

SCHEDULE

“PUNJAB AGRICULTURE DEPARTMENT ON FARM WATER MANAGEMENT RECRUITMENT RULES”

Name of the Department	Functional Unit	Name of Post	Appointing Authority	Mini. Qualifications for appointment by		Method of Recruitment	Age for initial recruitment		Examination, Training & other conditions required for confirmation
				Initial recruitment	Promotion		Minimum	Maximum	
1	2	3	4	5	6	7	8	9	10
Agriculture	On Farm Water Management	1. Director General Agriculture (Water Management) (BS-20)	Chief Minister			By promotion on the basis of selection on merit from amongst Director (Training) / Director (Headquarter) / Executive District Officers (Agri.) in the functional unit having at least 17 years of service.			
		2. Director (Training) / Director (Headquarter) / Executive District Officer (Agri.) of Water Management Wing BS-19	Chief Minister			By promotion on the basis of selection on merit from amongst District Officers (OFWM)/ Deputy Director (Headquarter)/ Agri: Engineer/ Agronomist/ Soil Scientist/ Agri: Economist/ Agri: Extension Specialist/ Deputy Director (M&E)/ Sociologist in the functional unit with 12 years service in the functional unit on posts carrying BS-17 and above. In case initial appointment has taken place in BS-18, the length of service for promotion to the post of Director/ Executive District Officer (BS-19) shall be 7 years.			
		3. Deputy Director (Headquarter) BS-18	Admn. Secretary			By promotion on the basis of seniority cum fitness from among Deputy District Officer (OFWM)/ Asstt: Agri. Engineer, Assistant Agronomist, Assistant Director (Technical) and Publicity Officer in the functional unit having at least 5 years experience.			
		4. District Officer (OWMM) (BS-18)	Admn. Secretary	M.Sc. Agri. with 3 years experience in the field of Water Management OR B.Sc. Agri. Engg. With 5 years experience in the field of Water Management OR B.Sc. (Hons) Agri. With 5 years experience in the field of Water Management	M.Sc. (Agri.) OR M.Sc. (Agri.) (Engg.) OR Honors Degree in Agri. OR Degree in Agri. OR Degree in Engg. From any recognized University	i. 25% by initial recruitment ii. 75% by promotion on the basis of seniority cum fitness from among Deputy District Officer (OFWM)/ Assistant Agr. Engineer/Asstt: Director (Tech.)/ Assistant Agronomist/ Publicity Officer having 5 years service as such and possessing the requisite qualifications.	25	35	

Agriculture	On Farm Water Management	5. Agricultural Engineer (BS-18)	Admn. Secretary	M.Sc. Agri. Engg. OR M.Sc. Agri. (Mech) with 3 years experience in the line.	M.Sc. (Agri.) Engg. OR B.Sc. Agri. Engg.	i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority cum fitness from amongst Deputy District Officer (OFWM)/ Asstt. Agri: Engineer and Asstt: Director (Tech.) and 5 years service as such having the requisite qualifications.	25	35	
		6. Agricultural Economist BS-18	Admn. Secretary	Ph.D. in Agricultural Economics from a recognized University OR M.Sc. Agri. With Agricultural Economics as a major subject with 5 years experience in the field of Water Management.	M.Sc. Agri. with Agri. Economics as a major subject.	i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority cum fitness from amongst officers of BS-17+SP having 5 years experience in the functional unit and possessing the requisite qualifications. If no suitable officer is available by promotion then by transfer.	25	35	
		7. Agronomist BS-18	Admn. Secretary	Ph.D. in Agronomy from a recognized University. OR M.Sc. Agri. with Agronomy as a major subject with 5 years experience in the field of Water Management.	M.Sc. Agri. with Agronomy as a major subject.	i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority cum fitness from amongst officers of BS-17+SP having 5 years experience in the functional unit and possessing the requisite qualifications. If no suitable officer is available by promotion then by transfer.	25	35	
		8. Soil Scientist BS-18	Admn. Secretary	Ph.D in Soil Science from a recognized University. OR M.Sc. Agri. with Soil Science as a major subject and 5 years experience in the Punjab Water Management and Precision Land Leveling Projects under Integrated Rural Development Program, Soil Conservation, Soil Fertility, Soil Survey Project of Pakistan On Farm Water Management Development Project or in the Allied subjects preferably in the Water Management.	M.Sc. Agri. with Soil Science as a major subject.	i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority cum fitness from amongst officers of BS-17+SP having 5 years experience in the functional unit and possessing the requisite qualifications. If no suitable officer is available by promotion then by transfer.	25	35	

