divisions and Programme Officers to monitor planned programmes, budget, and expenditure. The Cell works in close co-ordination with all the officers of the department for obtaining inputs on various programmes and schemes required by different Ministries and Departments from time to time. Recently, it has also been entrusted with the task of Results Framework Document (RFD) prepared for the Cabinet Secretariat.
Scientist C	Overseeing work related to: NANO MISSION	• New Nano Projects (2010), Nano Mission Coordination Activities, Mega Facilities Programme, SERC/IRHPA projects, KVPY • Nano Mission Projects (2005, 2006, 2007), Assistance in A.I. related work, Documentation activities • Nano Projects (2008, 2009), NATAG Projects, Regulatory framework for Nano, Units, Centres, Documentation activities
Scientist C	Overseeing work related to: 1. NCSTC Division	• Astronomy popularization programmes with State S&T Councils

Designation	Role	Activities Performed
		• Training cum Awareness programmes on Understanding Weather & Climate Change • Motivational Programmes with several universities and national laboratories for building up excitement among students for taking up S&T for higher studies • Development of exhibition material, texts, visuals, films to showcase India's scientific achievements, Indian S&T institutions which are working and nurturing talent in frontier areas • Volunteer Plus: A Programme on Disaster Preparedness • Grameen Jagriti: A programme on rational use of pesticides, fertilizers and on awareness about sensitization and prevention of farming accidents • Rasoi Kausoti: A sensitization cum awareness programme on detection and prevention of adulterants in food stuffs • Science Newsline: Conceptualization and dissemination of scientific achievements in the form of film news capsules through DST website and DD News • Conceptualization, editing, publication of Wall Planners, poster sets, and other IEC material for science awareness programmes and provided editorial support to NCSTC COMMUNICATIONS– An in house monthly bilingual newsletter • Research surveys, Impact Assessment– Assessment of Emerging Opportunities and Prospects of careers in Science & Technology • Impact Study of Motivational Programmes for talented school children; Study on extent of coverage by various medias

Designation	Role	Activities Performed
		• Celebration of the NSD through state organisations throughout the country • Conceptualization and production of IEC materials for programmes • Coordinating RTI Matters • Animal Life Issues with special reference to Animal and Human Health • Science Exhibition/ Melas • National Awards for Science Communication • Soil Management • Vigyan Vaad Vivad • Training Resource Persons in Science based Vermicomposting • Visit to Establishments where Science & Technology at work • Youth Parliament • Youth Science Congress • Mobile Science Exhibition for Rural India
Scientist C	Overseeing work related to: Good Laboratory Practice Division	• Good Laboratory Practice
Scientist C	Overseeing work related to: • Technology Development & Transfer Division	• Technology System Group (TSG)
Scientist C	Overseeing work related to: • National S&T Entrepreneurship Development Board Division	• Institution based Innovation & Technology Driven Entrepreneurship
Scientist C	Overseeing work related to: • IS-STAC	• U-PROBE Program and assistance in NPCSR program • NCDMA Program of Min. of Environment & Forests • Hindi related matters, Monthly report • Assistance in Jt. Technology Program scheme
Scientist B	Overseeing work related to: 1. NANO MISSION	• Nano Mission Coordination Activities, Nano Mission website related work, PG Programmes. • Nano Mission Projects (2001,2002,2003,2004), Assistance in

Designation	Role	Activities Performed
		A.I. related work, Mega Facilities Programme and SERC/IRPHA projects.
Scientist B	Overseeing work related to: 3. SCIENCE & ENGINEERING RESEARCH COUNCIL (SERC) DIVISION	• Ayurveda Biology • Mechanical Engineering, Robotics and Civil Engineering • Electrical, Electronics & Computer Engineering, Chemical Engineering and Technology Outreach Programme
Scientist B	Overseeing work related to: TECHNOLOGY DEVELOPMENT & TRANSFER (TDT) DIVISION	• Drugs & Pharmaceutical Research Programme (DPRP)
Junior Analyst	Overseeing work related to: NCSTC Division	• Development of a Comprehensive Database of Scholarship & Fellowship Schemes in S&T • Organized Expert/Sub-Committee meetings for securitization of new proposals, preparations of agenda notes, minutes and intimation to all concerned officials/experts/members etc., also, collected information/data/proposals from all the concerned officials of the division. • Assist in the following activities: Science Express, Annual Report of DST/Annual Briefs, Body, Organ & Tissue Donations Programs
Consultant	Overseeing work related to: Science for Equity, Empowerment & Development (SEED) Division	• Science & Technology Application for Weaker Sections (STAWS) • Programme Development in Geosciences and other relevant areas for Weaker Section of Society (GSWS)
Consultant	Overseeing work related to: • TECHNOLOGY DEVELOPMENT & TRANSFER (TDT) DIVISION	1. State Science & Technology Programme (SSTP) 2. Patent Facilitating Cell (PEC)

5.1.8. Study the present technology use in the Department

Technology used	Description
IT initiatives in the Department [11]	• **MS Office**: Use of MS Excel, MS Word, MS PowerPoint, etc. in routine tasks • **e-PMS (Electronic Project Management Systems):** Portal facilitates the Scientists and Researchers of the country to submit their Project Proposals for various Schemes of Department of Science and Technology. The portal also provides facility to trac • **E-office**: Use of automations for repetitive tasks, SPARROW, e-file etc are implemented • **Local Area Network:** All workplaces in the department are connected on Local Area Network (LAN) which is already IPv6 compliant and is managed by the NIC to provide round the clock facilities for e-mail, intranet / internet, and database access operations

5.1.9. Emerging Sectoral Trends

The following sectoral technology areas are of particular importance to the nation:

S. No.	Trends	Key subfields in scope
1	Advanced Computing	1. Supercomputing 2. Edge computing 3. Cloud computing 4. Data storage 5. Computing architectures 6. Data processing and analysis techniques
2	Advanced Engineering Materials	1. Materials by design and material genomics 2. Materials with new properties 3. Materials with substantial improvements to existing properties 4. Material property characterization and lifecycle assessment
3	Advanced Gas Turbine Engine Technologies	1. Aerospace, maritime, and industrial development and production technologies 2. Full-authority digital engine control, hot-section manufacturing, and associated technologies
4	Advanced Manufacturing	1. Additive manufacturing 2. Clean, sustainable manufacturing

[11] From Focused Group Discussions

S. No.	Trends	Key subfields in scope
		3. Smart manufacturing 4. Nanomanufacturing
5	Advanced and Networked Sensing and Signature Management	1. Payloads, sensors, and instruments 2. Sensor processing and data fusion 3. Adaptive optics 4. Remote sensing of the Earth 5. Signature management 6. Nuclear materials detection and characterization 7. Chemical weapons detection and characterization 8. Biological weapons detection and characterization 9. Emerging pathogens detection and characterization 10. Transportation-sector sensing 11. Security-sector sensing 12. Health-sector sensing 13. Energy-sector sensing 14. Building-sector sensing 15. Environmental-sector sensing
6	Advanced Nuclear Energy Technologies	1. Nuclear energy systems 2. Fusion energy 3. Space nuclear power and propulsion systems
7	Artificial Intelligence (AI)	1. Machine learning 2. Deep learning 3. Reinforcement learning 4. Sensory perception and recognition 5. Next-generation AI 6. Planning, reasoning, and decision making 7. Safe and/or secure AI
8	Autonomous Systems and Robotics	1. Surfaces 2. Air 3. Maritime 4. Space
9	Biotechnologies	1. Nucleic acid and protein synthesis 2. Genome and protein engineering including design tools 3. Multi-omics and other bio metrology, bioinformatics, predictive modelling, and analytical tools for functional phenotypes 4. Engineering of multicellular systems 5. Engineering of viral and viral delivery systems 6. Biomanufacturing and bioprocessing technologies

S. No.	Trends	Key subfields in scope
10	Communication and Networking Technologies	1. Radiofrequency (RF) and mixed-signal circuits, antennas, filters, and components 2. Spectrum management technologies 3. Next-generation wireless networks, including 5G and 6G[12] (E.g., manufacturing industry for faster automation, healthcare industry for real time procedures) 4. Optical links and fibre technologies 5. Terrestrial/undersea cables 6. Satellite-based communications 7. Hardware, firmware, and software 8. Communications and network security 9. Mesh networks/infrastructure independent communication technologies
11	Directed Energy	1. Lasers 2. High-power microwaves 3. Particle beams
12	Financial Technologies[13]	1. Distributed ledger technologies 1. Applications in automobile, financial services, healthcare, voting 2. Digital assets 3. Digital payment technologies 4. Digital identity infrastructure
13	Human-Machine Interfaces	1. Augmented reality 2. Virtual reality 3. Brain-computer interfaces 4. Human-machine teaming
14	Hypersonics[14]	1. Propulsion 2. Aerodynamics and control 3. Materials 4. Detection, tracking, and characterization 5. Defence
15	Quantum Information Technologies[15]	1. Quantum computing 2. Materials, isotopes, and fabrication techniques for quantum devices 3. Post-quantum cryptography 4. Quantum sensing 5. Quantum networking

[12] https://www.pwc.in/consulting/technology/emerging-tech/5g-technology-a-primer.html
[13] https://www.pwc.com/gx/en/industries/financial-services/fs-technology.html
[14] https://www.pwc.in/assets/pdfs/aero_defence/cutting-edge-aerospace-and-defence-44th-edition.pdf
[15] https://www.pwc.in/consulting/technology/emerging-tech/an-introduction-to-quantum-computing.html

S. No.	Trends	Key subfields in scope
16	Renewable Energy Generation and Storage[16]	1. Renewable generation 2. Renewable and sustainable fuels 3. Energy storage 4. Electric and hybrid engines 5. Batteries 6. Grid integration technologies 7. Energy-efficiency technologies
17	Semiconductors and Microelectronics	1. Design and electronic design automation tools 2. Manufacturing process technologies and manufacturing equipment 3. Beyond complementary metal-oxide-semiconductor (CMOS) technology 4. Heterogeneous integration and advanced packaging 5. Specialized/tailored hardware components for artificial intelligence, natural and hostile radiation environments, RF and optical components, high-power devices, and other critical applications 6. Novel materials for advanced microelectronics 7. Wide-bandgap and ultra-wide-bandgap technologies for power management, distribution, and transmission
18	Space Technologies and Systems	1. On-orbit servicing, assembly, and manufacturing 2. Commoditized satellite buses 3. Low-cost launch vehicles 4. Sensors for local and wide-field imaging 5. Space propulsion 6. Resilient positioning, navigation, and timing 7. Cryogenic fluid management 8. Entry, descent, and landing

[16] https://www.pwc.com/us/en/industries/energy-utilities-resources/power-utilities/renewables-emerging-technology.html

5.1.10. Opportunities in use of technology for the relevant functional areas of department

There are many technologies implemented in the ministry and some are still underway. There are opportunities where technology can facilitate to make processes more seamless. We have identified such opportunities and mapped them to the expected outcomes.

S. No.	Opportunities	Outcomes
•	**Collaboration Platform:** A platform may be implemented where inter MDOs (especially with the MDO working on related schemes or policies or get affected by the decisions of Department of Science and Technology) communications and collaborations will be seamless	Reduce the time and effort required for the same work being done in various MDOs in the country MDOs can collaborate for certain projects where inter disciplinary expertise is required
•	**Institutionalize a process:** where the in-house senior officials can provide training and share their experience in a peer-to-peer learning mode on any of the topics relevant to the functioning of the department of Science and Technology	Increased awareness in the topics and better functioning of the officers
•	**Templatization of documentation:** preparing proposal notes, cabinet notes & drafting of schemes and giving access for the same to all the ministry officials.	Reduces time taken in preparing proposal notes, cabinet notes as these skills are required in all the divisions

5.1.11. Ongoing Capacity Building Programs

The following tables depicts the existing Capacity Building Programs for year 2022-23 in the department

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
1	Managing Technology Value Chains for Directors and Division Heads	Administrative Staff College of India, Hyderabad	D	L4	Residential
2	Science Administration & Research Management	Administrative Staff College *of* India, Hyderabad	F	L4	Residential
3	Advanced Techno Management	Administrative Staff College of India, Hyderabad	D	L4	Residential
4	Capacity Building Program for Technical Personnel	Amity Institute of Training & Development, Noida	F	L4	Online
5	Traditional Medicine-Modern Approaches for Affordable and Accessible Healthcare	Amity Institute of Training & Development, Noida	D	L4	Online
6	Research for Societal good	Amrita Vishwa Vidyapeetham	F	L4	Residential

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
	through Social Responsibility	University, Coimbatore			
7	Big Data Management & Comprehensive Analysis	Centre for Development of Ad\lanced Computing, Mohali	F	L4	Online
8	Management of Digital Hygiene: Staying secure in Cyber Space	Centre for Development of Ad\lanced Computing, Mohali	F	L4	Online
9	Emotional Intelligence at Workplace	Centre for Organisation Development, Hyderabad	B	L4	Residential
10	Internet of Things IOT	Engineering Staff College of India, Hyderabad	F	L4	Residential
11	Advances in Integrated Watershed Management for Rural Livelihood	ICAR-Indian Institute of Soil & Water Conservation, Ooty	D	L4	Online
12	Integrated Nutrient Management and Nutrient Budgeting through Advanced	ICAR-Indian Institute of Soil & Water	D	L4	Online

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
	models to improve Crop Productivity	Conservation, Ooty			
13	Natural Resource & Environmental Management	Indian Institute of Forest Management, Bhopal	D	L4	Residential
14	Foundation Training Programme	Indian Institute of Public Administration, Delhi	F	L4	Residential
15	Science, Technology & Emerging Trends in Governance	Indian Institute of Public Administration, Delhi	F	L4	Residential
16	Financial Management in Scientific Organisations	Indian Institute of Public Administration, Delhi	F	L4	Residential
17	Capacity Building Program for Technical Personnel	Indian Institute of Public Administration, Delhi	F	L4	Residential
18	Scientific Project Management	Indian Institute of Science Education & Research, Pune	F	L4	Residential

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
19	Basic and Advanced Proteomics Approach	Indian Institute of Technology, Bombay	D	L4	Online
20	Enhancing Accountability & Responsiveness in Scientific Organizations	Institute of Public Enterprise, Hyderabad	F	L4	Residential
21	Management of Technology & Innovation	Institute of Public Enterprise, Hyderabad	F	L4	Residential
22	Policy for Science and Science for Policies	National Institute of Advanced Studies	F	L4	Residential
23	Science, Technology and Innovation Policy	National Institute of Advanced Studies	D	L4	Residential
24	Science & Technology : Global Developments & Perspectives	National Institute of Advanced Studies	F	L4	Residential
25	Solid Waste Management Technology &	National Institute of Technical Teachers Training &	D	L4	Residential

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
	Regulatory Compliance	Research, Chandigarh			
26	Empowerment & Entrepreneurial Development in Agriculture	University of Agricultural Sciences, Bangalore	F	L4	Residential
27	The issues & policies related to GMOs/GM Crops in India	University of Agricultural Sciences, Bangalore	D	L4	Residential
28	Social Responsibility of Scientists: Pathways and Outcomes	Xavier School of Human Resource Management, Bhubaneshwar	F	L4	Residential
29	Building Competencies for Personal Excellence	Art of Living, Bengaluru	B	L4	Residential
30	Building Competencies for Personal Excellence (2nd Instance)	Art of Living, Bengaluru	B	L4	Residential
	Role of Technology & Community Level Disaster Mitigation	Centre for Disaster Management,	D		

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
		LBSNAA, Mussoorie			
32	General Management Programme – Women	Administrative Staff College of India, Hyderabad	F	L4	Residential
33	Leadership & Organisation Development – Women	Centre for Organisation Development, Hyderabad	F	L4	Residential
34	Integrated Scientific Project Management – Women	Centre for Organisation Development, Hyderabad	F	L4	Residential
35	Internet of Things (IOT) – Women	Engineering Staff College of India, Hyderabad	F	L4	Residential
36	Community Resource Management – Women	Indian Institute of Forest Management, Bhopal	F	L4	Online
37	Environmental Leadership & Life Skills – Women	Indian Institute of Forest Management, Bhopal	D	L4	Online

S. No	Training Program	Training Provider	Competency Type	Course Level	Mode
38	Science & Technology for Rural Societies – Women	Indian Institute of Public Administration, Delhi	F	L4	Residential
39	Residential – Women	National Institute of Advanced Studies, Bangalore	F	L4	Residential
40	Biodiversity Conservation - Women	Wildlife Institute of India, Dehradun	D	L4	Residential

Other existing capacity building programmes conducted are listed below.

