

No. KERA/52/2024-AO1

Date: 18.03.2025

**RECRUITMENT NOTIFICATION****KERA PROJECT - RECRUITMENT NOTICE FOR THE POST OF KERA FIELD OFFICERS (KFOs) ON CONTRACT BASIS IN THE KERALA CLIMATE RESILIENT AGRICULTURE VALUE CHAIN MODERNIZATION (KERA) PROJECT**

The Kerala Climate Resilient Agriculture Value Chain Modernization Project (KERA) under the Department of Agriculture Development and Farmers' Welfare is a pioneering initiative aimed at enhancing climate resilience in agriculture through sustainable practices and value chain modernization. To drive this transformative mission, applications are invited from eligible candidates for the post of KERA Field Officers (KFOs) on contract basis for Coffee, Rubber and Cardamom.

**Table No. 1: Minimum Qualification Criteria**

Sl. No.	Position Name	Staff to be Hired	District to be Posted	Duration (in months)	Qualification*	Key Responsibilities**
1	Field Officers for Coffee	4	Wayanad	11	B.Sc. (Agriculture) In absence of B.Sc. (Agriculture) candidates M.Sc. (Botany) candidates will be considered; Preference to local candidates	Monitoring coffee replantation, conducting field visits, preparing technical reports, and coordinating with Coffee Board JLOs.

2	Field Officers for Rubber	31	Kannur, Malappuram, Ernakulam, Kottayam, Pathanamthitta, Thiruvananthapuram	6	B.Sc. (Agriculture) In absence of B.Sc. (Agriculture) candidates PGDRP/M.Sc. (Botany) candidates will be considered; Preference to local candidates	Monitoring rubber replantation, conducting field inspections, coordinating with Rubber Board officials, and reporting progress.
3	Field Officers for Cardamom	11	Idukki	6	B.Sc. (Agriculture) In absence of B.Sc. (Agriculture) candidates M.Sc. (Botany) candidates will be considered; Preference to local candidates	Monitoring cardamom replantation, conducting field visits, coordinating with Spices Board officials, and providing certification support.

*\* Only degrees issued by Universities recognized by Kerala Public Service Commission (Kerala PSC) will be considered*

*\*\* The key responsibilities outlined are indicative and not exhaustive*

### **Terms and Conditions**

- The candidate should have the prescribed qualification on the date of application.
- The appointment will be on a contract basis and shall be strictly provisional. The appointment will not confer on him/her any right of permanency or regularization in KERA Project.

- On closure of the above project or in the extend of abolishing the position held by the candidate concerned in the project, his/her assignment shall stands terminated even before the completion of the tenure of the project.
- Selected candidates will be entitled to casual leave of up to 12 days per calendar year in accordance with the rules governing contract staff under the project. No other leave benefits will be applicable.
- The candidates will have no claim in the KERA Project other than the right to receive the consolidated remuneration attached to the post. The monthly consolidated emolument shall be up to **Rs. 50,000/-** for the post of KERA field officers inclusive of all expenses associated with the daily duties and responsibilities.
- Selected candidates must possess a functional laptop and smartphone for the effective discharge of their duties, and all costs related to their procurement, maintenance, and associated expenses must be covered from the consolidated remuneration.
- Age: The applicant must not exceed **28 years** of age as of 01.01.2025. The SSLC certificate or 10<sup>th</sup> Board exam certificate will serve as proof of age and must be scanned and submitted along with the application form.
- Candidates who are already employed, should submit 'No Objection Certificate' along with the application. If selected, the candidate is required to join immediately.
- An agreement in the prescribed form will be executed by the candidate on Stamp paper worth Rs 200/- if selected for the appointment.
- The candidate, if selected will discharge all such duties that are attached to the post as per KERA Project/Government Act/Statutes/Regulation & Rules and any other duties assigned to him/her from time to time by the Project/Departments.
- The KERA Project reserves the right to terminate the services of appointees if the performance is found to be unsatisfactory or any such defects are noticed.
- Canvasing in any form will be liable to disqualifying the candidature. The selection committee's decision will be final and binding in all respect.

### **How to apply**

- The application form in Annexure 1 must be duly completed, signed, and affixed with a recent passport-size photograph. The signed application, along with the necessary supporting documents (education qualification certificate (Provisional/Degree certificate), age proof certificate, valid ID proof\* and any other supporting documents) must be **scanned in color** and compiled into a **single pdf file** not exceeding **15 MB**.

- The scanned application and documents must be submitted via email to **kfposting2025@gmail.com**
- The deadline for submission is **5:00 PM** on or before **29th March 2025**. Hard copies will not be accepted. Multiple submissions will result in disqualification
- No other mode of application will be accepted.
- Incomplete applications, applications without relevant documents and applications received after the prescribed date and time will not be considered.
- The documents uploaded online in support of the claims must be submitted in original along with the printout of the application form at the time of interview.
- The subject of the email should be “Application for appointment to the post of KERA Field Officers (KFOs on contract)”.