Agriculture	On Farm Water Management	9. Deputy Director (M&E) BS-18	Admn. Secretary	M.Sc. Agri. Economics (2 nd Div.) acquired after B.Sc. Agri. (Hons.) with 3 years experience in the line OR B.Sc. Agri. (Hons) (2 nd Div) acquired after completion of 4 years post intermediate studies and 5 years experience in the line.		i. 50% by initial recruitment ii. 50% by promotion amongst Deputy District Officers (OFWM) who are Agriculture Graduates/ Assistant Agronomist/ Publicity Officer with 5 years service as such.	21	35	
		10. Deputy Director (Audit & Accounts) BS-18	Admn. Secretary	Chartered Accountant OR ICMA with 3 years post-qualification experience.		By promotion on the basis of seniority cum fitness from amongst Asstt. Director (Audit & Accounts)/ Assistant Director (Admn) in the functional unit with 5 years service as such or 12 years experience in the functional unit.	20	35	
		11. System Analyst BS-18	Admn. Secretary	i) Master's degree (1 st class) in Statistics/ Mathematics/ Economics/Commerce/ Computer Science from recognized University/ institution ii) A certificate of training (minimum 10 weeks) in COBOL or any other programming language (C, BASIC, PaSCAL FORTRAN, ASSEMBLY, ALGOL PRG PL/I) or equivalent, 3 years experience of system designing.		i. 50% by initial recruitment ii. 50% by promotion on the basis of seniority cum fitness from amongst Computer Programmers in the functional unit having a certificate of training (minimum 10 weeks) in COBOL or any other programming language (C, BASIC, PaSCAL FORTRAN, ASSEMBLY, ALGOL PRG PL/I) or equivalent with at least 5 years service as such.	25	35	-
		12. Agri: Extension Specialist (BS-18)	Admn. Secretary	M.Sc. Agri: (Ext:) with at least three years experience of extension of education or training		By promotion on seniority cum fitness basis from amongst Deputy District Officer (OFWM)/ Publicity Officer who are M.Sc. Agri: Ext. If none is available for promotion then by initial recruitment.	25	35	

Agriculture	On Farm Water Management	13. Sociologist (BS-18)	Admn. Secretary	M.Sc. Rural Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years experience in Agri: and Rural Dev. Sector or On Farm Water Management Project.	M.Sc. Rural Sociology/ M.Sc. Sociology (at least 2 nd Div) with at least 5 years experience in Agri and Rural Dev. Sector or On Farm Water Management Project.	i. 50% by initial recruitment ii. 50% by promotion on seniority cum fitness basis from amongst BS-17+SP officers in the functional unit holding M.Sc. Rural Sociology/ M.Sc. Sociology with 5 years service as such. If non is available then by initial recruitment.	25	35	
		14. Deputy District Officer (OFWM) (BS-17+SP)	Admn. Secretary	M.Sc. Agri. (Hons.) OR B.Sc. Agri. Engg. OR B.Sc. Mech. Engg.	B.Sc. Agri: Engg. Or B.Sc. Agri.	i.. 50% by initial recruitment ii. 50% by promotion from Water Management Officer (BS-17) having 5 years experience in the functional unit.	21	30	
		15. Asstt. Agri. Engineer (BS-17)	Admn. Secretary	B.Sc. Agri. Engineering or B.Sc. Civil / Mech. Engineering		I. 75% by initial recruitment II. 20% by promotion on seniority cum fitness from among Supervisor with 5 years service as such. If no suitable Supervisor is available for promotion then by initial recruitment. III. 5% by promotion on the basis of seniority cum fitness from amongst Supervisors having B.Sc. Agri. Engineering or B.Sc. Civil / Mech. Engineering or B. Tech: with at least 2 years experience in the functional unit.	21	30	
		16. Assistant Agronomist (BS-17+SP)	Admn. Secretary	M.Sc. Agri. With Agronomy as a major subject		i.25% by initial recruitment ii. 75% by promotion on the basis of seniority cum fitness amongst Water Management Officer BS-17, having M.Sc. Agri. with Agronomy as Major subject and 5 years experience in the field of Water Management	21	30	
		17. Assistant Director (Technical) (BS-17+SP)	Admn. Secretary	M. Sc. Agri. Engineering OR B.Sc. Agri. Engineering		i. 25% by initial recruitment ii. 75% by promotion on the basis of seniority cum fitness amongst the Water Management Officer BS-17, having M.Sc Agri: Engineering or B.Sc. Agri: Engineering and 5 years experience in the field of Water Management	21	30	

