



Ministry of Plantation Industries

COCONUT RESEARCH INSTITUTE

VACANCIES

Applications are invited from citizens of the Democratic Socialist Republic of Sri Lanka for the following posts of the Coconut Research Institute.

01. Post of Director

Qualifications and Experience:

External:

Professional:

Four-year degree with a second class upper division or above in science or agriculture and a PhD degree in a relevant discipline.

Experience:

- a) At least 20 years of research experience at research / managerial level out of which minimum of 5 years should be at senior managerial level in a recognised organisation, and of which minimum of twelve (12) years should be after obtaining the PhD degree and with a proven track record.

AND

- b) Proven ability to lead and direct multi-disciplinary teams of research scientists.

Internal:

Professional:

A PhD in a relevant discipline

Experience:

- a) Minimum of three(3) years satisfactory service as Additional Director or minimum of eight (8) years satisfactory service as a Head of Division / Principal Research Officer / Principal Advisory Officer at the Coconut Research Institute.

AND

- b) Proven ability to lead and direct multi-disciplinary teams of research scientists.

Note: Experience in proper deployment and efficient management of human and other resources will be an added qualification. Research experience in coconut sector will be an added qualification.

- **Age:** Should be not less than 40 years and not more than 50 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary category:** HM 2-3

- **Salary Scale:** Rs. 98,215/- 12x2,700/- 130,615/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	88,021	98,215

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.

I. Cost of Living allowance - Rs. 7,800/-

II. Professional Allowance

III. Tea allowance - Rs. 50/-

IV. Transport Allowance - Rs. 50,000/- or allocated vehicle

V. Fuel Allowance

VI. Communication Allowance

VII. Furnished official residence with a labourer will be provided free of charge

02. Post of Senior Manager (Estate)

Qualifications and Experience:

External:

Professional:

Degree in Agriculture/Plantation Management from a recognized university with a postgraduate degree in a relevant discipline

AND

Experience:

Minimum of fifteen (15) years experience in managerial level in a coconut plantation not less than 100 Ha in Manager Category in a government / semi government organization or a reputed company.

Internal:

Professional:

Degree in Agriculture/Plantation Management from a recognized university

AND

Experience:

Five (05) years satisfactory service in grade I of the Manager category as Manager (Estates)

- **Age:** Should be not less than 35 years and not more than 50 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** HM 1-1

- **Salary Scale:** Rs. 80,295/- 15x2,270/- 114,345/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	71,942	80,295

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.

I. Cost of Living allowance - Rs.7,800/-

II. Professional Allowance

III. Tea allowance - Rs. 50/-

IV. Transport Allowance - Rs. 50,000/-

V. Fuel Allowance

VI. Communication Allowance

03. Post of Manager (Estate)

Qualifications and Experience:

External:

Degree in Agriculture / Planation management with at least three (3) years post qualifying experience in managing a coconut estate not less than 50 ha.

Internal:

Minimum of five (5) years satisfactory service as Estate Superintendent in grade I of Junior Manager Category.

- **Age:** Should be not less than 22 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary category:** MM 1-2

- **Salary Scale:** Rs. 54,550/- 10x1,375/-15x 1,910/- 96,950/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	48,761	54,550

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.

I. Cost of Living allowance - Rs. 7,800/-

II. Professional Allowance

III. Tea allowance - Rs. 50/-

IV. Communication Allowance

04. Post of Senior Research Officer (Crop Protection Division)

Qualifications:

External:

- a) A four-year special degree with a first class or second class upper in Science or Agriculture from a recognized University with appropriate subject combinations

OR

- b) A four-year special degree with a second class lower in Science or Agriculture from a recognized University with appropriate subject combinations and a minimum of one year postgraduate degree in the relevant field.

OR

- c) A degree in Science or Agriculture with appropriate subject combinations and a two- year postgraduate research degree in the relevant field.

AND

A PhD degree in the relevant field with a minimum of eight years research experience after obtaining the 1st degree

Internal:

A Ph D with a minimum of eight (8) years satisfactory service as a Research Officer in AR I category

OR

A M.Phil. / M.Sc. (Two-year research degree) with ten (10) years satisfactory service as a Research Officer in the AR I category

Note: Only the applicants possessing a PhD / M Phil / MSc degree in Entomology will be considered.

Research publications relevant to the respective discipline will be an added qualification.

- **Age:** Should be not less than 30 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** AR 2

- **Salary Scale:** Rs. 76,200/- 10x2,000/- 96,200/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	67,870	76,200

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.