*\*Valid ID proof: Aadhaar Card/ Passport/Driving License/ Voter ID Card/ PAN Card*

**Table No. 2: Time Schedule**

1	Commencement of online application submission	20 <sup>th</sup> March 2025, 10:00 AM
2	Last date and time of submission of online application	29 <sup>th</sup> March 2025, 05:00 PM
3	Tentative test date	12 <sup>th</sup> April 2025
4	Tentative interview date	25 <sup>th</sup> and 26 <sup>th</sup> April 2025
5	Tentative date of commencement of duty	12 <sup>th</sup> May 2025

**Selection process: The selection process for the KFO is as follows:**

1. **Shortlisting:** Candidates will be shortlisted based on the minimum qualification specified in **Table No. 1**. If the number of applications is high, the initial screening will be based on the OGPA/percentage of marks obtained in the qualifying degree. Only shortlisted candidates will be notified for the written examination and personal interview.
2. **Written Examination:**
  - a. Duration: 60 minutes
  - b. Number of Questions: 90 Multiple Choice Questions

- c. Marks: Each question is worth 1.0 marks, totaling 90 marks for the written examination. A deduction of 0.25 marks will be applied for each incorrect answer.
- d. Syllabus: Please refer Annexure 2

**3. Personal Interview:**

- a. Candidates who pass the written examination will be notified via email about the personal interview.
- b. The interview is worth 10 marks.

**4. Final Selection:**

- a. A rank list will be prepared based on the combined scores from the written exam and the personal interview.
- b. The Search cum Selection Committee will finalize the selection, and a state-wide roster will be created.
- c. The final selected candidates will be offered temporary employment based on their rank in the list.
- d. Selected candidates will sign an employment contract with the KERA Project.

**5. Photo ID for Verification:**

- a. Candidates must produce a photo ID card (*Aadhaar Card/Passport/Driving License/Voter ID Card/PAN Card*) for personal verification during written examination and the interview

**6. Communication:**

- a. All communication regarding the written examination and interview, including the final dates, venue, recruitment schedule, appointment details as well as any other relevant updates will be conveyed via email only. Therefore, candidates are advised to check their emails regularly.
- b. KERA project will not be responsible for any non-receipt of emails due to technical issues.
- c. For any enquiries related to recruitment, please contact: **+91 8590118615**

## ANNEXURE- 1 Format for Application Form

No. KERA/52/2024-AO1

**Government of Kerala**  
**Department of Agriculture Development & Farmers' Welfare**  
**Kerala Climate Resilient Agri Value Chain Modernization Project (KERA)**

Application form for Post of KERA Field Officers (KFOs) on contract basis in KERA project supported by The World Bank			
1. NAME OF APPLICANT			PHOTO
2. AGE & DATE OF BIRTH*			
3. OFFICIAL ADDRESS:			
4. PERMANENT / RESIDENTIAL ADDRESS: (with district & PIN Code)			
5. PHONE NUMBER		6. EMAIL ADDRESS	
7. GENDER:		8. RELIGION & CASTE:	
9. EDUCATIONAL QUALIFICATIONS (starting from the latest)			
Qualification	University/Board	Institution	OGPA & Year of Passing
10. WORK EXPERIENCE (Attach proof of all work experiences)			
Designation, Name of the Employer	Period (YYYY/MM- From & To)	Place of Employment	Duties & Responsibilities
11. ANY RELEVANT ADDITIONAL QUALIFICATION / TRAININGS/ SIGNIFICANT ACHIEVEMENTS (Attach proof)			
Description	Remarks		
1)			
2)			

3)

**Declaration**

*I hereby declare that I have carefully gone through the advertisement notifying the vacancy and certify that to the best of my knowledge, the particulars given by me are correct. In case, any information is found to be false at any stage, even after the appointment, my candidature/services may be terminated without notice or any compensation in lieu thereof.*

**FULL NAME**

**DATE**

**SIGNATURE**

*\*SSLC certificate/ 10<sup>th</sup> Board exam will be considered as the proof of age, which should be scanned and submitted along with the application form*