Agriculture	On Farm Water Management	18. Asstt. Director (Admn) (BS-17)	Admn. Secretary			By promotion on the basis of seniority cum fitness from among the Admn. Officer working in the functional unit with 5 years service as such			
		19. Asstt. Director (A&A) (BS-17)	Admn. Secretary			By promotion on the basis of seniority cum fitness from among the Asstt. Accounts Officers working in the functional unit with 5 years service as such			
		20. Publicity Officer (BS-17)	Admn. Secretary	M.Sc. Agri. (2 nd Division) or M.Sc. (Hons) Agri. from a recognized University after obtaining B.Sc. Agri. (2 nd Division) OR B.Sc. (Hons) Agri. With three years experience in Agriculture Extension and publicity.		By initial recruitment.	21	30	
		21. Computer Programmer (BS-17)	Admn. Secretary	i) a) Master Degree at least 2 nd Div. OR C Grade in Computer Science from a recognized University; and b) One year experience of program writing; OR ii) a) M.A./M.Sc. (at least 2 nd Div. or C Grade) in Statistics/ Mathematics/Economics/Physics from a recognized University; and b) Two years experience of program writing; OR iii) a) Graduate (at least 2 nd Div.) with postgraduate Diploma in Computer Science (at least one year duration) from an institute recognized by the Board/University; and b) Two years experience in program writing.		i. 50% by initial recruitment ii. 50% by promotion on seniority cum fitness from amongst Computer Operators having any of the qualifications required for initial recruitment	21	30	

Agriculture	On Farm Water Management	22. Water Management Officer (BS-17)	Admn. Secretary	B.Sc. Agri. Engineering OR B.Sc. (Hons) Agri: acquired after completion of 4 years post intermediate course of studies.		By initial recruitment.	21	30	-
		23. Administrative Officer (BS-16)	Admn. Secretary			By promotion from among Superintendents of the functional unit with at least 3 years service as such			
		24. Assistant Accounts Officer (BS-16)	Admn. Secretary	B.Com. (2 nd Div) from recognized University OR S.A.S. qualified		By initial recruitment	21	35	
		25. Superintendent (BS-16)	Director General Agri. (Water Management) Punjab			By promotion on seniority-cum-fitness basis from amongst the Assistants and the Senior Scale Stenographers with the ratio 12:1 (12 Assistants and 1 Senior Scale Stenographer) in the functional unit with at least five years service as such and this ratio shall be liable to be revised on the basis of sanctioned strength as the case may be.			
		26. S. S. Stenographer (BS-15)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Graduate from a recognized University & a speed of 100 W.P.M in shorthand in English and 40 W.P.M in typewriting.		By promotion on the basis of seniority cum fitness from amongst Stenographers in the functional unit. If no suitable official is available for promotion then by initial recruitment.	18	25	
		27. Librarian (BS-14)	Director Training	Graduate from a recognized university with 2 years experience in library.		By promotion on seniority cum fitness from among the Librarian (BS-9) in the functional unit with at least two years experience as such	20	26	
		28. Cameraman (BS-13)	Director General Agriculture (W.M), Punjab	Graduate and 5 years experience of indoor and outdoor cameragraphy and knowledge of technical process and for documentary film.		By promotion from amongst Photographers with 5 years service. If none is available then by initial recruitment.			

Agriculture	On Farm Water Management	29. Stenographer (BS-12)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	i. Intermediate or equivalent qualification from a recognized board and ii. A speed of 80 WPM in shorthand in English and 35 WPM in typewriting. Note:- Preference shall be given to the candidates who know Urdu shorthand speed of 60 WPM and typing at a speed of 25 WPM.		By initial recruitment	18	25	
		30. Computer Operator (BS-11)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Graduate (2 nd Division) and 4 months Training in computer language subject to qualifying computer aptitude test		By initial recruitment	18	25	
		31. Supervisor (BS-11)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Matric with 3 years Diploma in Agriculture Engineering, Mechanical Engineering or Auto and Farm Machinery or Civil Engineering from a recognized institute of government or/ from a Board of Technical Education, Punjab		By initial recruitment	20	26	
		32. Assistant (BS-11)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Graduate from a recognized University		i. 1/3 rd by initial recruitment ii. 2/3 rd by promotion from amongst the Senior Clerks in the functional unit with at least 3 years experience as such	18	25	

Agriculture	On Farm Water Management	33. Foreman (BS-11)	Director Training	Matric with 3 years Diploma of Associate ship in Agri. Engg., Mech. Engg., Auto & Diesel Technology from a recognized institute with 5 years experience in workshop practices		By initial recruitment	20	26	
		34. Photographer (BS-11)	Director Training	Matric with Diploma/ Certificate in photography from a recognized Institute.		By initial recruitment	20	26	
		35. Projectionist (BS-11)	Director General Agri. (W.M) Punjab	Matriculation with 5 years experience of project equipment of 16/35 M.M.		By promotion on seniority cum fitness from among Projectionist BS-6 in the functional unit with at least three years' experience as such.	18	30	
		36. A.C. Plant Operator (BS-11)	Director General Agri. (W.M) Punjab	Matriculation with three years Diploma in Air conditioner/ Refrigeration Technology from a recognized Board of Technical Education		By initial recruitment	18	26	
		37. Draftsman (BS-10)	Director Training	Matriculation and who has passed the Draftsman's examination from Government Engineering School Rasul; OR Matric with Diploma or Certificate in Draftsmanship from a recognized Institute		By initial recruitment	18	25	
		38. Librarian (BS-9)	Director Training	Graduate from a recognized university		By initial recruitment	18	25	