I. Cost of living allowance - Rs. 7,800/-

II. Tea allowance - Rs. 50/-

III. Communication allowance

IV. Professional allowance

05. Post of Research Officer (Agronomy Division)

External:

A four-year special degree with a first class or second class upper in Science or Agriculture from a recognized University

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A four-year special degree with a second class lower in Science or Agriculture from a recognized University with a minimum of one year postgraduate degree in the relevant field.

OR

A degree in Science or Agriculture and a two-year postgraduate research degree in the relevant discipline

Internal:

The Officers appointed to the Operational/Instructional (MA4) category before 01.01.2006 are eligible to apply with the following qualifications for the concessionary period of five (5) years with effect from the date of approval of existing Scheme of Recruitment.

- i. A degree in Science or Agriculture and a minimum of five (05) years satisfactory service in the Operational/Instructional (MA4) category

- ii. A minimum of ten (10) years satisfactory service in the Operational/Instructional (MA4) category

Note: Consideration will be given for candidates who have specialized in Agronomy

- **Age:** Should be not less than 22 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** AR 1

- **Salary Scale:** Rs. 53,150/- 10x1,375/-1 5x1,910/- 95,550/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	47,465/-	53,150/-

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.

I. Cost of living allowance - Rs. 7,800/-

II. Tea allowance - Rs. 50/-

III. Communication allowance

IV. Professional allowance

06. Post of Research Officer (Mechanical Engineer) (Coconut Processing Research Division)

Qualifications

External:

A four-year special degree with a first class or second class upper in Mechanical Engineering from a recognized University

OR

A four-year special degree with a second class lower in Mechanical Engineering from a recognized University with a minimum of one year postgraduate degree in the relevant field.

OR

A degree in Mechanical Engineering and a two-year postgraduate research degree in the relevant discipline

OR

A postgraduate degree in Engineering and minimum of one year post qualifying experience in a recognized institute.

Internal:

The Officers appointed to the Operational/Instructional (MA4) category before 01.01.2006 are eligible to apply with the following qualifications for the concessionary period of five (5) years with effect from the date of approval of existing Scheme of Recruitment.

- i. A degree in Mechanical Engineering and a minimum of five (05) years satisfactory service in the Operational/Instructional (MA4) category

- ii. A minimum of ten (10) years satisfactory service in the Operational / Instructional (MA4) category

Note: Consideration also will be given for candidates who have specialized in Processing Engineering.

- **Age:** Should be not less than 22 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** AR 1

- **Salary Scale:**
Rs. 53,150/- 10x1,375/- 15x1,910/- 95,550/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	47,465/-	53,150/-

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.
 - I. Cost of living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-
 - III. Communication allowance
 - IV. Professional allowance

07. Post of Estate Superintendent

Qualifications and Experience:

External:

Degree in Agriculture/Plantation Management with at least one (1) year post-qualifying experience in the management of estates not less than 50 ha

Internal:

A degree with five (5) years satisfactory relevant experience as an Assistant Estate Superintendent

OR

Five (5) years satisfactory service as a Field Officer Management Assistant tech category Grade I

Note: Preference will be given to the candidates with experience in the management of coconut lands and labour management

- **Age:** Should be not less than 22 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** JM 1-2

- **Salary Scale:**
Rs. 43,355/- 10x755/- 18x1,135/- 71,335/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	38,862	43,355

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary.
 - I. Cost of Living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-
 - III. Communication Allowance
 - IV. Furnished official residence with a labourer will be provided free of charge.
 - V. Station Allowance (Rs. 4,000.00 - Rs. 12,000.00)

08. Post of Technician (Audio Visual)

Qualifications

External:

GCE (O/L) with passes at least six (6) subjects with four (4) credit passes including Mathematics and Language (Sinhala/Tamil), English in one sitting and GCE (A/L) with three passes in one sitting in relevant subject combination and a two-year Diploma in a relevant field not below the N.V.Q. Level 5 from a recognized institution.

AND

One year post qualifying experience in handling audio visual aids and AV productions

- **Age:** Should be not less than 22 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.
- **Salary Category:** MA 2-2
- **Salary Scale:** Rs. 30,310/- 10x300/- 7x350/- 4x600/- 20x710/- 52,360/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	27,170	30,310
Adjustment Allowance	382	

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary and the adjustment allowance
 - I. Cost of Living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-

09. Post of Management Assistant (Clerical)

Qualifications

External:

GCE (O/L) with six subjects in one sitting with four credit passes including Sinhala/Tamil, English and Mathematics and GCE (A/L) with three passes in one sitting.

AND

Knowledge in computer applications (e.g. word processing, spreadsheet, presentations)

AND

Minimum speed in word processing in English using Computer and Typewriter should be 50 and 40 WPM respectively.

