EXPERESSION OF Interest (EOI)

For

Human Resource Audit

Of

The Department Of Forest, Environment & Climate Change, Govt. of Jharkhand

EOI No. 01/2019

Deputy Conservator of Forests,
Planning, Tribal Area
Block-C, Van Bhavan, Doranda,
Ranchi-834002

2019

Invitation for Expression of Interest (EOI) for Human Resource Audit of Forest Department, Jharkhand

1. Expression of Interest (EOI) in sealed envelope is invited from reputed firms/ organizations/institutions to carry out the Human Resource Audit of all establishments of Jharkhand Forest Department of and above the level of Division Forest Officers with a view to make an Audit of the current capabilities and competencies at each level and to prepare a Human Resource Management and Development Plan of Jharkhand Forest Department to meet the current and future needs of the Department consistent with policies and programs of the government.

The Terms of Reference, eligibility criteria, format for submission of proposal and qualification criteria related to the EOI are available on Jharkhand Forest Department website **http:// forest.jharkhand.gov.in.**

Interested firms/organizations/institutions may apply with complete details in the prescribed format to the Deputy Conservator of Forests, Planning, Tribal Area Block-C, Van Bhavan, Doranda, Ranchi-834002 Ph. 0651-2481161. Proposal must be submitted by Speed Post/ Courier in the designated office so as to reach the undersigned by 03:00 pm on 26.03.2019 EOI may also be submitted in person in the office of Deputy Conservator of Forests, Planning, Tribal Area Block-C, Van Bhavan, Doranda, Ranchi-834002. Expression of Interest Proposal received after stipulated time shall not be accepted.

Sl. No.	Critical Dates	Date	Time	Venue for opening
1	Pre Bid Conference	14.3.2019	11:30 AM	Conference Room of Principal Chief Conservator of Forests, Jharkhand, Van Bhawan, Doranda,Ranchi-834002.
2	Bid Submission End Date	26.3.2019	3 P.M. On office Hour	Deputy Conservator of Forests, Planning, Tribal Area Block-C, Van Bhavan, Doranda, Ranchi-834002
3	Bid Opening Date and Presentation	27.3.2019	11 A.M	Conference Room of Principal Chief Conservator of Forests, Jharkhand, Van Bhawan, Doranda,Ranchi-834002.

Deputy Conservator of Forests,
Planning, Tribal Area ,
Ranchi.

A

2. OBJECTIVES & SCOPE OF WORK

(i) Background

The Forest, Environment & Climate Change Department, Jharkhand is responsible for planning, promoting, coordinating, and overseeing the implementation of environmental and forestry programmes in the state. Jharkhand is having a total forest area of 23,605 sq. km. (3.37 % of total geographical area). According to the Indian State of Forest Report the percentage of forest area to State's Geographical area is 29.61%, while total Forest and Tree cover of Jharkhand is 32.74%. The per capita Forest area is 0.079 ha.

(ii) Project Area

The Project Area covers the entire state of Jharkhand comprising each & every establishment of the forest department. The name of all the major establishments of the Jharkhand forest department is annexed here with as ANNEXURE – A.

(iii) The main objectives of Jharkhand Forest Department;

- Protection, conservation, extension and scientific management of 23,605 sq. km of forest lands of the state to meet the various tangible and intangible/ direct and indirect needs of the present as well as future generations from the forest.
- To meet the livelihood needs of rural population in general and forest dependent communities in particular.
- To reduce pressure on forest through appropriate interventions by way of alternative sources of livelihood.
- To achieve the goal of 33% of State's geographical area under the forest cover.
- To carry out afforestration in non-forest lands to increase the tree cover outside the forest area.
- To sustainably conserve and manage biodiversity-rich ecosystem through in-situ and ex-situ conservation such as National parks, Sanctuaries, Biological Parks, Breeding centers and Zoos.
- To generate public awareness about importance of forests.
- To impart knowledge and skill to forest personnel to develop competence for managing the forest and wild life resources of the state on a sustainable basis so that the ultimate target of prevention of Climate Change and maintaining a vibrant ecosystem, is achieved.
- To achieve the above objectives the Jharkhand Forest Department, it needs planning of the existing manpower and assessing the future requirements for all categories of officers/staffs for next ten years.