## ANNEXURE- 2- SYLLABUS

### DETAILED SYLLABUS FOR THE POST OF KERA FIELD OFFICERS ON CONTRACT BASIS

1. AGRONOMY - scope, seeds and sowing, tillage and tith, crop density and geometry. Classification of crops – agronomic, botanical, ontogenic. Growth and development of crops, factors affecting growth and development, crop rotation and its principles, adaptation and distribution of crops. Crop nutrition - essential nutrients – criteria of essentiality, classification, functions and deficiencies - manures and fertilizers - nutrient use efficiency – fertilizer calculations. Specialty fertilizers – 100 per cent water soluble, fortified, customised, slow release fertilizers, nitrification inhibitors. Biological nitrogen fixation – biofertilizers. Weeds – importance, classification, invasive weeds of Kerala, crop weed competition, allelopathy, concepts of weed management – principles and methods, herbicides – classification, selectivity and resistance, allelopathy. Herbicide calculations, calibration of sprayers and spraying specifications for herbicides. Integrated weed management in rice, banana, coconut. Agriculture –scope- Importance of agriculture and agricultural resources available in India; Farming system components - Cropping system and pattern, multiple cropping system- Sustainable agriculture - problems and its impact on agriculture, indicators of sustainability, adaptation and mitigation, conservation agriculture strategies. Homestead farming system. Economic importance – soil and climatic requirements – area and production – varieties – seed rate spacing – methods of sowing/planting -manurial schedule- cultural practices and yield of major field crops of Kerala, viz, rice, tuber crops (cassava, sweet potato, yams and aroids), sugarcane, pulses, groundnut, sesamum and fodder crops, viz., guinea and hybrid napier. Irrigation- Water management of principal crops of Kerala.- Water resources and irrigation development in India and Kerala. Water requirement of crops- Scheduling irrigation– Methods of irrigation-. Surface, subsurface, overhead and micro irrigations. Irrigation efficiency- Water productivity and water use efficiency- Agricultural drainage-causes of water logging and types of drainage. Quality of irrigation water. Agro ecology of Kerala – agro ecological zones and agro ecological units, monsoon in Kerala, cropping seasons of Kerala. Rainfed agriculture – dry farming, dryland farming, rainfed farming. Drought – classification, drought adaptation mechanisms in crops, drought management in major crops of Kerala. Watershed – types – characteristics and management.



## 2. SOIL SCIENCE & AGRICULTURAL CHEMISTRY

Soil-Pedological and edaphological concepts. Weathering - soil formation - factors and processes - soil profile. Soil physical properties - soil texture - soil consistency - soil crusting- bulk density and particle density of soils and porosity - their significance and manipulation- Soil compaction - Soil colour. Characterization of soils of Kerala. Soil colloids – properties – nature - types and significance. Layer silicate clays - their genesis and sources of charges. Adsorption of ions - ion exchange - CEC and AEC - Concept of pH - soil acidity - saline, sodic and calcareous soils. Soil organic matter – composition – decomposability – humus - fractionation of organic matter. Carbon cycle - C: N ratio. Soil biology – biomass - soil organisms and their beneficial and harmful roles. Soil fertility evaluation – soil testing – rating of soil fertility (organic carbon, major, secondary and micronutrients). Problem soils of Kerala - characteristics, problems and management/reclamation; Salt affected soils- Arid soils -Acid soils- submerged soils- Eroded soils-Acid sulphate soils-Degraded soils. Organic farming and food security- Tools and practices of organic farming. Organic certification – accreditation agencies, certification agencies, NSOP, NPOP. Precision agriculture: Geo-informatics- GIS and Remote sensing concepts application in agriculture-Global positioning system (GPS),components and its functions. Nanotechnology-definition, concepts and techniques, nano-particles, nano-pesticides, nano-fertilizers, nano-sensors

## 3. AGRICULTURAL EXTENSION

Extension Education-Extension Programme planning- Meaning, Process, Principles and Steps in Programme Development. Extension systems in India: various extension/ agriculture development programmes launched by ICAR/ Govt. of India (IADP, IAAP, HYVP, KVK, IVLP, ORP, ND, NATP, NAIP, etc.). New trends in agricultural extension-Variou rural development programmes launched by Govt. of India. Community development-Rural Leadership: concept and definition, types of leaders in rural context; extension administration. Extension teaching methods- Sociology and Rural sociology. Management in extension, participatory approaches, entrepreneurship in agriculture, communication and transfer of technology in agriculture.

## 4. AGRICULTURAL ENTOMOLOGY

Categories of pests of agriculture -Economic classification of insects- External Morphology,Anatomy and general Physiology, structure and function of digestive, circulatory, respiratory, excretory, reproductive, endocrine, exocrine, nervous systems and sense organs.