Existing Capacity Building Programs	1. Geospatial Technologies 1. Capacity building in teaching, research and development and use of geospatial technologies. 2. Promote the use of open-source GIS 3. Promote networking of government, academic, research and industrial organizations 2. Community-based organizations (CBOs), NGOs, Knowledge Institutions (KI) & Social Start-ups 1. Organizing awareness creation programmes, workshops, roundtable discussions, conferences, exhibitions, skills & training programmes to enhance the S&T capability of CBOs and NGOs 2. Imparting knowledge on societal development issues, Sustainable Development Goals (SDGs), National Priorities (NPs) and Scientific Social Responsibilities (SSR) to scientists & researchers (Postdoc, PhD & MTech students) 3. Standardization of S&T enabled NGOs. 3. National Programme for Training of Scientists & Technologists working in Government sector[17]

[17] From Annual Report 2021-22

5.2. Competency Needs Assessment on Individuals & Organizational level (CNA)

5.2.1. Focused Group Discussion (FGD)

- Focus Group Discussion (FGD) is a qualitative research method and data collection technique in which the team held FGDs with the identified divisions inviting representation from top and bottom levels. FGDs were conducted by having homogenous grouping of the MDO staff at different levels including administrative, technical, and administration & finance staff that are associated with different division/ scheme/ program/ unit of the department.

- At Department of Science & Technology (DST), the Focused Group Discussions were conducted with surveys around 02-06-2022 to 05-10-2022 and covered a total of 30 officials.

- ***Number of officials covered in DST –***

Roles	Officials
Director	2
Deputy Secretary	3
Under Secretary	6
Section Officer	2
SMP Section	4
Cash Section	5
Establishment	5
General Administration	3
Scientists (across divisions)	24
INSPIRE division	2
Autonomous Institutes	3
CDN	2
Pension	1
Vigilance	1
Training & Exhibition	1
Legal	1

5.2.2. Capacity Need Analysis for Role wise Competency Needs

Capacity Needs Analysis is a framework that assesses the desired capacity against existing capacity in order to identify the capacity gaps. For Capacity Needs Analysis survey, a Google survey form was prepared & finalized with a consultation with CBC and MDO to assess the Capacity Needs Assessment of individuals in the unique role in an organization. The survey is a self-evaluation, where the competency gaps are captured for both training needs and collective organizational needs of the MDO. The Capacity Need Analysis focused on Behavioral, Functional and Domain competencies.

The coverage of the CNA survey at the department is shown via tables below

The coverage of Capacity Needs Analysis (CNA) at DST

Roles	Number of Officials covered
Head of Scientific Divisions	3
Scientist G	2
Scientist F	2
Under Secretary (IFD)	1
Scientist E	4
Scientist D	4
Scientist C	12
Scientist B	8
Principal Staff Officer	1
Junior Analyst (Technical)	1
PERSONAL ASSISTANT	1
Consultant (NGP-NSDI)	1
Grand Total	40

Number of officials covered in DST – Common Cadre Other than Scientific Staff

Roles	Number of Officials covered
Joint Secretary	**1**
Director (Head)	3
Deputy Secretary	3
Under Secretary	6
Section Officer	5
Assistant Section Officer	8
PPS (Principal Private Secretary)	2
Personal Assistant	3
JTA (Junior Technical Assistant)	5
Stenographer	1
Library & Information Assistant	3
PA (Private Secretary)	2
Grand Total	**42**

5.2.3. Designation wise competency needs

The CNA for designation wise competency needs had the major discussion on Key focus areas activities and functions of each division/cell/department under a Joint Secretary, Initiatives being undertaken to meet the short- and medium-term goals, and targets/ milestones, if any and Key skills gap & competency challenges faced by the division/cell/department in executing the above objectives.

Designation	Level	Functional Competencies	Behavioral Competencies
Scientific staff (Scientist B to Head of Scientific staff)	Advance	1. Scientific Project Management 2. Innovation, global developments, emerging trends & perspectives 3. Data analysis, planning & preparing 4. Scientific communication skills - narrative tools 5. Scientific writing and publishing 6. Leadership, management & mentorship in research 7. Survey techniques, data collection, measure study variables 8. Professional guidelines, code of ethics & ethical research 9. Interdisciplinary research 10. Effective teamwork with cross-functional, multi-disciplinary research teams	1. Scientific Temper: scientific know-why & technical know-how 2. Planning & coordination 3. Running effective meetings 4. Innovative Thinking 5. Conflict solving strategies 6. Problem Solving of higher degree 7. Team-Working 8. Self-Awareness and Self-Control 9. Professional Integrity - peer review & benchmark 10. Desire for Knowledge
	Basic	1. Managing research tools & data 2. Effective collaboration in research 3. Interpreting scientific results 4. Safeguarding of information – IPRs 5. Selection and refinement of area of interest 6. Investigative approach to product development 7. Oversight skillset for principal investigator 8. Develop, plan and experimental design process & skills 9. Laboratory research skills 10. Persuasive Grant writing	1. Networking skills - lab/industry/academia 2. Stakeholder Analysis & Management 3. Ethics 4. Communication skills 5. Negotiation skills 6. Conceptual Thinking 7. Strategic Thinking 8. Self-Management 9. Result Orientation 10. Empathy
Other staff	Advance	1. MS Office 2. Writing proficiency	1. Self-Awareness and Self-Control

Designation	Level	Functional Competencies	Behavioral Competencies
		3. Knowledge Management 4. NIC applications - email, messenger, cloud storage and others 5. RTI resolutions 6. Team Management 7. Public Financial Management System 8. General Financial Rules, 2017 9. Grammar training for cabinet note, EFC or office order 10. Central civil conduct code	2. Conflict solving strategies 3. Team-Working 4. Desire for Knowledge 5. Self-Confidence 6. Communication skills 7. Conceptual Thinking 8. Self-motivated 9. Ethics 10. Self-Management
	Basic	1. Raj Bhasha 2. GeM marketplace 3. Office protocols 4. Vendor Management 5. IFD framework 6. Procurement and tender writing 7. National Anthem, Flag code of India and state emblem of India 8. Technical Writing 9. Budgeting and accountability 10. Project appraisal and Management	1. Decision Making 2. Leading Others 3. Negotiation skills 4. Knowledge sharing & mentorship 5. Strategic Thinking 6. Attention to detail 7. Commitment to the Organization- research aligned to organization's goals 8. Commitment to the Organization- research aligned to organization's goals 9. Empathy 10. Giving feedback
Entry level (Junior Analyst, Scientist B, Scientist C and Scientist D)	**Advance**	1. Scientific Project Management 2. Data analysis, planning & preparing 3. Innovation, global developments, emerging trends & perspectives 4. Scientific communication skills - narrative tools 5. Scientific writing and publishing 6. Leadership, management & mentorship in research 7. Professional guidelines, code of ethics & ethical research 8. Interdisciplinary research 9. Survey techniques, data collection, measure study variables 10. Effective teamwork with cross-functional, multi-disciplinary research teams	1. Planning and Coordination 2. Scientific Temper: scientific know-why & technical know-how 3. Running effective meetings 4. Conflict solving strategies 5. Innovative Thinking 6. Professional Integrity - peer review & benchmark 7. Team-Working 8. Desire for Knowledge 9. Self-Awareness and Self-Control 10. Problem Solving of higher degree

Designation	Level	Functional Competencies	Behavioral Competencies
Entry level (Junior Analyst, Scientist B, Scientist C and Scientist D)	Basic	1. Interpreting scientific results 2. Managing research tools & data 3. Effective collaboration in research 4. Safeguarding of information – IPRs 5. Selection and refinement of area of interest 6. Investigative approach to product development 7. Develop, plan and experimental design process & skills 8. Oversight skillset for principal investigator 9. Laboratory research skills 10. Persuasive Grant writing	1. Networking skills - lab/industry/academia 2. Communication skills 3. Conceptual Thinking 4. Strategic Thinking 5. Ethics 6. Leading Others 7. Stakeholder Analysis & Management 8. Commitment to the Organization- research aligned to organization's goals 9. Decision Making 10. Empathy
Mid-level (Scientist E and Scientist F)	**Advance**	1. Innovation, global developments, emerging trends & perspectives 2. Data analysis, planning & preparing 3. Professional guidelines, code of ethics & ethical research 4. Scientific communication skills - narrative tools 5. Scientific Project Management 6. Scientific writing and publishing 7. Effective teamwork with cross-functional, multi-disciplinary research teams 8. Interdisciplinary research 9. Survey techniques, data collection, measure study variables 10. Leadership, management & mentorship in research	1. Scientific Temper: scientific know-why & technical know-how 2. Conflict solving strategies 3. Desire for Knowledge 4. Innovative Thinking 5. Planning and Coordination 6. Problem Solving of higher degree 7. Professional Integrity - peer review & benchmark 8. Running effective meetings 9. Self-Awareness and Self-Control 10. Team-Working
Mid-level (Scientist E and Scientist F)	**Basic**	1. Safeguarding of information – IPRs 2. Effective collaboration in research 3. Laboratory research skills 4. Managing research tools & data 5. Oversight skillset for principal investigator	1. Assertiveness 2. Citizen Centricity First 3. Commitment to the Organization- research aligned to organization's goals 4. Communication skills 5. Consultation and Consensus Building

Designation	Level	Functional Competencies	Behavioral Competencies
		6. Selection and refinement of area of interest 7. Develop, plan and experimental design process & skills 8. Interpreting scientific results 9. Investigative approach to product development 10. Persuasive Grant writing	6. Decision Making 7. Delegation 8. Equity 9. Ethics 10. Knowledge sharing & mentorship
Senior level (Scientist G)	**Advance**	1. Data analysis, planning & preparing 2. Effective teamwork with cross-functional, multi-disciplinary research teams 3. Innovation, global developments, emerging trends & perspectives 4. Interdisciplinary research 5. Leadership, management & mentorship in research 6. Professional guidelines, code of ethics & ethical research 7. Scientific communication skills - narrative tools 8. Scientific Project Management 9. Scientific writing and publishing 10. Survey techniques, data collection, measure study variables	1. Conflict solving strategies 2. Planning and Coordination 3. Problem Solving of higher degree 4. Running effective meetings 5. Scientific Temper: scientific know-why & technical know-how 6. Self-Awareness and Self-Control
	Basic	1. Develop, plan and experimental design process & skills 2. Effective collaboration in research 3. Interpreting scientific results 4. Managing research tools & data 5. Oversight skillset for principal investigator 6. Persuasive Grant writing 7. Selection and refinement of area of interest	1. Consultation and Consensus Building 2. Equity 3. Ethics 4. Negotiation skills 5. Networking skills - lab/industry/academia 6. Organizational Awareness - Multidisciplinary approach 7. Self-Management 8. Stakeholder Analysis & Management
Head of Scientific Divisions (Scientist H)	**Advance**	1. Data analysis, planning & preparing 2. Leadership, management & mentorship in research 3. Scientific Project Management	1. Problem Solving of higher degree 2. Conflict solving strategies 3. Desire for Knowledge 4. Innovative Thinking

Designation	Level	Functional Competencies	Behavioral Competencies
		4. Scientific writing and publishing 5. Survey techniques, data collection, measure study variables 6. Effective teamwork with cross-functional, multi-disciplinary research teams 7. Innovation, global developments, emerging trends & perspectives 8. Interdisciplinary research 9. Scientific communication skills - narrative tools 10. Professional guidelines, code of ethics & ethical research	5. Planning and Coordination 6. Professional Integrity - peer review & benchmark 7. Running effective meetings 8. Scientific Temper: scientific know-why & technical know-how 9. Self-Awareness and Self-Control 10. Team-Working
	Basic	1. Effective collaboration in research 2. Interpreting scientific results 3. Investigative approach to product development 4. Managing research tools & data 5. Safeguarding of information – IPRs 6. Selection and refinement of area of interest 7. Develop, plan and experimental design process & skills 8. Oversight skillset for principal investigator 9. Laboratory research skills 10. Persuasive Grant writing	1. Negotiation skills 2. Networking skills - lab/industry/academia 3. Organizational Awareness - Multidisciplinary approach 4. Assertiveness 5. Attention to detail 6. Citizen Centricity First 7. Commitment to the Organization- research aligned to organization's goals 8. Communication skills 9. Conceptual Thinking 10. Consultation and Consensus Building

5.2.4. Types of Interventions

The interventions were mapped considering the various interactions and consultations done through FGD's, CNA and Secondary research. These Interventions were then bifurcated in Training and Non-training interventions.