(iv) EOI Processing Fees

A non-refundable processing fee for Rs. 5,000/- (Five Thousand Rupees only) in the form of a Demand draft or a Pay Order of any Nationalized /Scheduled Banks of in India drawn in favor of Chief Conservator of Forests, personnel, Gazetted Jharkhand, Payable

at Ranchi has to be submitted along with the EOI response. Bids received without or with inadequate EOI processing fees shall be liable to get rejected.

(v) <u>Overall Goals and Operational Objectives for Human Resources Audit;</u>

A. To conduct Audit of the Human Resources;

Study plan of the existing manpower and activities/work and to project year wise future manpower requirement for all categories of staff for the next ten years in Administrative offices, Field offices, Technical & Non-technical employees along with workers of both on permanent role or on contract basis stationed throughout the State. While assessing the future requirement of manpower, it should be taken into consideration that the department is poised for up gradation in the near future. The consultant would be required to prepare a detailed job description for each position to serve as an organizational aid for identifying and delegating responsibilities, coordinating and dividing responsibilities of work and prevention of duplication of efforts.

B. To study the activities/work which may be outsourced or contracted for the fixed term at lower level and to make recommendations in this regard identify key attributes and skills required for each & every level. These attributes shall be elaborated in such a manner that occupant of the post is aware of his responsibilities and targets to be achieved each year and his superior also becomes aware of the expected and attained outcomes of his subordinates in a time bound manner.

The consultant will study the existing system and suggest interventions for a systematic & periodic review of individual performance & identify development opportunities.

- To assess the current capabilities and competencies of staffs and suggest the changes if required.

- To establish future talent and skills (human capital) need based

- To establish gaps in "people performance" across various functions and technology interventions & to create method of assessing the ultimate achievement including regular feedback from people residing inside the forest areas.

(vi) <u>Scope of the Audit Services</u>

The Consultancy Firm, (since project is being implemented in the State) is expected to provide the Jharkhand Forest Department with comprehensive HR Audit Report on the Audit done by the consultants for each and every forest establishment of the state and the Department with workable solutions so that by following it, the Jharkhand Forest Department achieves its objectives, study the current practices and recommend the best practices in line with other Govt Departments.

(vii) HR Audit includes:

Study of available manpower of each establishment located throughout state, restructuring of the existing manpower outlining individual functions & responsibilities and to project year wise manpower requirement for the future so that our objectives which is mentioned in Para -2 (iii) can be achieved within next 10 years with a scope for mid-term review.

3 (a) Pre-Qualification Criteria/Eligibility Criteria:

Following will be the minimum qualification criteria. Each eligible consultant should possess all the following qualification criteria. Responses not meeting the minimum pre-qualification criteria will be rejected and will not be evaluated.

S. No.	Pre-Qualification Criteria	Supporting Compliance document
1.	The applicant shall be a firm/ company/ partnership/ proprietorship firm/institution registered under the Indian Companies Act, 1956/ the partnership Act, 1932 and who have their registered offices in India and must have an office in National Capital Region of Delhi or in any State capital of India.	Copy of Certificate of incorporation and Partnership Deed, if any
2	The firm/institution should have IT return of the last 3 consecutive Financial Years (FY 2015-16, 2016-17 & 2017-18)	Format-5 to be certified & validated by Chartered Accountant (CA) of the bidder's organization
3	The firm/institution should have an annual turnover of Rupees 100.00 Lakhs in each of the last 3 consecutive Financial Years (FY 2015-16, 2016-17 & 2017-18) from only consultancy Services rendered in India.	CA certified document with name of CA registration number, signature and stamp
4	The firm/institution shall have experience of providing: (i). Three similar completed consultancy services to Central Govt./State Govt./PSUs/ Govt. bodies in India of similar magnitude costing not less than Rs. 25 Lakhs each or (ii). Two similar completed services costing not less than Rs.50 Lakhs each or (iii). One similar completed services costing not less than Rs. 100.00 Lakhs.	Copy of Work Order / Contract with completion report

5	The consultancy firm/institution should have at least one employee who has Post Graduate qualification in Human Resources Management on its pay rolls.	Certificate by Statutory Audit or Company Secretary of the Bidder's organization
6	The firm/institution should not be blacklisted by any Central Govt. / State Govt. / PSU/Govt. Bodies	Certificate signed by the Authorized signatory
7	PAN / Service Tax Registration Certificate/ GST No.	Copy of Certificate to be enclosed.