Types of metamorphosis -Integrated Pest Management: Principles of IPM, concept of economic threshold and economic injury levels, tools of IPM -. Basic concept of host plant resistance. Biocontrol of pests -Microbial control-Regulatory control- plant quarantine and phytosanitary certificate. Pesticides: Insecticide act and rules. Newer trends in insect pest management – pheromones, Insect Growth Regulators, Chitin synthesis Inhibitors, biotechnological methods. Distribution, bioecology, nature and symptoms of damage and management strategies of major insect pests of Field crops: rice, wheat, maize, sorghum, ragi, sugarcane, cotton and oil seeds – groundnut, sesamum, castor, sunflower and mustard, pulses. Vegetable crops: solanaceous ,cruciferous , leafy vegetables polyhouse vegetables; tuber crops , fruit crops,plantation crops,ornamentals,medicinal and aromatic plants and stored products pests. Economically important insects - pollinators, predators, parasites, weed killers, soil builders, scavengers and insects used for scientific investigation. Damage in major crops and management of nematodes, mites, rodents, birds, molluscs (snail).

## 5. PLANT PATHOLOGY

Importance of plant diseases-. Important plant pathogenic organisms- Fungi, bacteria, fastidious vascular bacteria, virus, viroids, phytoplasma, spiroplasma, algae, protozoa, nematodes, phanerogamic parasites. Diseases due to abiotic /biotic causes: Causes/ factors affecting disease development-disease triangle and tetrahedron. Fungi-.Bacteria-Viruses and mollicutes-Morphology, classification, reproduction, transmission, dispersal and survival. Categories of diseases-IDM; Epidemiology: Factors affecting disease development. Principles and methods of plant disease management-symptoms, etiology, disease cycle and management of diseases of rice, wheat, sugarcane, groundnut, pulses, vegetables, tubers, citrus, mango, banana, grapevine, pineapple, papaya, guava, sapota, cashew, apple, coconut, arecanut, cocoa, black pepper, ginger, cardamom, tree spices, oil palm, betelvine, coffee, tea, rubber. Methods of control: Host plant resistance, cultural, mechanical, physical, legislative, biological and chemical control. Survey, surveillance and forecasting of diseases. Development and validation of IDM module- IDM programmes in cereals, vegetables, pulses, tuber crops,spices and plantation crops and ornamentals.

## 6. HORTICULTURE

- Area, production, productivity of horticultural crops in India and Kerala – branches of horticulture – major fruit crops (Pomology) – importance, nutritional value, production technologies. Commercial orchards, gardens and plantations – selection of site for crops -

climate, soil, socio-economic factors; Techniques of training and pruning , problems of unfruitfulness - internal factors, external factors. Plant growth regulators in horticulture - Plant propagation techniques - definition and basic concepts, type-structures - commercial propagation of horticultural crops; Micro propagation of horticultural plants. Post harvest management of major horticultural crops of Kerala - Importance and scope of vegetable crops in India with special reference to Kerala-Production and management of warm season and cool vegetables of Kerala. Types of vegetable farming-Systems of vegetable cultivation- traditional and specialized systems; Factors affecting vegetable production-Basic principles in vegetable production- nursery, sowing and transplanting, care and management. Plant protection special precautions in vegetables- Seed production in cool season vegetables, post-harvest handling-losses; causes and measures to reduce losses; Packing and transport, marketing of vegetables.

## 7. FOCUS CROPS – COFFEE, CARDAMOM AND RUBBER

Role of plantation crops in National economy, General questions on Area, production, productivity of the focus crops in Kerala, major producing states, General questions on various commodity boards- their roles and responsibilities, various schemes/initiatives for the focus crops under Agriculture Department- Government of Kerala, General questions on World Bank KERA Project, State' s economic output of the focus crops, Export and import statistics, Botanical characteristics, Climatic and soil requirements, Commercial varieties/hybrids, Site selection, layout, sowing/ planting times and methods. Replanting methods and management, Soil and climatic factors on crop growth and productivity, their problems, Plant propagation, planting and after care, bringing to bearing, Plant protection measures and seed planting material and micro-propagation, clonal selections/planting material section, Propagation techniques and nursery management, planting systems and methods, cropping pattern, Nutritional management-macro and micronutrients, deficiency symptoms, physiological disorders, Role of growth regulator, Water requirements, fertigation, water management-drainage and irrigation, INM practices, Shade regulation, Weed management & Mulching, Training and pruning, Crop regulation, Maturity indices, Harvesting, Uprooting and replanting; various production problems- weeds, pests and diseases and its management, their management; Multitier cropping, photosynthetic efficiencies of crops at different tiers, cost benefit analysis; Organic farming, management of drought, precision farming, Post-harvest and quality management for value added products/ Value addition and byproduct utilization, Certifications and quality control.

**\*NOTE: -**

***1. The written examination will consist of 90 questions, with 60 questions from general agriculture and 30 questions from the focus crops – Rubber, Cardamom and Coffee as per the above prescribed syllabus.***

***2. Apart from the topics detailed above, questions from other topics prescribed for the educational qualification of the post may also appear in the question paper. There is no undertaking that all the topics above may be covered in the question paper***