5.2.5. Training interventions

- **Induction training**: When a new official is hired by the MDO, they must complete induction training. The training's purpose is to familiarize the official with the MDO's operation and the responsibilities they will have in that organization. The majority of the time, the officials get training on MDO- and position-specific abilities.
- **Refresher training:** A refresher course is done by authorities who have already received the necessary training. The training is intended to either update the officials' capabilities in light of changes in the definition or the working environment, or to provide the officials with the opportunity to review their previously learned competencies.
- **Regular training:** Regular training focuses on giving officials the skills they need to successfully carry out their existing responsibilities and daily tasks.
- **Progressive training:** Progressive training equips officials with the abilities they need to be ready for future MDO operations and anticipates the MDO's long-term needs based on the evolving work environment and mission.

5.2.5.1. Levels of training interventions

Training interventions are categorized into two levels. These are as follows: Check bullet numbering

- **Basic:** This training equips officials with the minimum competencies and proficiency levels within each competency, required to effectively perform their roles and fulfil their mandate in the MDO.
- **Advanced:** This training equips officials with the competencies that enable them to continually adapt and optimize their performance for all roles.

5.2.6. Non-training interventions

Non-training activities can include anything that does not involve formal instruction or practice. Examples of non-training activities include team building activities, include automation of repetitive processes within the department/organization, procurement of an online collaboration tool, knowledge management et cetera

5.2.7. Organizational Interventions Output

To gauge capacity needs at the organizational level, each wing/division/section of the MDO will need to be assessed based on aspects, including but not limited to:

- **Technology and Data: -** This dimension deals with the technological tools the MDO has used to enhance its performance. Among these are PQSoft for managing parliamentary questions for the MDO and software that offers a quicker turnaround time on repeated work. Other

examples include digital solutions that improve productivity or enable quicker pain-point resolution.

- **Systems and Processes: -** This dimension covers all of the MDO's developed methods and procedures for carrying out daily operations. Examples include learning management systems, standard operating procedures, and monitoring mechanisms for programmes.
- **Resources and Assets: -** This covers the MDO's assets and resources, including the hard and soft infrastructure needed for day-to-day operations. For instance, the actual location, financial resources, etc.
- **Partnerships and Relationships: -** All external relationships, such as those with other ministries or departments, international organizations, and citizen groups, are included in this dimension.
- **Personnel Management: -** This covers all activities related to managing the MDO's human resources, including performance reviews, learning and development, performance management, succession planning, etc

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
DST HQ	This is part of lifelong learning and to gain better understanding of concepts outside the area of expertise	Personnel Management	**Learning Hour** • One hour a fortnightly is declared as learning hour. • A topic can be chosen the participation is voluntary, officials who require that knowledge will join it.	Conference Hall & Video conferencing	Internal (a senior officer in the area) or external expert on the topic chosen	Nil	Can be implemented immediately

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
DST HQ	Know the functions of various division with the department for better coordination with them	Personnel Management	**Division wise Induction Manual**: • Consists of introduction to all the divisions in the department, their work allocation and nodal officer of that division, all DST establishments and their functions • Consists of Dos and Don'ts of all the divisions	Work allocation document	One resource from each division	Nil	3 month • 1 month for gathering data • 2 months for documentation
Nominated by the department	To gain a better understanding of the industry	Partnerships & Relationships Personnel Management	**Immersion Program** Regular visits to be planned to the DST funded labs or AIs needs, R&D centres,	Immersion Program draft to be confirmed by the relevant	Nodal officer to look after the immersion program and act as a Single		Can be implemented immediately

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
			other MDO's and industry (allowing all designations from JS to ASOs) to understand their functioning, their challenges, etc. better	stakeholder	Point Of Contact (SPOC) for the industry		
DST HQ	To clear queries/doubts on some of the operations/ technology/ systems/ processes of the Department	Personnel Management	**Virtual Kiosks:** • Will have a basic introduction to the process and how to use them • Then a doubt clearing session, where most of the doubts to be addressed by the experts in the process	Conference Room or Virtual video conferencing	Experts on the process/ technology/ systems within the Department	Nil	Can be implemented immediately
DST HQ	To recognize the staff	Personnel	**Rewards & Recognition**	MDO Website/ Newslette	2 – 3 Technical officers		4 months

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
	putting their efforts and to motivate others to put more efforts	Management Systems & processes	The individuals who are giving their best are recognized on DST website or newsletter.	r and HRMS			• 2 months for getting all the required approvals • 2 months for incorporating it into the DST website, newsletter and HRMS
DST HQ	To make it easy for a new joiner to understand the working & culture in the Department	Personnel Management	**Mentorship program** • Aligning one mentor to one new joiner. • The mentor would help the new joiner easy to get accustomed to the culture of the Department	-	Department officials since they will become mentors		This can be implemented immediately
DST HQ	To ensure effective monitoring of progress	Personnel Management	**Regular feedback programme** Reporting officer provides	-	Department officials since they will		This can be implemented immediately

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
	on the trainings assigned		feedback to immediate reportees with emphasis on training courses completed (the list of training courses to be undertaken will be provided for each role)		become mentors		
DST HQ	To ensure access to all policy documents	Systems & processes	**Policy Hub** All the policies being followed in the Department would be available for all the staff	MDO Website	Technical offices, to act as nodal officer and upload/update policies timely		May be implemented in 2 months
DST	To increase the collaboration and cross linkages to other MDO's	Systems & processes Technology & data	**x-MDO scientific staff collaboration:** Facilitate collaboration between scientists working in different research centres, institutes and labs across	• Computers • Emails	Technical officer, to act as nodal officer for queries on the tool		Can be implemented within next 6 months

Wing/ Division / Section	Capacity Required	Dimension	Intervention	Logistics to bridge the gap			
				Prerequisites (if any)	HR requirements	Estimated Cost	Estimated Timeline
			different MDOs by building on each other's capabilities for more value creation				
DST	To ensure effective leadership at senior management positions	Personnel Management	**Science Administrator:** Facilitate senior scientists in smooth transition to the role of an administrator	-	-		Can be implemented within next 6 months

5.3. List of Courses Identified – iGOT Courses

The following table represents the courses identified and their encoding. Course codes are used for ease of reference to a course from the Training Calendar which is represented in the 2.2 sub section.

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
MY00001*	POSH	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1	iGOT
MY00002*	Emerging Technologies Level 1	Introduction to Emerging Technologies	Basics of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2h 30m	CBC	Link	L1	iGOT
MY00003	Emerging Technologies Level 2	Emerging Technologies Level 2	Advanced Knowledge of Data Analytics, Artificial Intelligence, Machine Learning, Computer Vision, NLP etc.	2 days	CDAC	-	L3	CDAC (Physical)
MY00004	DAKSHTA	DAKSHTA	Noting & Drafting, Office Management, Handling Parliamentary Proceedings, Integrated Finance Division, Public Procurement through Government	16h 54m	ISTM	Link	L2	iGOT