Agriculture	On Farm Water Management	39. Mechanic (BS-8)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Literate with 5 years experience in servicing/ maintenance of vehicles		By initial recruitment	18	30	
		40. Tractor Mechanic (BS-7)	Director General Agriculture (WM) / District Officer (OFWM) under whom the vacancies occur.	Literate with 5 years experience in servicing and maintenance of tractor		By initial recruitment	18	30	
		41. Senior Clerk (BS-7)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur			By promotion from among the Junior Clerks in the functional unit with at least 2 years experience as such			
		42. Projectionist (BS-6)	Director General Agri. (W.M) Punjab/Director/District Officers (OFWM) under whom the vacancies occur	Matriculation with 3 years experience of project equipment of 16/35 M. M.		By initial recruitment	18	25	
		43. Electrician (BS-6)	Director Training	Middle with certificate in electrician		By initial recruitment.	18	25	
		44. Junior Clerk (BS-5)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	<p>i. Matriculation or an equivalent qualification from a recognized Board and</p> <p>ii. A speed of 25 WPM in typewriting</p> <p>Note:- preference shall be given to the candidates who know type writing in Urdu at a speed of 25 WPM</p>		<p>i. 80% by initial recruitment.</p> <p>ii. 20% by promotion on the basis of seniority cum fitness from among the employees of all categories from BS-1 to BS-4 employed in the functional unit who are:-</p> <p>i. Matriculation or an equivalent qualification from a recognized Board and</p> <p>ii. A speed of 25 WPM in typewriting.</p> <p>Note:- Preference shall be given to the candidates who know type writing in Urdu at a speed of 25 WPM.</p>	18	25	

Agriculture	On Farm Water Management	45. Tracer (BS-5)	Director Concerned	Matriculation with diploma of drawing from a recognized University or Board		By initial recruitment	18	25	
		46. Tractor Driver/ Laser Operator (BS-5)	Director General Agri. (W.M) Punjab/Director/ District Officer (OFWM) under whom the vacancies occur	Literate with 5 years experience of Tractor driving and having a tractor driving license		By promotion from among the Rodman/ helper BS-1 on the basis of seniority cum fitness and having a Tractor Driver License and training certificate from Director Training (WMTI) and 5 years experience of tractor driving. If no suitable official is available for promotion then by initial recruitment	20	30	
		47. Welder (BS-5)	Director (Training)	Literate with 3 years welding experience		By initial recruitment	20	30	
		48. Lathe Machine Worker (BS-5)	Director (Training)	Literate with 3 years experience of Lathe Machine Operation		By initial recruitment			
		49. Vehicle Driver (BS-4)	Director General Agri. (W.M) Punjab/Director/ District Officer (OFWM) under whom the vacancies occur	Literate with 5 years driving experience and having a driving license.		By initial recruitment	26	35	
		50. Daftri (BS-2)	Director General Agri. (W.M) Punjab/Director/ District Officer (OFWM) under whom the vacancies occur			By promotion on the basis of seniority cum fitness from among the Naib Qasids who are middle pass.			
		51. Naib Qasid (BS-1)	Director General Agri. (W.M) Punjab/Director/ District Officer (OFWM) under whom the vacancies occur	Should be literate		By initial recruitment	18	25	

Agriculture	On Farm Water Management	52. Chowkidar (BS-1)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur			By initial recruitment	21	35	
		53. Rodman/Beldar/Helper (BS-1)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur			By initial recruitment	18	25	
		54. Library Attendant (BS-1)	Director (Training)	Middle or equivalent qualification		By initial recruitment	18	25	
		55. Laboratory Attendant (BS-1)	Director (Training)	Middle or equivalent qualification		By initial recruitment	18	25	
		56. Lightman (with Cameraman) (BS-1)	Director (Training)	Literate		By initial recruitment	18	25	
		57. Mali (BS-1)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur	Two years experience in gardening.		By initial recruitment.	18	25	
		58. Sweeper (BS-1)	Director General Agri. (W.M) Punjab/Director/District Officer (OFWM) under whom the vacancies occur			By initial recruitment.	18	25	