3 (b) INSTRUCTIONS TO CONSULTANTS:

The Expression of Interest is to be submitted in the manner prescribed below:- All information as detailed below is to be submitted in the hard copies.

(a) Applicant's Expression of Interest as per Format-1.

(b) Organizational Contact Details as per Format-2.

(c) Experience of the organization as per Format-3.

(d) List of three (03) experts/ consultants on payroll as per Format-4.

(e) Financial strength of the company as per Format-5.

(f) Additional information as per Format-6. g)

(g) Declaration as per Format-7.

(h) Power of Attorney in favour of Authorized Signatory with long and short signatures of Authorized person.

(i) Consultancy organization must have its office in Delhi or in any State Capital.

The bidders are expected to go through all instructions, forms, terms and other details in the EOI document carefully. Failure to furnish complete information as mentioned in the EOI document or submission of a proposal not substantially responsive to the EOI documents in every respect will be at the Bidder's risk and may result in rejection of the proposal.

- The service provider should have specialization and experience of minimum 3 years in the area of Recruitment, Human Resource management and related services, preferably in the development sector.

- A team of highly qualified, service oriented, competent and experienced HR consultants, possessing minimum 3-5 years of experience in this area with excellent English writing skills with Legal Registration.

- The Service provider must be legally registered in India as per the Law of the Land.

- Joint ventures in the field may also apply but in that case, one of the partners, who shall be hundred percent responsible for the work, must be legally registered in India.

4 (a) Pre Bid Conference :- There will be Pre Bid Conference to understand the basic Concept of HR Audit at the scheduled time and place.

(b) Bidding/ Selection process

The bidding will be of two stage process and each bidder will have to submit two envelopes as indicated below:

Envelope 1 – Technical Bid

(a) This envelope must contain the following documents as mentioned in eligibility criteria 3a):

(b) Proof pertaining to the eligibility criteria as mentioned in Para 3(b).

(c) Earnest Money Deposit (EMD) by way of Demand Draft for an amount of Rs 5000/- (Five thousand only) in favour of **Chief Conservator of Forests, personnel, Gazetted Jharkhand, payable at Ranchi.**

(d) Envelope 2 – Financial Bid

The envelopes of technical and financial bid should be enclosed in bigger envelope labeled as HR- Audit. The financial bid should be submitted in the Format-8. Incomplete Expression of Interest shall not be accepted.

5. Technical Evaluation Stage-1

Technical bids will be opened at the schedule date, time and place before the authorized committee of HR Audit in the presence of bidder. The evaluation process is transparent and marking will be given for each parameter. Power Point Presentation would be required as mentioned in the table given below :-

Qualification criteria for short-listing of "Bidders" on the basis of EOI

Sl. No.	Parameters	(Marks)	Break-up of score
1	Past experience of studies of similar nature and magnitude preferably in Govt. sector.	30	
2	Total Turnover of the Firm /Institution for the past three years	15	Rs.100 lakhs ---------- 05 100-150 lakhs ---------- 10 More than 150 lakhs --- 15
3 (i)	Qualification and competence of the key staff of firm/institution/organization. Educational Qualification in Human Resource Management	 10	Firm/Institution/Organization having the professional degree in HR Management.
4	Staff Profile of firm/Institutions/ Organization No. of technical/professional staff with experience in Human Resource Management.	10	More than 5 Persons – 10 marks Less than 5 Persons – 5 marks
5	Presentation by the team leader i. Understanding relevance. ii. HR Audit in Forest Department. iii. Methodology iv. Work Plan/Milestone of HR Audit v. Deliverables and future planning for the Department.	 05 05 10 05 10	

Each responsive EOI proposal will be given a technical score at Stage-1. A EOI proposal shall be rejected at this stage if it does not get the minimum technical score of 70 points out of the total 100 points. Only such EOI proposals which would get minimum 70 marks would qualify for the next round, i.e. opening of Financial Bid.