DRAFT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			e-Market Place(GeM), Conduct & Behavior Management, Project Administration					
MY00005	DAKSHTA	DAKSHTA	Noting & Drafting, Office Procedure, RTI, GFR, Interpersonal Skills, Tender Documents, GeM, Case Studies, Managing Stress, Gender Sensitization, Computer Hands on, Record Management, e-Office, Cabinet notes, etc.	5 days	ISTM	-	L4	ISTM (Physical)
BH00015	Citizen Centricity First	Citizen Centric Communication	Importance of Proper Communication, importance of Listening, Active Listening Behavior, Being assertive in citizen-centric communicati	50m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			on, citizen-centric communication is about putting the citizen first and ensuring that your communication is clear, concise, respectful, responsive, and transparent. By following the principles described in this course, one can build trust and understanding with the citizens they serve					
BH00001	Communication Skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2	iGOT
BH00002	Conflict Solving Strategies	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Wi-Win situation	1h 30m	DoPT	Link	L1	iGOT
BH00003	Critical thinking	Problem Solving and	Need for problem	1h 40m	iGOT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
		Decision Making	solving, analyzing the problem, divergent thinking, decision making					
BH00003	Decision Making	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1	iGOT
BH00016	Delegation	Delegation	Basics of Delegation	45 Min	BSNL	Link	L1	iGOT
BH00004	Empathy	Increasing your Emotional Quotient	Stress Management Self-Control Mindfulness Stress & Resilience	1h	Art of Living	Link	L1	iGOT
BH00005	Equity	Gender Equality and Development – Overview	Gender Equality and Developmen t	1h 45m	iGOT	Link	L1	iGOT
BH00006	Equity	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1	iGOT
BH00017	Ethics	Ethics and Values	Ethics and Values in Administrati	50 min	Border Roads Organisa	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			on, Professional Ethics and Integrity, Ethical Decision Making and Ethical Dilemma		tion (BRO)			
BH00018*	Ethics	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1	iGOT
BH00007	Ethics and Values	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55 min	Department of Personnel and Training DoPT	Link	L1	iGOT
BH00005	Gender Awareness/ Sensitization	Gender Equality and Development – Overview	Gender Equality and Development	1h 45m	iGOT	Link	L1	iGOT
BH00019	Gender Awareness/ Sensitization	Gender Sensitivity	Gender Sensitivity: Understandi	50m	Ministry of Power	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			ng Gender Bias; Gender Sensitization: Understanding Gender Stereotypes; Gender Sensitization: What can Organization do?					
BH00020*	Gender Awareness/ Sensitization	Prevention of Sexual Harassment of Women at Workplace	Human Resource Policies and Legislation Framework Management	1h 51m	ISTM	Link	L1	iGOT
BH00002	Influencing & Negotiation	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win Win situation	1h 30m	DoPT	Link	L1	iGOT
BH00021	Interpersonal skills	Level-III CSSS Course to Develop Behavior Competencies	Level-III CSSS Course to Develop Behavior Competencies	2h 18m	iGOT	Link	L2	iGOT
BH00022	Knowledge sharing & mentorship	Coaching module of BSNL Mission Karmayogi	Coaching module of BSNL Mission Karmayogi	52m	BSNL	Link	L1	iGOT
BH00023	Leadership	Leadership module of BSNL Mission Karmayogi	Basics of Leadership and Team Development	1h 16m	BSNL	Link	L1	iGOT
BH00006	Leadership	Leadership	Define Leadership, Alignment of Leader with	1h 30m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself					
BH00006	Leading Others	Leadership	Define Leadership, Alignment of Leader with Team members, Allocation of Tasks by Leader to Team Members, Motivating Your Team as a Leader, Lead Yourself	1h 30m	DoPT	Link	L1	iGOT
BH00004	Maintaining mental health	Increasing your Emotional Quotient	Stress Management Self-Control Mindfulness Stress & Resilience	1h	Art of Living	Link	L1	iGOT
BH00024	Maintaining mental health	Managing Personal Relations	Self-Management Self Confidence Emotional Quotient & Intelligence Art of Living	40m	iGOT	Link	L1	iGOT
BH00025	Maintaining physical health	Y-Break 5 minute Yoga at Workplace	The course offers quick and simple yoga routines that	23m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			can be done during work breaks or at the workplace. The routines consist of various poses, stretches, rotations, and breathing exercises that can help release tension and promote relaxation.					
BH00026*	Maintaining physical health	Yoga for Excellence	The techniques shown in the course when practiced regularly increases resilience, willpower and overall heath.	1h 10m	Art of Living	Link	L1	iGOT
BH00008	Motivation	Motivation	Motivation drives performance , Maslow's hierarchy of needs, motivating self, self-motivation action plan	1h	DoPT	Link	L1	iGOT
BH00008	Motivation	Motivation	The course on 'Motivation' explains that once we are aligned with our personal	1h 8m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			motivation and goals we are likely to become an excellent performer. For this, we need to find our own motivation that is relevant to our context, situation and job					
BH00027	Motivation	Understanding Motivation	By the end of this course, the learners will be able to understand the concept of motivation from the lens of various theories. They will be able to explore the questions like why people do what they do, what is the role of a leader in motivating and demotivating others and how the design of the jobs plays a role in motivation.	1 hour 35 minutes	LBSNAA	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00001	Negotiation skills	Effective Communication	Understand the need of communication and the effectiveness of communication	7h 19m	IIMB	Link	L2	iGOT
BH00002	Negotiation skills	Conflict Management & Negotiation	Conflict Resolution, Steps to Conflict Resolution, Conflict Resolution Skills, Win Win situation	1h 30m	DoPT	Link	L1	iGOT
BH00007	Organizational Skills	Personal and Organisational values	Explains that we imbibe values from our surroundings and these values are set of guiding principles that help an individual make a decision and choose a path.	55m	DoPT	Link	L1	iGOT
BH00003	Problem Solving	Problem Solving and Decision Making	Need for problem solving, analyzing the problem, divergent thinking, decision making	1h 40m	DoPT	Link	L1	iGOT
BH00028	Result Orientation	Result Orientation and Planning	Result Orientation and Planning	80 Min	BSNL	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00009*	Self Confidence	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1	iGOT
BH00004	Self-Management	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform our emotions. This course	1h	The Art of Living	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			comprises of learning videos by Gurudev Sri Sri Ravi Shankar.					
BH00009*	Self-Management	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath, Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge	1h 16m	The Art of Living	Link	L1	iGOT
BH00008	Self-Motivation	Motivation	This is a five-step approach to create an action-plan for self-motivation: my needs, the demotivating factors at work, demotivating factors outside work hours,	1h 8m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			motivating factors at work, motivating factors outside work hours.					
BH00004	Self-Awareness and Self-Control	Increasing your Emotional Quotient	How to handle negative emotions is not taught as part of our educational curriculum. In this course we learn very important aspects of managing emotions and learn a meditation that helps us transform ou r emotions. This course comprises of learning videos by Gurudev Sri Sri Ravi Shankar.	1h	Art of Living	Link	L1	iGOT
BH00009*	Self-Awareness and Self-Control	Self-Leadership	This course has many insightful videos on self-leadership by Gurudev Sri Sri Ravi Shankar. We exist at 7 levels - Body, Breath,	1h 16m	The Art of Living	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Mind, Intellect, Memory, Ego and Self. Self-awareness, Self-control and Self-confidence all increase with Self-knowledge					
BH00029*	Stakeholder Analysis & Management	Stakeholders in Governance	Stakeholder Analysis	53 min	ISTM	Link	L1	iGOT
BH00010*	Stress Management	Stress Management	The course aims to provide the learners a potpourri of stress management tips and strategies to tackle the root cause of stress. As you go through the course you will be able to apply the learning and develop insight into meaning of stress , its impact, symptoms, causes as well as practical interventions which can help busting the stress level.	2h 17m	IIPA	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
BH00011*	Stress Management	Stress Management	Physical and mental fitness, relaxation, worry for job, sleep quality, planning, concern for others, workload, separating professional and personal life are few factors that impact our stress levels.	1h 15m	DoPT	Link	L1	iGOT
BH00012	Team Management & Development	Team Building	High Performance Team, Commitment from the entire team, Team Member's Contribution, Communicating with the team, Cooperation amongst team members	1h 20m	DoPT	Link	L1	iGOT
BH00013	Team management, sensitiveness to team	Team Engagement	Basics of Engaging Teams	20 Min	BSNL	Link	L1	iGOT
BH00013	Team-Working	Team Engagement	High Performance Team, Commitment from the entire team, Team Member's Contribution,	20 Min	BSNL	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Communicating with the team, Cooperation amongst team members					
BH00014	Time Management	Time Management	The course, 'Time Management' lists the benefits of Time Management, typical challenges to Time Management, demonstrates the Covey's Quadrant to prioritize time and explains the need for focusing on bigger aspect	1h 15m	DoPT	Link	L1	iGOT
BH00010*	Work-Life Balance	Stress Management	The course aims to provide the learners a potpourri of stress management tips and strategies to tackle the root cause of stress. As you go through the course you will be able to apply the	2h 17m	IIPA	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			learning and develop insight into meaning of stress , its impact, symptoms, causes as well as practical interventions which can help busting the stress level.					
BH00011*	Work-Life Balance	Stress Management	Physical and mental fitness, relaxation, worry for job, sleep quality, planning, concern for others, workload, separating professional and personal life are few factors that impact our stress levels.	1h 15m	DoPT	Link	L1	iGOT
FN00010	Balance Sheet Reading	Understanding Financial Position of an organization	Understand how financial transactions occur in any organization. Understanding the balance sheet, Double-entry accounting system, and	43m 19s	iGOT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			profit and loss (P&L) statement is a financial statement that summarizes the revenues, costs, and expenses incurred during a specified period					
FN00011*	Budgeting & Accounting	Budget	Basics of Budgeting and its importance, principles of Indian budgetary system, Constitutional mandates for preparing annual budgets, budgetary process and voting/ passing the budget	50 min	ISTM	Link	L1	iGOT
FN00012	Budgeting & Accounting	Budgetary System in Government	Budgetary Control, Demand for Grants MoD, Financial Control, Re-appropriation, Role of Audit, Role of Finance	32m 37s	Defence Accounts Departments	Link	L1	iGOT
FN00013	Budgeting & Accounting	Finance and Accounts	The objectives of this module are: Define	41m	DoPT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			budget and explain the budgetary process, Explain the key features of financial regulation, Define audit, its purpose and objectives, Explain the procedure for procurement , Explain the preparation and maintenance of cashbook and Describe travel allowance rules.					
FN00014	Coaching & Mentoring	Coaching & Mentoring	Performance assessment, time management , coaching, teamwork	52 min	BSNL	Link	L1	iGOT
FN00016*	Data analysis	BIG DATA ONE	Data Management Functional Data Analytics System Design	3 min	National E-Governance Division NeGD	Link	L1	iGOT
FN00017	Data analysis	Data Driven Decision Making For Government	Data Analysis, Common tools for Visualization, Process Model through case	2h 30m	CBC	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			study, Filter Pages Dashboard, Analytics Maturity Model					
FN00018	Data Security	Basics of Critical Information Infrastructure	There are infrastructure within a country, failure of which have the potential to disrupt economic activity of a nation, posing threats to national security or loss of life etc.. Awareness about such critical infrastructure among government officials is very important as they are responsible for policy making, issuing guidance, allocating budgets, setting priorities etc. which are crucial for protection of such	56m 57s	NTIPRIT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			infrastructure assets.					
FN00019*	Data Security	Cyber Security and Strategy	Cyber security strives to ensure the attainment and maintenance of the security properties of the organization and user's assets against relevant security risks in the cyber environment.	2h 11m	Indian Institute of Public Administration	Link	L2	iGOT
FN00020	Data Security	Information Security Basics	Everyday Government officials generate, process, store, retrieve and communicate lots of data in digital form for discharge of assigned duties by using IT networks.	1h 54m	Indian Institute of Public Administration	Link	L1	iGOT
FN00021	Data Security	Data, Cyber Security and Strategy	This Course will help government officers to build this critical infrastructure, exploring ways to	2h 30m	Capacity Building Commission	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			stronger public service delivery, develop, and utilize the data and analytic tools that drive data-based decision-making					
FN00022	Filing Vigilance returns	Preventive Vigilance	Importance of preventative Vigilance, Tools and case studies on the topic	1h 30m	Ministry of Steel	Link	L1	iGOT
FN00023	Grammar training for cabinet note, EFC or office order	Preparation of Cabinet Notes	Objectives of the course:- Explains the context of preparation of Cabinet Notes, Describe the GOI rules, 1961 and GOI, Describe the Preparation & Procedure of the Cabinet Notes	5h 10m	ISTM	Link	L2	iGOT
FN00024*	Innovation, global developments, emerging trends & perspectives	Introduction to Emerging Technologies	Understand how AI-powered and other Emerging Technologies are critical for good governance	2.5 hours	WITP	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00025	Intellectual Property Rights	Special Acts	This course is designed to help you understand the Special Acts in Law. including IPR, etc.	2h 6m	iGOT	Link	L2	iGOT
FN00001	Knowledge of e-governance and Digital India	Basics of e-Governance & Digital India	This module explains basic constructs of e-governance – the strategy of employing digital technologies in accelerating the processes of governance and the related concepts associated with it. It also describes in an easy-to-understand manner the flagship Digital India progra m of the Government of India.	1h 35m	iGOT	Link	L1	iGOT
FN00002*	Knowledge of IFD Framework	Public Procurement Framework of GOI	integrated finance division (IFD) procurement services, integrated finance	1h 55m	Departm ent of Expendit ure	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			division (IFD), general system of financial management, general financial rules (GFR)					
FN00026	Knowledge of Parliament/ cabinet	Parliament at work	Explain the Legislative procedure followed, while considering a bill to be made into an Act Explain the Parliamentary Committees and their roles Explain the role and functions of the Financial Committees Describe the Question hour proceedings	5 hour 36 minutes	Institute of Secretariat Training and Management	Link	L2	iGOT
FN0002	Knowledge of taxation of products, GST and customs duty	A course on TDS under GST act	Provisions of tax deduction at source under GST Act.	54m 44s	NICF	Link	L1	iGOT
FN00028	Knowledge of taxation of products, GST and customs duty	GST APPLICABILITY ON GOVERNMENT RELATED ACTIVITIES	This course gives all information about goods and services tax applicability on	40m	National Institute of Communication Finance	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			government services. government services are classified under 3 categories- exempt, taxable, taxable under reverse charge mechanism.					
FN00029*	Knowledge on Central Civil Conduct Code	Code of Conduct for Government Employees	This course covers details about Code of Conduct for government of India officials, describe the conduct that is not allowed/expected from government employees	35m	ISTM	Link	L1	iGOT
FN00030*	Knowledge on Central Civil Conduct Code	Code of Conduct Rules for Scientists and Technologists	This is an interactive self-paced flipbook on the Central Civil Services (Conduct) Rules, 1964. The flipbook explains the objectives of CSS Rules and explains the dos and don'ts for government employees	2 h	CBC	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			using examples.					
FN00031*	Knowledge on RTI resolutions	Right to Information Act - Part 1	Overview of the Right to Information (RTI) Act · RTI act's major features and implications Responsibilities of public authorities, RTI cells, and duties of Central and Assistant Public Information Officers · Purpose and definitions of RTI, and the process of seeking and providing information	55m	ISTM	Link	L1	iGOT
FN00032*	Knowledge on RTI resolutions	Right to Information Act - Part 2	Exemptions from disclosure, · Partial disclosure and rejection processes · Complaint and appeal procedures · Citizen's rights and responsibilities in implementing the RTI Act	41m	ISTM	Link	L1	iGOT
FN00033*	Knowledge on RTI resolutions	Right to Information Act 2005	Right to Information Act 2005	48m 30s	Defence Accounts	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			and One case study		Departments			
FN00034*	Knowledge on RTI resolutions	Right To Information Act, 2005	This is a domain-specific module. The objective of this module is to make the trainees aware of the provisions of the Act as their assistance may be required in handling of RTI applications received by PIOs	47m	DoPT	Link	L1	iGOT
FN00035*	Noting and Drafting	Noting and Drafting	This course will guide you about noting and drafting in a secretariat set up.	2 hours	ISTM	Link	L1	iGOT
FN00036*	Parliamentary Questions	Parliamentary Procedures	Includes information on parliamentary procedures and questions	2 hours	ISTM	Link	L1	iGOT
FN00003	Pension Administration/Processing	Pensionary Benefits	This course describes the various retirement and death benefits admissible to a government servant/	55m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			family. · It also covers factors governing Pensionary benefits and its key features. · This course will enable learners to calculate pension and other pensionary benefits, and explain the seven step procedure for processing pension papers.					
FN00037	Policy making/drafting	Basics of Public Policy Research	Research process Reporting Rules Research Strategies Research Process	2 hours	NACIN	Link	L1	iGOT
FN00038	Policy making/drafting	Formulation of Public Policies	Meaning and scope, Frameworks, Different Stages, evidence based public policy formulation, Role of civil servant in policy formulation	1 Hour 5 min	Institute of Secretariat Training and Management	Link	L1	iGOT
FN00039	Preparation of Vigilance/inv	Evaluation of Evidence and	Evaluation of Evidence	46 min	Institute of Secretari	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	estigation Reports	Course Assessment			at Training and Manage ment			
FN00040	Presentation Skills	Ways of Enhancing Presentation Skills	Module 1: Manage Anxiety while Presenting Module 2: Ground Rules for Presenting Better Module 3: Perfect the Planned Presentation	1 hr 25 min	Ministry of Mines	Link	L1	iGOT
FN00004	Project Management	Project management	Introduction to Project Management , Project Management Plans, Scheduling and its definitions, Types of Schedules	46m	Ministry of Railways	Link	L1	iGOT
FN00005	Project Management	Project management	Project Management , Return on Investment, Social Return on Investment, Randomized Controlled Trial (RCT)	2h 1m	IIPA	Link	L2	iGOT
FN00041*	Rajbhasha	Rajbhasha Hindi	Rajbhasha Hindi basics	13 min	FCI	Link	L1	iGOT
FN00042	Scientific communicati on skills –	An Introduction To Science	give early-career scientists a	2 Hours	CBC	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	narrative tools	Communication	quick introduction to science communication as part of their common induction curriculum. The course provides a brief overview of the fundamentals of science communication, as well as quizzes, assignments and case studies, to help learners develop an awareness and knowledge of communicating science to non-scientific audiences					
FN00043	Understanding of GeM Marketplace	Bid Participation	Complete seller bid participation details	21m	Government e Market Place(GeM)	Link	L1	iGOT
FN00044	Understanding of GeM Marketplace	Buyer Dashboard	Different Buyer Dashboards available on GeM for Buyers to use.	15m	Government e Market Place(GeM)	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
FN00045	Understanding of GeM Marketplace	Catalogue Management	These modules cover the details of the complete catalogue updation process for Sellers and Service Providers on the GeM portal.	42m	Government e Market Place(GeM)	Link	L1	iGOT
FN00007*	Understanding of GeM Marketplace	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1	iGOT
FN00046*	Understanding of GeM Marketplace	Introduction to GeM for Buyers	Videos, PDF & Questionnaires about GeM overview and Byer Functionality	10m	Government e Market Place(GeM)	Link	L1	iGOT
FN00047	Understanding of GeM Marketplace	Introduction to Sellers & Service Provider	This module contains videos showing Government e-Marketplace and Introduction to Seller & Service Provider Functionality	5m	Government e Market Place(GeM)	Link	L1	iGOT
FN00048	Understanding of GeM Marketplace	Invoicing and payment Process	This module contains the details of the steps required for complete invoicing and payment	17m	Government e Market Place(GeM)	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			process fro m the end of the Seller					
FN00049	Understandin g of GeM Marketplace	Payment process for Buyers	All payment process options available to Buyers on GeM Portal	33m	Govern ment e Market Place(Ge M)	Link	L1	iGOT
FN00008	Understandin g of GeM Marketplace	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Govern ment e Market Place(Ge M)	Link	L2	iGOT
FN00050	Understandin g of GeM Marketplace	Registration of Buyers	Complete registration process for Primary and Secondary Users. Also, deactivation and transfer of users for Buyer Departments .	14m	Govern ment e Market Place(Ge M)	Link	L1	iGOT
FN00009	Understandin g of GeM Marketplace	Vendor Registration	Complete registration process for vendors	20m	Govern ment e Market Place(Ge M)	Link	L1	iGOT
FN00002*	Understandin g of General Financial Rules, 2017	Public Procurement Framework of GOI	integrated finance division (IFD) procurement services, integrated finance division (IFD), general system of financial management	1h 55m	Departm ent of Expendit ure	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			, general financial rules (GFR)					
FN00051*	Understanding of Office Protocols	Office Procedure	This course will guide about office procedures. It gives an overview about · File management system · Management of DAK · Decision making in government · Record management	2h 17m	ISTM	Link	L2	iGOT
FN00052	Working with MS Office	Excel advanced	This training program will digitally empower officials to provide efficient and effective citizen-centric services to the vulnerable and underprivileged sections of society. It will enable them to deliver last-mile social welfare services.	3h 44m	Microsoft	Link	L2	iGOT
FN00053	Working with MS Office	Microsoft Excel for Beginners	In this course we will learn how to Enter and edit	6h 56m	Microsoft	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Excel data, Format numbers, fonts, and alignment make simple pivot tables and charts, create simple Excel formulas, filters, formatting. Learn common Excel functions used in any Office.					
FN00054	Working with MS Office	Microsoft PowerPoint Beginners	a beginner's guide to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and mesmerizing PowerPoint slideshow presentations.	2h 41m	Microsoft	Link	L2	iGOT
FN00055*	Working with MS Office	Microsoft Word Beginners	Welcome to the course that offers a beginner's guide to Microsoft Word. This course enables you to learn Word in simple and	2h 56m	Microsoft	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			easy steps with a focus on making the learners understand and create tasks using Ribbon Menu, Rulers, Navigation Pane, Go to Command, Proof Reading, Views, edit pictures, Indenting, Track Changes, layout, and more.					
FN00056	Working with MS Office	PowerPoint advanced	Advance course to Microsoft PowerPoint, taking you by hand and showing you step by step how to make some amazing and mesmerizing PowerPoint transitions and animation. We dive into PowerPoint Slide Design, Smart Art and PowerPoint Animation.	2h 19m	Microsoft	Link	L2	iGOT
FN00057	Working with MS Office	Programme on IT Skills	Microsoft Word for	21h 25 m	ISTM	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Beginners, Microsoft Word for Advanced, Microsoft PowerPoint Beginners, Microsoft PowerPoint Advanced, Microsoft Excel for Beginners, and Advanced					
FN00058	Working with MS Office	Word advanced	This course enables you to learn advanced concepts of MS Word in simple and easy steps. In this course, the learners will understand and create tasks using Repeat Headings, Insert Formula, Word Art, Table of Figures, Tab Stops, Paragraph Styles, Wrapping Words around Pictures, Inserting audio, video, online	2h 49m	Microsoft	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			videos and more.					
FN00009	Vendor Management	Vendor Registration	Complete registration process for vendors	20m	Government e Market Place(GeM)	Link	L1	iGOT
FN00007*	Vendor Management	GeM marketplace	A Course on Government e Marketplace (GeM).	1h 9m	ISTM	Link	L1	iGOT
FN00008	Procurement and tender writing	Procurement Process	This modules contains all procurement processes available on the GeM Portal.	2h 49m	Government e Market Place(GeM)	Link	L2	iGOT
FN00059	Drafting proposals	Request for Proposals	Request for Proposals	9m 43s	Defence Accounts Department (DAD)	Link	L1	iGOT
FN00060	Drafting proposals	Proposal Acceptance and Withdrawal and Signing of Contract	Proposal Acceptance and Withdrawal and Signing of Contract	5m 14s	Defence Accounts Department (DAD)	Link	L1	iGOT
FN00061	Drafting proposals	Approval and Processing of Proposals	Approval and Processing of Proposals	3m 57s	Defence Accounts Department (DAD)	Link	L1	iGOT
FN00062	Climate Change	Basics of climate change: science behind stories	This course will help you to learn Climate Change and associated science.	2h 11m	Dr. Shyamli Singh, ISPA	Link	L1	iGOT
FN00063	Climate Change	Economics of Climate-	The course is based	1h 21m	World Bank	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
		Resilient Development	upon the principles of multiple stakeholder inputs and includes ideas on how different expertise and views are found and incorporated . To conclude the course, a policy scenario presents the course user with the opportunity to see how an economically viable climate resilient development plan may be designed in practice.		Content Creator			
FN00064*	Climate Change	Low Carbon Development: Planning & Modelling	This short overview module provides a high level introduction to climate change, low carbon development planning and the use of the EFFECT	7h 53m	World Bank Content Creator	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			model (Energy Forecasting Framework and Emissions Consensus Tool)					
FN00065*	Establishment & Human Resource Management	Annual Performance Appraisal Report (APAR)	Annual Performance Appraisal Report (APAR)	34m	ISTM	Link	L1	iGOT
FN00066	Establishment & Human Resource Management	Leave Rules	Leave Rules	55m	ISTM	Link	L1	iGOT
FN00067*	Establishment & Human Resource Management	Pay Fixation	Pay Fixation	1h 26m	ISTM	Link	L1	iGOT
FN00003	Establishment & Human Resource Management	Pensionary Benefits	This course describes the various retirement and death benefits admissible to a government servant/ family. · It also covers factors governing Pensionary benefits and its key features. ·.	55m	ISTM	Link	L1	iGOT
FN00068	Establishment & Human Resource Management	Consultation with UPSC in disciplinary cases	Consultation with UPSC in disciplinary cases	44m	ISTM	Link	L1	iGOT
FN00069	Establishment & Human Resource Management	Consolidated Instructions on Suspension	Take this course to learn about consolidated	1h 2m	ISTM	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			instructions on suspension					
FN00070*	Establishment & Human Resource Management	Central Government Employees Group Insurance Scheme (CGEGIS)	Learning objectives of the course: · Understand the scheme of CGEGIS · Explain how CGEGIS works in a calendar year · List the subscription fees · Identify the promotion and death benefits associated with the scheme	12m	ISTM	Link	L1	iGOT
FN00071	Establishment & Human Resource Management	Constitutional Provisions Relating to Disciplinary Proceedings - Hindi	Constitutional Provisions Relating to Disciplinary Proceedings - Hindi	1h 3m	ISTM	Link	L1	iGOT
FN00072	GIS Applications	Geographical Information System	Geographical information system (GIS) uses space and ground based technologies to organize our physical world by representing spatial data, that is, location and attribute data with	10h 15m	Department of Space	Link	L2	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			digital map overlays.					
FN00073*	Governance	Stakeholders in Governance	Stakeholders in Governance	1h 43m	ISTM	Link	L1	iGOT
FN00001	Process improvement	Basics of e-Governance & Digital India	This module explains basic constructs of e-governance – the strategy of employing digital technologies in accelerating the processes of governance and the related concepts associated with it. It also describes in an easy-to-understand manner the flagship Digital India program of the Government of India.	1h 35m	iGOT	Link	L1	iGOT
FN00074	Process improvement	Total Quality Management (TQM)	This course gives information about basic concepts, processes and all aspects of Total Quality	48m 12s	NICF	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			Management .					
FN00075	Project Management	Preparation of Detailed Project Report (DPR)	This course provides detailed knowledge about following subjects, namely: DPR preparation for PMGSY roads. The above Course includes topics like Topographical Surveys, Geometric Design and Bill of Quantities & Surveys and Investigations (Soils, Materials & Geo technical).	8h 30m	IGOT	Link	L2	iGOT
FN00006	Project Management	Project Management	The course provides a basic understanding of project management . After going through the course, you will be able to: Identify steps in project management , Augment where focus to be given for smart	1h 59m	IGOT	Link	L1	iGOT