Note: Knowledge in word processing in Sinhala and Tamil will be a distinct advantage

Internal:

Employees of the categories of primary level skilled, primary level semi skilled, primary level unskilled who possess the following qualifications are eligible to apply.

GCE (O/L) in six subjects in one sitting with four (4) credits passes including Sinhala / Tamil, English and Mathematics.

AND

Minimum of five years service in a permanent post under the above employed category.

AND

Minimum speed in word processing in English using Computer/ Typewriter should be 50/40 WPM respectively.

Note: Knowledge in word processing in Tamil will be a distinct advantage.

- **Age:** Should be not less than 18 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.

- **Salary Category:** MA 1-2

- **Salary Scale:** Rs. 27,910/- 10x300/- 7x350/- 12x600/- 12x710/- 49,080/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	25,018	27,910
Adjustment Allowance	1,200	-

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary and the adjustment allowance
 - I. Cost of Living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-

10. Post of Lab & Field Assistant

Qualifications

External:

GCE (O/L) with six subjects in one sitting with four credit passes including Language (Sinhala / Tamil/), English and Science / Agriculture and GCE (A/L) in Science with three passes in one sitting

Note: Working experience in laboratory in a Government Department, Corporation, Statutory Board or a reputed mercantile establishment will be a distinct advantage.

Internal:

Employees of the categories of primary level skilled, primary level semi skilled, primary level unskilled who possess the following qualifications are eligible to apply.

GCE (O/L) with six subjects in one sitting with four credit passes including Language (Sinhala/Tamil/), English and Science / Agriculture

AND

Minimum of five years service in a permanent post under the above employed category.

Service Requirements:-

- Selected candidates should engage in field work in Coconut lands in the remote areas.
- Preference will be given to person who have valid Motorcycle riding licence.
- **Age:** Should be not less than 18 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.
- **Salary Category:** MA 1-2
- **Salary Scale:**
Rs. 27,910/- 10x300/- 7x350/- 12x600/-12x710/- 49,080/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	25,018	27,910
Adjustment Allowance	1,200	-

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary and the adjustment allowance
 - I. Cost of Living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-

11. Post of Driver

Qualifications

External:

Sat for G.C.E.(O/L) and at least obtained passes in Sinhala/Tamil and Mathematics.

AND

A valid License to drive heavy vehicles and a minimum of five years experience in driving heavy vehicles in a Government Department, Corporation, Board or reputed Mercantile Establishment

AND

Should prove driving capabilities by presenting in a driving test conducted by the RMV.

- **Age:** Should be not less than 18 years and not more than 45 years on the closing date of application. The upper age limit will not apply to internal candidates.
- **Salary Category:** PL 3
- **Salary Scale:**
Rs. 26,290/- 10x270/- 10x300/- 10x330/- 12x350/- 39,490/-

Entitled to a salary as mentioned in the table below from 01.01.2019 as per Circular No 2/2016

	2019	2020
Salary Rs.	23,566	26,290
Adjustment Allowance	1,755	-

Other Benefits:

1. Following monthly allowances are paid in addition to the basic salary and the adjustment allowance.
 - I. Cost of living allowance - Rs. 7,800/-
 - II. Tea allowance - Rs. 50/-

General:

1. Applicants should be citizens of Sri Lanka.
2. Applicants should have good physical & mental fitness.
3. Applicant should be willing to serve in any part of Sri Lanka.

General Benefits:

1. Gratuity will be paid in accordance with the Gratuity Act. No. 12 of 1983 and MSD Circular No 2/2016 on 25.04.2016.
2. Contributory Medical Aid Scheme is available for employees in Coconut Research Institute.
3. Provident Fund and Employees Trust Fund. The candidates will be required to contribute 10% and the Board will contribute 15% for PF and 3% for ETF of the Salary
4. Other fringe Benefits applicable to employees of the Coconut Research Institute.

Applicants should forward their signed application with copies of birth certificates, other relevant certificates, two testimonials (one from Grama Niladhari) together with names, addresses and telephone numbers of two non-related referees, under registered post to reach the Chairman, Coconut Research Board, Lunuwila, 61150, on or before **15.01.2019**.

The late applications will be rejected.

Applications from officers in Government Departments/ Corporations/ Statutory Boards should be forwarded through their respective Heads. A copy may be sent directly.

Please mark the post applied for on the top left-hand corner of the envelope.

Please note that the applications without copies of the relevant certificates will be rejected.

CANVASSING WILL BE A DISQUALIFICATION.

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**Chairman
Coconut Research Board
Lunuwila**