6. Opening of Financial Proposal (Bid) stage – 2

After presentation is over, the consultants/firms found technically competent by the authorized committee will be eligible to participate in the opening of Financial Bid. Financial Bid will be opened in presence of technically qualified bidders at appropriate date and time. The information regarding the opening of financial bid shall be communicated to them.

7. Award of the Contract:

HR-Audit Committee will award the contract to the successful bidder for implementation. The successful bidder has to sign a contract for implementation of the project and has to complete within five months from the date of issue of the order. In case of successful bidder being a joint venture, the first party shall be held responsible for all obligations.

I. Vendor Type & General Qualification:

Company Profile, which should not exceed five (5) pages, including: printed brochures and product catalogues relevant to the services; ownership (sole proprietorship, partnership, or corporation); list of names(s) (if any) and address(s) of branch office(s) worldwide and in the region; company structure and number of personnel employed.

II. Legal Registration:

- Certificate of Registration of the company or organization as per the law of the Land.

III. Relevant Experience:

A. Major Clients: To be provided in the prescribed table showing minimum three experience ongoing or completed contracts for the same or services of similar magnitude executed in the last 36 months. For each contract, provide details of: client name, contract dates, contract values, contract focal point name and email, work location.

[Note: Forest, environment and climate change department, Jharkhand reserves the right to conduct reference checks with one or more of the listed clients of the Vendor]

B. Letter or statement of Satisfactory Performance from at least Top two clients in terms of Contract Value during the past 3 years.

8. This EOI does not entail any commitment on the part of Forest, environment and climate change department, Jharkhand, either financial or otherwise. Forest, environment and climate change department, Jharkhand reserves the right to accept or reject any or all EOI without incurring any obligation to inform the affected applicant/s of the grounds. The Service Provider will be selected according to the procedures set forth in the Forest, environment and climate change department, Jharkhand.

9. Responsibility of Jharkhand Forest Department:

❖ Providing Office-wise details of present manpower

❖ Providing details of duties and responsibilities of the present establishment.

- ❖ Providing details of perspective planning of the Forest Department for the next 10 years.

- ❖ Provision of work place at the level of district headquarters for local assessors.

10. Responsibility of the Audit Firm:

- ❖ Simultaneous Audit of every establishment located through out the state.

- ❖ Placement of Assessors at local level for each location at least each district headquarter,

- ❖ Since the number of establishments involved is quite large, the Audit Firm shall depute trained experienced Auditors.

11. Deliverables:

The Audit Firm/Institutions will provide comprehensive Audit Report on the Audit done by the Assessors of the entire establishment.

12. Venue & Deadline for submission of proposal.

Proposal, in its complete form in all respects as specified in the EOI, must be submitted to at the address of the Officer inviting the EOI. In exceptional circumstances and at its discretion, the issuing authority may extend the deadline for submission of proposals by issuing an amendment to be made available on the given website, in which case, all rights and obligations of Deptt. Of Forests Environment & Climate Change and the bidders previously subject to the original deadline will thereafter be subject to the deadline as extended.

13. Duration of the Project:

The total period of the Project will be of five months which may be extended for one more month. Extension shall be purely the prerogative of the Department.

14. Payment Schedule:

Payments terms and conditions :-

There will be Sub stages of the payment given below :-

(i) 20% Payment will be made on the submission of Preliminary report of HR Audit and acceptance by the competent Authority.

(ii) 40% Payment will be made on the preparation and Submission of Interim report and acceptance by the competent Authority.

(iii) 40% Submission of final report and Acceptance by the competent Authority.

15. Response:

Bidders must ensure that their Bid response is submitted as per the formats attached with this document. Special comments on the objectives and scope of the service projected in the enquiry may also be submitted along with the offer.

16. Superscription on the envelope.

Application in sealed cover super scribed, as "EOI for Engagement of HR Assessors in Forest Department, Jharkhand.

17. Conflict of Interest:

Where there is any indication that a conflict of interest exists or may arise, it shall be the responsibility of the Bidder to inform detailing the conflict in writing as an attachment to this Bid which shall be duly signed.

Department of Forests Environment & Climate Change will be the final arbiter in cases of potential conflicts of interest. Failure to notify any potential conflict of interest will invalidate any verbal or written agreement.