Course Code	Competency	Course Title	Course Details	Course Duration	Course Provider	Course Link	Level	Where
			project management , Assess the key issues in investment by taking up analytical exercises, Know how social value is created through investment, and Apply Randomized Controlled Trial (RCT) in project evaluation.					

Here is the Legend to read the following table:

1. Course codes marked in Green: These are the courses suggested by CBC after checking their quality and relevance to the competency.
2. Course Codes marked with an asterisk ('*'): These are the top 50 courses taken on iGOT by officials across various MDOs

5.4. List of Courses Identified – Courses Other than iGOT

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0080	Accountability	Taking Accountability	Behavioral	While it may appear that accountability begins externally, it begins within oneself. The first step is to make sure your officer is prepared to be held accountable. We want the governance to succeed, so it is critical that before we discuss accountability, we help to establish an environment in which people believe they can succeed. Officers may then take full responsibility for any action they choose to take when the time comes, and they will do their best if things don't go as planned since they have	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				consciously decided to be accountable for their actions. Accountability is beneficial not only to those who are unable to find time for themselves, but also to those who suffer from perfectionism.					
OT0114	Active Listening Skills	Listen Actively	Behavioral	Refer to the course link	41 minutes	Harappa-Thriversity	Link	Basic	Online
OT0098	Attention to Detail	Attention to Detail	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0001	Benchmarking	Benchmarking	Functional	Recognize the five steps of the basic benchmarking method; Develop a realistic plan and schedule for a benchmarking project; Search and identify potential benchmarking partners by conducting secondary research; Understand how to use the 7 basic Quality Improvement Tools for	32m	Michael Bell	Link	Basic	Udemy

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				benchmark process comparison.; Select appropriate recommendations for process improvement					
OT0002	Budgeting & Accounting	Financial Management	Functional	The course covers the following points: - Understanding Finance and Financial Terms, General Financial Rules, 2017, Budgeting Process, Appropriation and Re-Appropriation of funds, Tools and techniques for short term and long-term financial planning, understanding financial statements: Balance Sheet, Income Statement, Analysis of Financial Statements for Decision Making, Forensic Financial Statement analysis, Financial	-	IIPA	Link	Advanced	IIPA

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Products and Service & Regulatory Framework					
OT0003	Cash Flow Management	Cash Flow Management Basics	Functional	Learn about Cash Management, Profitability, and Financial Ratios, with this free online cash flow management course	3h	Interpretable Alison Stats	Link	Basic	Online
OT0072	Commitment to the Organization	Commitment to the Organization	Behavioral	The competency of 'Commitment to the Organization' in civil services has multiple facets involving the 'organization' and the 'employee (civil servant)' coupled with 'goals of the organization' and 'commitment of the employee (civil servant)'. In the theory of management science, 'the commitment to the organization' is better understood as	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				'organizational commitment'.					
OT0105	Communication Skills	THE WINNING COMMUNICATOR	Behavioral	Refer to the course link	<1.5 hours	Harappa-Thriversity	Link	Basic	Online
OT0106	Communication Skills	Communication Skills	Behavioral	Civil services are at the epicenter of all government activities and the civil service officers are responsible for policy making and are the executive hand which delivers on ground. The capacity of the Civil services plays a vital role in delivering a wide range of services, ensure implementation of welfare programs and perform core governance functions. The Government recognizing the crucial role of Capacity building of Civil	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Services, instituted the Mission Karmayogi which marks a signal shift in competency driven training and Human Resource (HR) management of officials by transitioning from a 'rules-based' system to the 'roles-based' system.					
OT0078	Conceptual Thinking	Conceptual Thinking	Behavioral	Conceptual thinking is the ability to understand something at the abstract level, ability to see the big picture, see behind the curtain, the why, the cause and effect without having to physically observe something with your five senses. It is the ability to understand concepts behind	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				what is talked about that cause it to make sense or help us to understand why it is happening, how it is happening and what we could do to alter the results. It also includes analyzing hypothetical situations					
OT0073	Conflict Solving Strategies	Workplace Conflict - An Opportunity for Growth#	Behavioral	Understanding conflicts and conflict dynamics Learning to acknowledge emotions in conflict Understanding organizational and individual benefits of integrating multiple perspectives Having a difficult conversation with active listening, critical thinking, and empathy Addressing conflict constructively in the workplace	3 days	IIM Bangalore	Link	Advanced	IIMB Campus

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0081	Consultation & Consensus Building	Consultation & Consensus Building	Behavioral	Consultation and Consensus Building forms the backbone of contemporary citizen centric governance necessitated by the complexities of the state's functions in relation to its citizens along with interdependent organizational, global economic and political system. Kettl (2015). It is imperative that an able public administrator has the ability to identify the stakeholders/influencers, establish trusting relationships, consult them through formal and informal channels, build consensus through dialogue, persuasion, and effect	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				reconciliation of diverse views/interests for common good. Though similar, the terms consultation and consensus building are not synonymous.					
OT0004	Contract Management	Public Procurement	Functional	Refer to the course link	6 days	AJNIFM	Link	Advanced	AJNIFM
OT0084	Customer Centric	People Centric	Behavioral	People's participation in governance represents a shift in the development paradigm of the country, from citizens, as the recipients of the developments, to one that views them as active participants in the development process. Equally, it involves a shift from the "top-down" to the "bottom-up" approach of decision-	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				making processes, which affect people's lives, their businesses, and their communities.					
OT0005	CVC Guidelines	ADMINISTRATIVE EFFECTIVENESS, FOCUS: RTI, PREVENTIVE VIGILANCE & e-PROCUREMENT (39500/- (Non-Residential))	Functional	Overview, Definition & Determination of Vigilance Angle • Preventive Vigilance & its measures • CVC Act 2003 – Role & Functions of CVC & Important CVC instructions • The Right to Information Act 2005 and related case laws. • Overview of RTI, definition and role of different party i.e., APIO, PIO, CPIO and Appellate Authority • Various orders related to the Right to Information Act 2005. • RTI various clauses including exemption	5 days	NPC	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				clauses • GFR Rules related to contract and procurement					
OT0006	Data analysis	Big Data Management & Comprehensive Analysis	Functional	This Programme was sponsored by DST (Govt. of India) and no fee is charged from the participants. This is part of the NATIONAL PROGRAMME FOR TRAINING OF SCIENTISTS & TECHNOLOGISTS WORKING IN GOVERNMENT SECTOR	5 days	C-DAC	Link	Advanced	Online
OT0007	Data analysis	Data Analytics for Public Administrators	Functional	Data Aggregation for policy evaluation, Evaluation of the policy objectives, measuring impact of the policies, Data Mining Techniques /Data Classification for Designing public Policy, Handling Text Data, Understan	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				ding the behaviors of the beneficiaries					
OT0008	Data analysis	Fundamentals of Data Analytics	Functional	Basic statistical concepts with practical problem solving and interpretation by application of theoretical learnings	-	India AI	Link	Basic	Online
OT0082	Decision Making	Decision Making	Behavioral	The topic of Decision-making has been included under the broad heading of the competency skill of 'Equity' though the skills of decision making extend to almost all aspects of planning and implementation of any Programme of governance. Decision-making per se is an extremely vast subject with relevance in all fields of manageme	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				nt and administration including military science, social and physical sciences including the field of medicine and health. The topic is looked upon here in relevance to components of decision making its relevance to building the core competency of decision making equitably from the point of view of public governance.					
OT0083	Delegation	Delegation	Behavioral	All organizations are structured based on the principle of hierarchy which binds different levels and units of the organization with a continuous chain of authority. In a small scale organizatio	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				n, the head may be able to run the administration effectively by keeping all the powers with himself, but this may not be possible in the case of a large scale establishment like that of Indian Civil Services. The need of delegation is greatly felt with the growth of any organization. Delegation generally means confirmment of authority by a superior to a subordinate for the accomplishment of an assigned mission or project					
OT0108	Desire for Knowledge	Desire for Knowledge	Behavioral	Refer to the course link		IIPA	Link	advanced	Online
OT0095	Developing Others	Developing Others	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0009	Disaster Management	Disaster Management Pre-Disaster	Functional	To achieve these course objectives, this course	Not mentioned	National Productivity Council	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
		Risk Reduction		consists of the following 4 modules: · Module 1- Preparedness · Module 2- Prevention & · Module 3- Monitoring & Assessment · Module 4- Evaluation					
OT0010	Disaster Management	Disaster Management Post-Disaster Risk Reduction	Functional	To achieve these course objectives, this course consists of the following 4 modules: Module 1- Introduction Module 2- Rescue Module 3- Relief Module 4- Rehabilitation	Not mentioned	National Productivity Council	Link	Advanced	Online
OT0011	Drafting proposals	Successful Proposal Writing Training Course For All Careers	Functional	Writing winning proposals effectively and efficiently.; Develop proposals with a higher chance of winning; Learn how to differentiate your proposals from competition; Best practices, templates,	2h 21m	Nitin Pradhan	Link	Basic	Udemy

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				guides, and tips and tricks.; Proposal strategy, planning, authoring, and improving; Thinking like a proposal evaluator, funder, buyer or investor.; Learning to win business via grants and contracts					
OT0086	Empathy	Empathy	Behavioral	Covers the following: Is sensitive to signs of overwork in others, Shows interest in the needs, hopes and dreams of other people, Is willing to help an employee with personal problems, Conveys compassion toward them when other people disclosed a personal loss	-	IIPA	Link	Advanced	Offline
OT0067	Ethics	Ethics and Value in Public Governance	Behavioral	The course on Ethics and Value in Public Governance provides an understan	3 days	ISTM	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				ding of the ethical principles and values that govern public administration, as well as the skills to apply ethical decision-making frameworks to real-world scenarios, in order to promote ethical behavior and integrity in public service, with a focus on enhancing the effectiveness and legitimacy of public institutions					
OT0068	Ethics	Ethics and Values in Administration	Behavioral	The course on Ethics and Values in Administration provides an understanding of the ethical principles and values that govern public administration, as well as the skills to apply ethical	3 days	HIPA	Link	Advanced	HIPA

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				decision-making frameworks to real-world scenarios, in order to promote ethical behavior and integrity in public service.					
OT0069	Ethics	Ethics in Governance	Behavioral	The course will cover the following modules:- Ethics & Governance, Ethical aspects in Public Service, Ethical Values in Governance Components of Governance, Code of Ethics for Civil Servants, Institutional Framework for Combating Corruption, Social aspects of Ethics, Promoting Transparency in Public Service	2 days	ATI, Mysore	Link	Advanced	Offline
OT0012	Financial Management	Financial Management	Functional	Understanding Finance and Financial Terms General Financial Rules,	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				2017 Budgeting Process Appropriation and Re-Appropriation of funds Tools and techniques for short term and long-term financial planning Understanding financial statements : Balance Sheet, Income Statement Analysis of Financial Statements for Decision Making Forensic Financial Statement analysis Financial Products and Service & Regulatory Framework					
OT0013	Financial Management	Public Financial Management - a module of The Professional Training Course (PTC)	Functional	Regular Class Room Sessions Presentations- Individual as well as group presentations by participants Case Studies Discussions Assignments Practical exercises, Quiz etc. Field visits	26 weeks (12 modules)	AJNIFM	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				and attachment for practical exposure					
OT0014	Gender Budgeting	Online Training Programme on Gender Responsive Budgeting	Functional	To discuss gender issues in Labour.; To identify gender budgeting initiatives of government of India.; To discuss concepts, tools and methods of gender budgeting.; To discuss the Importance of Gender Budgeting and women empowerment.	5 days	V. V. Girl National Labour Institute	Link	Advanced	Online
OT0015	Grant Administration & Grant Writing	Certificate Workshop on Fundraising & Grant Management	Functional	Introduction to Fundraising; Understanding the Fundraising; Cycle, Approaches, and Methods for fundraising; Understanding the Best Practices for Grants and Contract Management; Managing Relations with	5h 30m	Centre for Civil Society	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Donors; Reaching and Retaining Donors					
OT0016	Grant Administration & Grant Writing	Grant Management for Health and Social Science Researchers	Functional	Define and list different types of health research; Describe different types of researcher roles in grant management; Enumerate tasks for an investigator at various stages of the research cycle; List and explain basic competency requirements for an investigator	1h	St. John's Research Institute, Bengaluru	Link	Basic	Online
OT0017	Grant Administration & Grant Writing	Training on Grants Management	Functional	Introduction to Grants Management; Grants Lifecycle; Elements of Grants Application; Grants Budgeting; Grants Reporting	7d/5d	Dev Impact Institute	Link	Advanced	Online/Offline
OT0018	Grant Administration & Grant Writing	Workshop on Scientific Project Management	Functional	Pre-award and post-award grant management, writing research project	5 days	IISER-Pune	Link	Advanced	IISER-Pune

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0097	Initiative & Drive	Initiative & Drive	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0099	Innovative Thinking	Innovative Thinking	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0100	Innovative Thinking	Innovation and Change Leadership	Behavioral	Prepare the current and future generation of leaders to become the change agent • Impact of innovation on the environment and help in devising strategies for organizational growth • Promote lateral thinking and innovation	3 days	ASCI	Link	Advanced	ASCI Hyderabad
OT0101	Innovative Thinking	Innovation and Entrepreneurship	Behavioral	This course is focussed on building leadership competencies about innovation and intrapreneurship • The course equips the participant with information and tools of innovation	3 days	ISB	Link	Advanced	ISB
OT0102	Innovative Thinking	Strategic Leadership and Innovation in the Digital Era	Behavioral	This course focuses on the fast-changing/disruptive work environment in the digital era and its implication	3 days	IIM B	Link	Advanced	IIM B

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				s • The course helps participants understand innovation and entrepreneurship, the challenges to it, and the role of leadership in building on innovation and entrepreneurship • The course also aims to provide participants with a range of entrepreneurial strategies, facilitate scenario planning, and share best practices regarding leadership resilience, agility, and innovation					
OT0094	Integrity	Integrity	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0019	Intellectual Property Rights	Online Training Program on Patent filing, Patent search, Patent writing , Trademark , Copyright, Design filing	Functional	Patent filing, specification writing Patent prior art search, Design filing, copyright filing, IP commercialization	3 days	RGNIIPM	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0020	Internal Audit	Internal Audit	Functional	Module I - Internal Audit- Understanding the Concept Module II - Need and Process to Set Up. Module III – Tools and Strategies		NPC	Link		Online
OT0021	Inventory planning	Master Course in Inventory Management and Inventory Control	Functional	Basics of Materials Management and Inventory Control along with its objectives, Methods, Merits and Demerits	46m	Udemy	Link	Basic	Online
OT0022	Knowledge Management	Knowledge Management	Functional	Understand the current theories, practices, tools and techniques in knowledge management (KM) to deal with the challenges with the organization and management of knowledge.	8 weeks	NPTEL	Link	Advanced	Online
OT0023	Knowledge of National Data Sharing and Accessibility Policy (NDSAP)	National Data Sharing and Accessibility Policy	Functional	Refer to the course link	1h	DST	Link	Basic	Online Reading
OT0024	Knowledge of Public Financial	Workshop on PFMS	Functional	Refer to the course link	2 days	NATIONAL INSTITUTE OF COMMUNICATIONFINANCE			Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	Management System								
OT0025	Knowledge of taxation of products, GST and customs duty	GST Workshop--Refund, Rebate & Drawback Claims processing thereof	Functional	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0026	Knowledge of taxation of products, GST and customs duty	GST Workshop on GST Returns & updates	Functional	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0027	Knowledge of taxation of products, GST and customs duty	GST Audit Training – specialized (GST Audit Officers)	Functional	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0028	Knowledge of taxation of products, GST and customs duty	Webinar on GST - Latest Development & Updates	Functional	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0029	Knowledge of taxation of products, GST and customs duty	GST Audit Refresher Course	Functional	Refer to the course link	2 days	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0030	Knowledge of taxation of products, GST and customs duty	Scrutiny of GST Returns	Functional	Refer to the course link	1 day	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0031	Knowledge of taxation of products, GST and customs duty	GST- Audit two days' workshop	Functional	Refer to the course link	2 days	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)	-	Advanced	NACIN, Raipur (National Academy of Customs, Indirect Taxes & Narcotics)
OT0032	Knowledge on RTI resolutions	Record Management - Right to Information	Functional	Provides understanding of record management principles and practices • Salient features of RTI Act & Obligation of the Public Authorities • Public Records Act & Rule with reference to RTI	3 days	ISTM	Link	Advanced	Online
OT0033	Knowledge on RTI resolutions	Right to Information - Public Information Officers	Functional	Provides understanding of the Right to Information Act and related regulations • Develops skills of Public Information Officers for effective implementation of the Act	3 days	ISTM	Link	Advanced	Online
OT0109	Leadership	Leadership and Change Management	Behavioral	This course will be aimed at developing competencies in Civil Service leadership around •	5 days	IIM A	Link	Advanced	IIM A

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Leadership in Complex Situations • Realigning and recalibrating self with new knowledge, concepts, and tools • Managing Change in the organization • Taking Charge and Leading Strategy					
OT0110	Leadership	Enlightened Leadership	Behavioral	This course focuses on the concepts of • Enlightened leadership and Responsible Business practices • Building competencies to lead sustainable high-performance organizations. • Creating societal value by addressing the needs and concerns of all Citizens, not just organizational performance • Emphasizing the meeting of	5 days	IIM B	Link	Advanced	IIM B

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				diverse performance expectations of customers, employees, suppliers, and the larger community and society.					
OT0111	Leadership	Essentials of Leadership	Behavioral	This course focuses on building Leadership skills through self-awareness, emotional intelligence and management of stakeholders across levels • This course will enable the participant to transition from Supervisor to change agent and also help develop resilience	5 days	ISB	Link	Advanced	ISB
OT0087	Leading Others	Personality Development	Behavioral	Self-Management Positive Attitude Manners and Etiquette Personal Psychometric analysis Time management and Goal	Customizable	L&T	Link	Basic	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Setting Personal SWOT Self - Awareness Emotional Intelligence Decision making and Problem Solving Grooming and Personal Hygiene Leadership Skills					
OT0088	Leading Others	Leadership and Change Management	Behavioral	This course will be aimed at developing competencies in Civil Service leadership around • Leadership in Complex Situations • Realigning and recalibrating self with new knowledge, concepts, and tools • Managing Change in the organization • Taking Charge and Leading Strategy	5 days	IIM A	Link	Advanced	IIM A
OT0089	Leading Others	Enlightened Leadership	Behavioral	This course focuses on the concepts of • Enlightened leadership and Responsibl	5 days	IIM B	Link	Advanced	IIM B

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				e Business practices • Building competencies to lead sustainable high-performance organizations. • Creating societal value by addressing the needs and concerns of all Citizens, not just organizational performance • Emphasizing the meeting of diverse performance expectations of customers, employees, suppliers, and the larger community and society.					
OT0090	Leading Others	Essentials of Leadership	Behavioral	This course focuses on building Leadership skills through self-awareness, emotional intelligence and management of stakeholders across levels • This course	5 days	ISB	Link	Advanced	ISB

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				will enable the participant to transition from Supervisor to change agent and also help develop resilience					
OT0034	Maintaining a computer centre	PC Maintenance For Beginners	Functional	Identify the ten tasks needed to speed up their computer and keep it running at its best performance; Learn new computer terms; Perform each of the ten tasks to speed up their computer; Impress their friends and family with their new knowledge !	26m	Hannah Kramer, Malcolm McMillan	Link	Basic	Udemy
OT0035	Maintaining Laboratories	Certificate Programme in Laboratory Techniques	Functional	Familiarize the learners with the basic facilities available in school and college level Biology, Chemistry and Physics laboratories; Impart knowledge of the	6 months	INDIRA GANDHI NATIONAL OPEN UNIVERSITY	http://www.ignou.ac.in/ignou/aboutignou/school/sos/programmes/detail/170/2	Advanced	INDIRA GANDHI NATIONAL OPEN UNIVERSITY

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				basics of organization and management of science laboratories; Train the learners in the operation and maintenance of simple instruments used in science laboratories; Enable them to develop skills in common laboratory techniques; Train them in the procedures of procurement and storage of laboratory equipment and materials; Enable them to adopt appropriate disposal procedures and safety methods suitable for laboratories.					
OT0036	Maintaining Library & Information Centre	Certificate Course in Library Science	Functional	LIBRARY AND SOCIETY; LIBRARY RESOURCES: ACQUISTION AND PROCESSIN	-	National Institute of Open Schooling	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				G; LIBRARY RECORDS; COMPUTER APPLICATIONS IN LIBRARIES;					
OT0037	National Anthem, Flag code of India and State Emblem of India	Flag code on India (PDF)	Functional	Refer to the course link	NA	Ministry of Home Affairs	Link	Basic	Online Reading
OT0038	National Anthem, Flag code of India and State Emblem of India	State Emblem	Functional	Refer to the course link	NA	Know India	Link	Basic	Online Reading
OT0039	National Anthem, Flag code of India and State Emblem of India	National Anthem	Functional	Refer to the course link	NA	Know India	Link	Basic	Online Reading and Listening
OT0071	Negotiation Skills	Negotiation Skills	Behavioral	Understand the basics of negotiations and getting an insight into the negotiation processes Understand fundamental rules of negotiation Understand the difference between distributive and integrative negotiation Understand the role of power in negotiatio	2 days	IIM Raipur	Link	Advanced	IIM Raipur

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				n Appreciate the dynamics of multi-party negotiation					
OT0040	Noting and Drafting	Workshop on Noting & Drafting Skills	Functional	Know the terms "Noting" and "Drafting" • Understood the noting skills and drafting skills • Apply functional approach to Noting • Draft an appropriate & effective communication in each situation	3h	National Productivity Council	Link	Basic	Online
OT0070	Organizational Awareness	Organizational Awareness	Behavioral	Building Liaisons/Networks, Creating an Inclusive Environment, Achieving Organizational Goals, Building an Effective Risk Culture, Addressing Poor Performance, Data Driven Decision Making, Leadership and Management Skills, Fostering	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Innovation and Using Modern Training Aids					
OT0085	People First	People Centric	Behavioral	People's participation in governance represents a shift in the development paradigm of the country, from citizens, as the recipients of the developments, to one that views them as active participants in the development process. Equally, it involves a shift from the "top-down" to the "bottom-up" approach of decision making processes, which affect people's lives, their businesses and their communities.	-	IIPA	Link	Advanced	Offline
OT0041	Persuasive Grant writing	Scientific Project Management	Functional	Grant management	1 week	IISER-Pune	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0096	Planning & Coordination	Planning & Coordination	Behavioral	Refer to the course link		IIPA	Link	Advanced	Offline
OT0042	Policy making/drafting	Public Policy for Good Governance	Functional	Framework of public policy Concept of governance Values for good governance	3 days	ISTM	Link	Advanced	Online
OT0043	Policy making/drafting	Public Policy Research	Functional	Refer to the course link	-	IIPA	Link	Advanced	Offline
OT0117	Presentation Skill	Workshop on effective Presentation Skills	Behavioral	Refer to the course link	2 days	ISTM	Link	Advanced	Online
OT0103	Problem Solving	IDENTIFY DIFFERENT TYPES OF PROBLEMS	Behavioral	Includes Problem Solving	45 minutes	Harappa-Thriversity	IDENTIFY DIFFERENT TYPES OF PROBLEMS	Basic	Online
OT0104	Problem Solving	Problem Solving	Behavioral	Finding solutions to problems is an important element of any civil servants' job. Thus, being a confident problem solver is critical to successful discharge of the assigned duties. 'Efficiency' is one of the pillars of Good Governance and Citizen Centric Administration and 'Problem Solving' is a key	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				attribute of the 'Efficiency' pillar.					
OT0044	Process Improvement	Government Process reengineering	Functional	The objective of this training program is designed to provide essential skills and hands-on experience Ø Realign government service delivery with the citizen focus. Ø Improve transparency, accountability and trust in the government. Ø Improve the citizen experience in Government transactions, reducing time, costs and administration burden for government agencies.	3 days	NeGD	Link	Advanced	Offline
OT0045	Process improvement	Kaizen - Continuous Improvement Practitioner Course	Functional	Implement Kaizen and improve processes; Identify waste from their processes; boost the efficiency and productivity of a team	2.5h	Udemy (OpEx GURU)	Link	Basic	Udemy