18. Definition of Conflict of Interest:

A Conflict of Interest is where a person who is involved in the procurement has or may be perceived to have a personal interest in ensuring that a particular Bidder is successful. Actual and potential conflicts of interest must be declared by a person involved in a Bid process.

19. Condition under which EOI is issued:

The EOI is not an offer and is issued with no commitment. Department of Forests, Environment & Climate Change reserves the right to withdraw EOI and or change any part thereof at any stage. The Department further reserves the right to disqualify any bidder, should it be so necessary at any stage.

FORMATS FOR SUBMISSION:

FORMAT – 1

APPLICANT'S EXPRESSION OF INTEREST

To,

Deputy Conservator of Forests,
Planning, Tribal Area
Block-C, Van Bhavan, Doranda,
Ranchi-834002

Sub: **Submission of Expression of Interest to undertake HR Audit of the Deptt. of Forests, Environment & Climate Change, Govt. of Jharkhand.**

Sir,

In response to the Invitation for Expressions of Interest (EOI) published on xx.xx.xxxx for the above purpose, we would like to express interest to carry out the above proposed task. As instructed, we attach 2 sets of the following documents in separately sealed envelopes and one soft copy:

a. Organizational Details (Format-2)
b. Experience in related fields (Format-3)
c. List of experts / consultants on payroll at least 3 (Format-4)
d. Financial strength of the organization (Format-5)
e. Additional information (Format-6)
f. Declaration (Format-7)

Sincerely Yours,

Signature of the applicant

[Full name of applicant] Stamp.....

Date: Encl.: As above.

Note: This is to be furnished on the letter head of the organization.

FORMAT – 2

Sl. No.	Organizational Contact Details	
1	Name of Organization	
2	Main areas of business	
3	Type of Organization Firm/ Company/ partnership firm registered under the Indian Companies Act, 1956/ the partnership Act, 1932	
4	Whether the firm has been blacklisted by any Central Govt. / State Govt./PSU/ Govt. Bodies .If yes, details thereof.	
5	Address of registered office with telephone no. & fax	
6	Address of offices in i) ii) All other State/UT's	
7	Contact Person with telephone no. & e-mail ID	

Enclose :

1. Copy of Certificate of Incorporation
2. Copy of Article of Association in respect of 3 above.
3. Undertaking in respect of 4 above.

Signature of the applicant
Full name of the applicant
Stamp & Date

FORMAT – 3

Experience in Related Fields					
Overview of the past experience of the Organization in all aspects related to Brand Building					
S. No.	Items	Number of Assignments during last 3 years	Order Value of each assignment in Lakhs of Rs. (Enclose copy of each order)	Mention the name of Client/Organization (Enclosed completion certificates	
1	Experience of assignments of similar nature and magnitude				
1.1	Experience in carrying out similar assignments in Government organizations				
1.2	Experience in carrying out Similar assignments in Public sector.				
	Decision of Evaluating Committee in ascertaining "similar nature" and "similar assignment" and/ or magnitude will be final. Signature of the applicant Full name of applicant Stamp & Date				

FORMAT – 4

List of experts/consultants on payroll (at least 3)				
S. No	Name	Designation	Qualification	Relevant Experience
1				
2				
3				
4				
5				
6				

Signature of the applicant
Full name of applicant
Stamp & Date

FORMAT – 5

Financial Strength of the Organization					
S. No	Financial Year	Whether profitable Yes/No	Annual net profit (in Lakh Rs.)	Overall annual turnover (in Lakh Rs.)	Annual turnover from Consultancy services rendered only in India (in Lakh Rs.)
1	2015-16				
2	2016-17				
3	2017-18				
Note: Please enclose Chartered Accountant's certificate in support of your claim.					

Signature of the applicant
Full name of applicant
Stamp & Date

FORMAT – 6

Additional Information

1. List all enclosures related to the previous sections.

S.NO	Description	No. of pages

2. Additional information if any to support the Firm's credibility (Not more than 2 pages).

Signature of the applicant
Full name of applicant
Stamp & Date

FORMAT –7

Declaration

I/We hereby confirm that we are interested in competing for the HR Audit Services to Deptt. of Forests Environment & Climate Change, Govt. of Jharkhand and undertake the related tasks.