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0046	Process improvement	Lean Six Sigma Foundations	Functional	Principles of lean enterprise, lean manufacturing with Six Sigma	1h 10m	LinkedIn	Link	Basic	LinkedIn
OT0047	Process improvement	Lean Process Improvement for Sustainable System, key to Good Governance	Functional	Process improvement; Good Governance	5 days	National Productivity Council (NPC)	Link	Advanced	NPC, Udaipur
OT0048	Project Management	Project Management	Functional	Refer to the course link	45 m	Project Management Institute	Link	Basic	Online
OT0049	Project Management	Training Programme on Project and Risk Management	Functional	Refer to the course link	40 h	AJNIFM	Link	Advanced	AJNIFM
OT0050	Project Marketing	Marketing Strategies & Product Branding for SMEs	Functional	Design of New Products Ø Determining Pricing Ø Developing Promotional Strategies Ø Competitive Distribution channels Ø Branding Strategies, Brand Loyalty and Brand-IPR	-	NPC	Link	Advanced	Online
OT0051	Purchase forecasting	Supply Chain: Demand Planning (Sales Forecasting and S&OP)	Functional	Reflect reality of market demand and then drive a balanced sales forecast.; Measure forecast accuracy &	2h	Yasin Bin Abdul Quader	Link	Basic	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				apply forecasting improvement steps; Generate rolling forecast for wider horizons for business growth & capacity planning; Apply time fence policy of forecasting to draw the line between supply & demand teams					
OT0079	Result Orientation	Results Orientation	Behavioral	The results-oriented role for officers in the government is intended to similar that of profit-seeking managers in the private sector. Being result-driven is a vital quality that affects the career of a civil servant positively regardless of his profession, department, and career level. It	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				means cultivating a culture of setting targets and accomplishing them.					
OT0052	Science diplomacy	Science diplomacy	Functional	The two-week course is designed for participants interested in issues related to, inter alia, Science, Technology and Innovation (STI), global issues in S&T governance, and South-South Cooperation. This course will familiarize them with global S&T landscape, global environmental governance, international co-operation in S&T and Innovation, and, South-South Cooperation. The course includes specialized lecturers, case studies, group discussions and field (and cultural) visits. These will be complemented by background materials and texts. Course agenda will be provided before commencement of the programme.	RIS	Link	Offline		

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0053	Scientific Project Management	Scientific Project Management	Functional	Grant management	1 week	IISER-Pune	Link	Advanced	Offline
OT0115	Scientific Temper: scientific know-why & technical know-how	Workshop on Promotion of Scientific Temper Among the Youth	Behavioral	Refer to the course link		DBT+RGNIYD	Link	Basic	Online
OT0075	Seeking Information	Seeking Information	Behavioral	RTI related information	-	IIPA	Link	Advanced	Offline
OT0074	Self Confidence	Self Confidence	Behavioral	Focus on Competencies - from Rule to Role. The government recently announced the rollout of the Mission Karmayogi, a scheme aimed at preparing civil servants for the future. Mission Karmayogi emphasizes competency driven capacity building and human resource management, facilitating a shift from „rule-based" to „role-based" learning and competency building system. It is the most	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				profound shift in the outlook of HR managers and cadre managers that will help drive the understanding that a role should be performed by an individual who possesses the best competencies for that given role. The programme ensures that all civil service officials will be able to access the competency building products and build the competencies required to efficiently discharge their roles. These competencies would typically include behavioural attitudes, functional knowledge and skills, and domain expertise.					
OT0107	Self-Awareness	Self-Awareness	Behavioral		Identity and Self-	IIPA	Link		Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
	and Self-Control	and Self-Control			Awareness Benefits of Self Awareness Self-Acceptance, Self-Control, Improving Self Control, etc.				
OT0116	Sharing Knowledge and Mentorship	Workshop on Mentoring	Behavioral	Part of Trainer development Program	3 days in August, 23	DOPT	Link	Advanced	Offline
OT0076	Strategic thinking	Strategic Thinking	Behavioral	To think strategically means to see and understand the bigger picture of what the organization is, where it needs to go, and how it will get there. Vision, Goals and objectives, Strengths and weaknesses, Key values, Actions, Future challenges.	-	IIPA	Link	Advanced	Offline
OT0077	Strategic thinking	Certificate In Strategic Thinking And Decision Making	Behavioral	The role of leaders Effective decision processes Effective strategic deployment	3 months	National School of Leadership	Link	Advanced	Distance Learning
OT0054	Supplier relationship management	Procurement Basics: Supplier Relationship Management	Functional	Supplier Relationship Management, Supply Chain Management, Vendor Management,	1h	Udemy	Link	Basic	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Procurement, Sourcing, Purchasing, Operations Management					
OT0112	Taking Ownership	OWN WHAT YOU DO	Behavioral	Refer to the course link	<1.5 hours	Harappa-Thriversity	Link	Basic	Online
OT0113	Taking Ownership	Taking Accountability	Behavioral	Refer to the course link	-	IIPA	Link	Advanced	Offline
OT0055	Team Management	Leadership Skills to Build High Performance Teams	Functional	Understanding People's Potential & Group dynamics • Achieving the Results and Goals • Developing People's Potential for High Performance • Retaining and Sustaining High Performance • TEAM-Trust, Engagement, Access, Motivation	2h	SBI	Link	Basic	edX
OT0056	Team Management	Building and Leading Effective Teams	Functional	Identifying ways of mitigating differences and conflicts at work place and in other social situations • Facilitation of building organizational culture conducive for	3 days	ASCI	Link	Advanced	ASCI

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				teamwork • Development of creative and learning skills to enhance interpersonal relationships					
OT0057	Team Management	Motivation, Team Building and Leadership	Functional	Motivating oneself and others • Effective individual and team decision making • Conflict management, leading teams • Team building and leadership from an Indian perspective	3 days	IIM Indore	Link	Advanced	IIM Indore
OT0058	Team Management	Building high performing teams	Functional	This course focuses on building high performing teams by enhancing trust, collaboration and diversity • This course helps participants to identify ways to build a culture of shared values, purpose and goals	2 days	ISB	Link	Advanced	ISB Hyderabad

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
OT0059	Team Management	Leadership and Team Building	Functional	The team building course focuses on developing a cohesive and effective team by enhancing communication, collaboration, and problem-solving skills among team members. • Participants will learn how to identify and utilize individual strengths and weaknesses within the team to achieve common goals, while also gaining an understanding of group dynamics and how to manage conflicts constructively.	5 days	IIM C	Link	Advanced	MDC, IIM Calcutta
OT0091	Team-Working	Team-Working	Behavioral	The competency of TEAM WORK holds the key to collaboration of any kind. An organization that emphasize	-	IIPA	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				s good teamwork is typically a healthy, high-functioning workplace. It creates an atmosphere of respect, helpfulness, and cooperation, builds spirit, positive relationships and a pride amongst its team members.					
OT0092	Team-Working	Leadership Skills to build high performance team	Behavioral	This course focuses on Interpersonal relationships and their importance, Role of coaching and mentoring in developing others, Leading people from potential to performance, Engaging people to build a high-performance team.	2h	SBI	Link	Basic	Online
OT0093	Team-Working	Leadership and Team effectiveness	Behavioral	Refer to the course link	12 week	NPTEL	Link	Advanced	Online
OT0060	Technical Writing	Workshop on	Functional	This workshop	1 day	Wellcome Trust- DBT	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
		Scientific Writing		was conducted by instructors from Wellcome Trust- DBT India Alliance that includes discussions on research ethics, manuscript and grant writing, and how to present one's science.		India Alliance			
OT0061	Understanding of functioning of E-office	Capacity Building Programme on e-Office for Users (L-1)	Functional	Refer to the course link	4 days	E-Office	Link	Basic	Conference Room, 2nd Floor, NICSI, DMRC IT Park, Shastri Park, Delhi
OT0062	Understanding of functioning of E-office	Capacity Building Programme on e-Office for Master Trainers (L-2)	Functional	Refer to the course link	4 days	E-Office	Link	Advanced	Conference Room, 2nd Floor, NICSI, DMRC IT Park, Shastri Park, Delhi
OT0063	Understanding of GeM Marketplace	Government eMarketplace (GeM)	Functional	Improved understanding about functioning of Government e-Marketplace	2 days	ISTM	Link	Advanced	Online
OT0064	Understanding of GeM Marketplace	GeM and GFR 2017	Functional	Gain an overall understanding of the Government e-Marketplace (GeM) and General Financial	5 days	NPTI	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				Rules 2017, Understand how GeM and GFRs 2017 would impact the functioning of your organization and changes in the procurement process required for compliance, Acquire practical knowledge of the different procurement procedures required under GFRs 2017 and GeM such as Registration of Organization, Creation of User Accounts, Placement of Order for Good & services, Receipt of Goods, PRC/CRAC, Bidding and Reverse Auction.					
OT0065	Understanding of General Financial Rules, 2017	Specialized Two Half Days Online Capacity Building on General	Functional	Overview and Provision of the General Financial Rules 2017 ▪ GFR –	3h 50m	National Productivity Council	Link	Advanced	Online

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
		Financial Rules 2017		Procurement of Goods and Services (Rule 142-206) ▪ Provision of Govt Fund/ Grants and Consultancy services ▪ Rule 149 - GEM ▪ Contract Management in brief ▪ New Provision/ amendment					
OT0066	Understanding of General Financial Rules, 2017	GeM and GFR 2017	Functional	Gain an overall understanding of the Government e-Marketplace (GeM) and General Financial Rules 2017, Understand how GeM and GFRs 2017 would impact the functioning of your organization and changes in the procurement process required for compliance, Acquire practical knowledge of the different procurement	5 days	NPTI	Link	Advanced	Offline

Course Code	Competency	Course Title	Type	Course Details	Course Duration	Course Provider	Course Link	Level	Where
				procedures required under GFRs 2017 and GeM such as Registration of Organization, Creation of User Accounts, Placement of Order for Good & services, Receipt of Goods, PRC/CRAC, Bidding and Reverse Auction.					

5.4.1. DST's Existing scheduled TC listing has also been encoded & included within the Outside iGOT course mapping in the below table as continuation

Course Code	Name of Training Programme	Type	Name of Institute	Duration	Where
OT0118	Research for Societal Good Through Social Responsibility	Behavioral	Amrita School of Business Amrita Vishwa Vidyapeetham, Coimbatore	20th -24th November, 2023	Physical
OT0119	Building competencies for personal excellence	Behavioral	Art of Living, Bengaluru	31st July - 4th August 2023	Physical
OT0120	Strategic Thinking, Innovative Mindset and Design Thinking for leading Scientific Organizations	Functional	Centre for Organization Development, Hyderabad	20th -24th November, 2023	Physical
OT0121	Advances in Agricultural Water Management through innovative approaches including modelling under changing climate	Functional	KSCSTST- Centre for Water Resources & Management (CWRDM)	12th -22nd December, 2023	Physical
OT0122	Quantum Computing - The Next Generation Computing Technology	Functional	Centre for Development of Advanced Computing (C-DAC), Mohali	8th-19th January, 2024	Physical

Course Code	Name of Training Programme	Type	Name of Institute	Duration	Where
OT0123	Big Data Management & Comprehensive Analysis	Functional	Centre for Development of Advanced Computing (C-DAC), Mohali	9th -13th October, 2023	Physical
OT0124	Augmented and Virtual Reality	Functional	Centre for Development of Advanced Computing (C-DAC), Mohali	4th - 8th December, 2023	Physical
OT0125	Science & Technology for Disaster Risk Reduction	Functional	Centre for Disaster Management, LBSNAA, Mussoorie	24th - 28th July, 2023	Physical
OT0126	Climate risk management: Policy & Governance	Functional	Centre for Disaster Management, LBSNAA, Mussoorie	25th - 28th July, 2023	Physical
OT0127	Basics of Artificial Intelligence, Machine Learning & Deep Learning	Functional	Engineering Staff College of India, Hyderabad	24th -28th July, 2023	Physical
OT0128	Cyber Security & Forensic Tools	Functional	Engineering Staff College of India, Hyderabad	21t -25th August, 2023	Physical
OT0129	Block Chain Technology & Hyper eager developments	Functional	Engineering Staff College of India, Hyderabad	11th -15th September, 2023	Physical
OT0130	Managing Science and Technology Project	Functional	Institute of Public Enterprise, Hyderabad	11th -15th December, 2023	Physical
OT0131	Marketing of Science & Technology of Social Good	Functional	Institute of Public Enterprise, Hyderabad	11th -15th December, 2023	Physical
OT0132	Transformative Pathways of science, Technology & innovation for attaining the sustainable development goals	Functional	Institute of Public Enterprise, Hyderabad	06th -10th November 2023	Physical
OT0133	Foundation Training Program	Functional	Indian Institution of Public Administration (IIPA), New Delhi	29th Jan, 2024-22nd March, 2024	Physical

Course Code	Name of Training Programme	Type	Name of Institute	Duration	Where
OT0134	Capacity building program for Technical personnel of the science & technology departments	Functional	Indian Institution of Public Administration (IIPA), New Delhi	25th September 6th October 2023	Physical
OT0135	Scientific project management	Functional	Indian Institute of Science Education and Research, Pune	15th - 19th January, 2024	Physical
OT0136	policy for science & science for policies	Functional	National Institute of Advanced Studies, Bangalore	11th -15th September, 2023	Physical
OT0137	science & technology: global developments & perspectives	Functional	National Institute of Advanced Studies, Bangalore	20th November - 1st December, 2023	Physical
OT0138	Transformational leadership in science: Re-imagining science in Indian Society	Functional	National Institute of Advanced Studies, Bangalore	5th-6th February, 2024	Physical
OT0139	Entrepreneurial opportunities in agribusiness	Functional	University of Agricultural Sciences, Bangalore	6th -10th November 2023	Physical
OT0140	Social Responsibility for Personal Effectiveness at workplace for science & technology	Functional	School of Human Resource Management, XIM University, Bhubaneswar	20th -24th November, 2023	Physical
WOMEN COMPONENT					
OT0141	Building local resilience In a changing climate	Functional	Centre for Disaster Management, LBSNAA, Mussoorie	25th February-1st March, 2024	Physical
OT0142	Online National Training Programme on Entrepreneurship Development	Behavioral	Entrepreneurship Development Institute of India, Ahmedabad	11th-15th December, 2023	Physical
OT0143	Training Programme on Science and Technology for Rural Societies for Women Scientists & Technologists	Behavioral	Indian Institute of Public Administration (IIPA), New Delhi	11th -15th December, 2023	Physical

5.5. Autonomous Institutions Training Calendar

5.5.1. Training Calendar – Scientific Roles

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Effective teamwork with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Scientific communication	FN00042	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
				skills - narrative tools			
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Bose Institute, Kolkata	Assistant Professor	Functional	Advance	experimenta and publishing	To be developed	Q4	OT0060
Bose Institute, Kolkata	Assistant Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Bose Institute, Kolkata	Associate Professor	Behavioral	Basic	Commitment to the Organization- research aligned to organization's goals	To be developed	Q4	–
Bose Institute, Kolkata	Associate Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Bose Institute, Kolkata	Associate Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Bose Institute, Kolkata	Associate Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Bose Institute, Kolkata	Associate Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Bose Institute, Kolkata	Associate Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Bose Institute, Kolkata	Associate Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Bose Institute, Kolkata	Associate Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Bose Institute, Kolkata	Associate Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Bose Institute, Kolkata	Associate Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Bose Institute, Kolkata	Associate Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Bose Institute, Kolkata	Associate Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Bose Institute, Kolkata	Associate Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Bose Institute, Kolkata	Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Bose Institute, Kolkata	Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Bose Institute, Kolkata	Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Bose Institute, Kolkata	Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Bose Institute, Kolkata	Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Bose Institute, Kolkata	Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Bose Institute, Kolkata	Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Bose Institute, Kolkata	Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Bose Institute, Kolkata	Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Bose Institute, Kolkata	Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Bose Institute, Kolkata	Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Director	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Centre for Nano and Soft Matter Sciences, Bangalore	Director	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Director	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Director	Behavioral	Basic	Recruitment	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Director	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist E	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Effective collaboration in research	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Recruitment	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Taking Accountability	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Centre for Nano and Soft Matter Sciences, Bangalore	Scientist F	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Indian Institute of	Associate Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Indian Institute of	Associate Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Recruitment	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Taking Accountability	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Associate Professor	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Giving feedback	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Recruitment	To be developed	Q4	_
Indian Institute of	Engineers	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of Geomagnetism, Mumbai	Engineers	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Engineers	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Reader \ Fellow	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of	Reader \ Fellow	Functional	Basic	Survey techniques, data collection,	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai				measure study variables			
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Indian Institute of	Scientist B	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Recruitment	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of Geomagnetism, Mumbai	Scientist B	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist B	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Indian Institute of	Scientist C	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Indian Institute of	Scientist C	Functional	Basic	Laboratory research skills	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Recruitment	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Indian Institute of	Scientist C	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Geomagnetism, Mumbai							
Indian Institute of Geomagnetism, Mumbai	Scientist C	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Taking Accountability	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist C	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Laboratory research skills	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Recruitment	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Running effective meetings	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of Geomagnetism, Mumbai	Scientist D	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist D	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Indian Institute of Geomagnetism, Mumbai	Scientist E	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist E	Behavioral	Basic	Taking Accountability	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Scientist F	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Giving feedback	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Recruitment	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist D	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Institute of Nano Science and Technology, Mohali	Scientist D	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist E	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Recruitment	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Institute of Nano Science and Technology, Mohali	Scientist F	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
Institute of Nano Science and Technology, Mohali	Scientist F	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
National Innovation Foundation	Director	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
National Innovation Foundation	Director	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
National Innovation Foundation	Director	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
National Innovation Foundation	Director	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
National Innovation Foundation	Director	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
National Innovation Foundation	Director	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
National Innovation Foundation	Director	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
National Innovation Foundation	Director	Behavioral	Basic	Recruitment	To be developed	Q4	_
National Innovation Foundation	Director	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
National Innovation Foundation	Scientist D	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
National Innovation Foundation	Scientist D	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
National Innovation Foundation	Scientist D	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
National Innovation Foundation	Scientist D	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Laboratory research skills	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Managing research tools & data	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
National Innovation Foundation	Scientist D	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
National Innovation Foundation	Scientist D	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
National Innovation Foundation	Scientist D	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
National Innovation Foundation	Scientist E	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
National Innovation Foundation	Scientist E	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
National Innovation Foundation	Scientist E	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
National Innovation Foundation	Scientist E	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
National Innovation Foundation	Scientist E	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
National Innovation Foundation	Scientist E	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
National Innovation Foundation	Scientist E	Functional	Basic	Managing research tools & data	To be developed	Q4	_
National Innovation Foundation	Scientist E	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
National Innovation Foundation	Scientist E	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
National Innovation Foundation	Scientist E	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
National Innovation Foundation	Scientist E	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
National Innovation Foundation	Scientist E	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
National Innovation Foundation	Scientist E	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
National Innovation Foundation	Scientist E	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
National Innovation Foundation	Scientist E	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
National Innovation Foundation	Scientist E	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
National Innovation Foundation	Scientist E	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
National Innovation Foundation	Scientist G	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
National Innovation Foundation	Scientist G	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
National Innovation Foundation	Scientist G	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Assertiveness	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Giving feedback	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Laboratory research skills	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Managing research tools & data	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Recruitment	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Taking Accountability	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Junior Geomatics Officer	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Assertiveness	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Giving feedback	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Managing research tools & data	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Recruitment	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Taking Accountability	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Scientist D	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Giving feedback	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Recruitment	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Analyst	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Structure Designer (Level 10)	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Structure Designer (Level 10)	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
North East Centre for Technology Application & Reach (NECTAR)	Structure Designer (Level 10)	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Structure Designer (Level 10)	Behavioral	Basic	Recruitment	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Structure Designer (Level 10)	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Basic	Recruitment	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Assistant Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
S.N. Bose National Centre for Basic Sciences, Kolkata	Associate Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Assertiveness	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Giving feedback	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Basic	Laboratory research skills	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Recruitment	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Taking Accountability	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist E	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Assertiveness	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Giving feedback	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Laboratory research skills	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Managing research tools & data	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Recruitment	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Scientist F	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
S.N. Bose National Centre for Basic Sciences, Kolkata	Senior Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Additional Professor	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	ASSISTANT PROFESSOR	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Recruitment	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Taking Accountability	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Associate Professor	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer C	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Recruitment	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Taking Accountability	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Engineer G	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Recruitment	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Taking Accountability	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Professor	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist C	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Recruitment	To be developed	Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	-
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Running effective meetings	To be developed	Q4	-

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist E	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Effective collaboration in research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Empathy	BH00004	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Giving feedback	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Interdisciplinary research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Interpreting scientific results	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Recruitment	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Taking Accountability	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Scientist G	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Commitment to the Organisation-research aligned to organization's goals	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Interdisciplinary research	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Interpreting scientific results	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Investigative approach to product development	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Laboratory research skills	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Managing research tools & data	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Recruitment	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Running effective meetings	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	–
Sree Chitra Tirunal Institute for Medical Sciences and Technology	Senior Professor	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Assertiveness	To be developed	Q4	–
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	–
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	–
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	–
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Delegation	BH00016	Q3-Q4	–
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	–

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Investigative approach to product development	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Recruitment	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Taking Accountability	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist B	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Recruitment	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Seeking Information	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist C	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Recruitment	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Self motivated	BH00008	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Self-Confidence	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Sharing knowledge & mentorship	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist D	Behavioral	Basic	Team-Working	BH00012, BH00013	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Communication skills	BH00001	Q3-Q4	OT0105, OT0106

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Data analysis, planning & preparing	FN00016*, FN00017	Q3-Q4	OT0006, OT0007, OT0008
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Decision Making	BH00003	Q3-Q4	OT0082
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Delegation	BH00016	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Develop, plan and experimental design process & skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Empathy	BH00004	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Equity	BH00005, BH00006	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Interdisciplinary research	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Leading Others	BH00006, BH00023	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Managing research tools & data	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Persuasive Grant writing	To be developed	Q4	OT0041
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Planning and Coordination	To be developed	Q4	OT0096
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Recruitment	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Advance	Scientific Temper: scientific know-why & technical know-how	To be developed	Q4	OT0115
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Selection and refinement of area of interest	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Self-Awareness and Self Control	BH00004, BH00009*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist E	Functional	Basic	Survey techniques, data collection, measure study variables	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Assertiveness	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Attention to detail	To be developed	Q4	OT0098
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Citizen Centricity First	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Commitment to the Organisation- research aligned to organization's goals	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Conceptual Thinking	BH00001	Q3-Q4	OT0078
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Conflict solving strategies	To be developed	Q4	OT0073
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Consultation and Consensus Building	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Desire for Knowledge	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Effective collaboration in research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Effective team work with cross-functional, multi-disciplinary research teams	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Ethics	BH00017, BH00018*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Giving feedback	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Innovation, global developments, emerging trends & perspectives	FN00024*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Innovative Thinking	FN00024*	Q3-Q4	OT0099, OT0100, OT0101, OT0102
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Interdisciplinary research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Interpreting scientific results	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Investigative approach to product development	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Laboratory research skills	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Leadership, management & mentorship in research	BH00022	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Negotiation skills	BH00001, BH00002	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Networking skills - lab/industry/academia	To be developed	Q4	OT0071
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Organisational Awareness - Multidisciplinary approach	To be developed	Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Oversight skillset for principal investigator	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Problem Solving of higher degree	BH00003	Q3-Q4	OT0103, OT0104
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Professional guidelines, code of ethics & ethical research	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Professional Integrity - peer review & benchmark	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Recruitment	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Result Orientation	BH00028	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Advance	Running effective meetings	To be developed	Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Safeguarding of information - IPRs	FN00025	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Basic	Scientific communication skills - narrative tools	FN00042	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Scientific Project Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Functional	Advance	Scientific writing and publishing	To be developed	Q4	OT0060
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Self-Management	BH00004, BH00009*	Q3-Q4	_

Lab/Division/ Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Stakeholder Analysis & Management	BH00029*	Q3-Q4	_
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Strategic Thinking	To be developed	Q4	OT0076, OT0077
Wadia Institute of Himalayan Geology, Dehradun	Scientist F	Behavioral	Basic	Taking Accountability	To be developed	Q4	_

5.5.2. Training Calendar – Other than Scientific Roles

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Central civil conduct code	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Office protocols	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Basic	Social Media	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Office protocols	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Basic	Social Media	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Assistant	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Central civil conduct code	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Office protocols	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Project Marketing	To be developed	Q4	OT0050
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Social Media	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	_
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Office protocols	To be developed	Q4	_
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Project Marketing	To be developed	Q4	OT0050
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Social Media	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Senior Technical Officer	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Assistant	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Central civil conduct code	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Office protocols	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Project Marketing	To be developed	Q4	OT0050
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Social Media	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Office protocols	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Private participation	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Project Marketing	To be developed	Q4	OT0050
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Social Media	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
Indian Institute of Geomagnetism, Mumbai	Technical Officer	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Private participation	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Procurement and tender writing	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Social Media	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Private participation	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Social Media	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Assistant	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Procurement and tender writing	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Social Media	To be developed	Q4	_
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Technical Writing	To be developed	Q4	OT0060

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Social Media	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Senior Technical Officer	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	IFD framework	FN00002*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Knowledge Management	To be developed	Q4	OT0021

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Private participation	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Procurement and tender writing	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Social Media	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Technical Writing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Functional	Advance	Writing proficiency	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Budgeting and accountability	FN00011*, FN00012, FN00013	Q3-Q4	OT0002
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Central civil conduct code	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	GeM marketplace	FN00007*, FN00008, FN00009, FN00043, FN00044, FN00045, FN00046*, FN00047, FN00048, FN00049, FN00050, FN00002*	Q3-Q4	OT0063, OT0064
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	General Financial Rules, 2017	To be developed	Q4	OT0065, OT0066
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Grammar training for cabinet note, EFC or office order	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	IFD framework	FN00002*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Knowledge Management	To be developed	Q4	OT0021

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	MS Office	FN00052, FN00053, FN00054, FN00055*, FN00056, FN00057, FN00058	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	National Anthem, Flag code of India and state emblem of India	To be developed	Q4	OT0037, OT0038, OT0039
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	NIC applications - email, messenger, cloud storage and others	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Office protocols	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Organogram	BH00007	Q3-Q4	OT0070
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Private participation	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Procurement and tender writing	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Project appraisal and Management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Project management	FN00004, FN00005, FN00006, FN00075	Q3-Q4	OT0048, OT0049

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code - iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Project Marketing	To be developed	Q4	OT0050
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Public Financial Management System	To be developed	Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Raj Bhasha	FN00041*	Q3-Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	RTI resolutions	FN00031*, FN00032*, FN00033*, FN00034*	Q3-Q4	OT0032, OT0033
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Science Communication	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Science diplomacy	FN00042	Q3-Q4	OT0024
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Social Media	To be developed	Q4	–
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Team Management	To be developed	Q4	OT0091, OT0092, OT0093
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Technical Writing	To be developed	Q4	OT0060
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Basic	Vendor Management	FN00007*, FN00009	Q3-Q4	–

Lab/Division/Autonomous Institutions	Designation	Type	Level	Competency	Course Code – iGOT	When	Outside Courses
North East Centre for Technology Application & Reach (NECTAR)	Technical Officer	Behavioral	Advance	Writing proficiency	To be developed	Q4	OT0060

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