All the information provided herewith is genuine and accurate. For any false declaration I/We hereby under take to bear sole responsibility and shall face any Administrative/ Financial & Legal actions or all actions.

Authorized Person's Signature.

Name and Designation:

Date of Signature:

Note: The declaration is to be furnished on the letter head of the organization.

FORMAT-8

FINANCIAL BIDS

Item of work	Financial Bid in Rs. Inclusive of all admissible taxes including (GST) if any.
To carry out the HR Audit Report for all establishment of Jharkhand forest department above the level of the Divisional forest officers	

Place :-

Date :-

Signature of the Authorized
Signature with Seal.

Note :- The Financial proposal shall take into account all expenses and tax liabilities. For the avoidance of doubt. It is clarified that all taxes shall be deemed to be included in the GST costs shown under different items of the Financial Proposal. Further, all payments shall be subjected to deduction of taxes at source as per Applicable Laws. (iii) Costs (including break down of costs) shall be expressed in INR.

TENTATIVE LIST OF THE ESTABLISHMENTS/OFFICES

1. o/o PCCF & HOFF, JHARKHAND,RANCHI
2. o/o PCCF-CUM-ED,WASTELAND DEVELOPMENT BOARD, JHARKHAND, RANCHI
3. o/o PCCF WL AND CHIEF WILDLIFE WARDEN, JHARKHAND, RANCHI
4. o/o APCCF AND DIRECTOR, EXTENSION FORESTRY, HAJARIBAGH
5. o/o APCCF AND DIRECTOR, EXTENSION FORESTRY, DUMKA
6. o/o APCCF AND DIRECTOR, EXTENSION FORESTRY, RANCHI
7. o/o APCCF, DEVELOPMENT, JHARKHAND, RANCHI
8. o/o APCCF, FDA, JHARKHAND, RANCHI
9. o/o APCCF, CAMPA, RANCHI
10. o/o PCCF, HUMAN RESOURCE DEVELOPMENT, JHARKHAND, RANCHI
11. o/o APCCF, VIGILENCE ,JHARKHAND ,RANCHI
12. o/o APCCF, RESEARCH & TRAINING, JHARKHAND, RANCHI
13. o/o RCCF, RANCHI
14. o/o RCCF, HAZARIBAGH
15. o/o RCCF, MEDININAGAR
16. o/o RCCF, DUMKA
17. o/o RCCF, BOKARO
18. o/o RCCF, JAMSHEDPUR
19. o/o CCF, WILD LIFE, RANCHI
20. o/o CCF-CUM-CHIEF COORDINATOR, WFP, JHARKHAND, RANCHI
21. o/o CCF, PERSONNEL (GAZETTED), JHARKHAND, RANCHI
22. o/o CCF, PERSONNEL (NON–GAZETTED), JHARKHAND, RANCHI
23. o/o CCF, WORLD BANK, JHARKHAND, RANCHI
24. o/o CCF, TRAINING, JHARKHAND, RANCHI
25. o/o CCF, RESEARCH, JHARKHAND, RANCHI
26. o/o CF, TERRITORIAL CIRCLE, RANCHI

27. o/o CF, TERRITORIAL CIRCLE, GUMLA

28. o/o CF, TERRITORIAL CIRCLE, MEDININAGAR

29. o/o CF, TERRITORIAL CIRCLE, GARHWA

30. o/o CF, TERRITORIAL CIRCLE, DUMKA

31. o/o CF, TERRITORIAL CIRCLE, DEOGHAR

32. o/o CF, TERRITORIAL CIRCLE, CHAIBASA

33. o/o CF, TERRITORIAL CIRCLE, JAMSHEDPUR

34. o/o CF, TERRITORIAL CIRCLE, CHATRA

35. o/o CF, TERRITORIAL CIRCLE, HAZARIBAGH

36. o/o CF, TERRITORIAL CIRCLE, BOKARO

37. o/o CF, TERRITORIAL CIRCLE, GIRIDIH

38. o/o CF, PLANNING CIRCLE, RANCHI

39. o/o CF, WORKING PLAN CIRCLE, RANCHI

40. 0/o CF, WORKING PLAN CIRCLE, DEOGHAR

41. o/o CF, WORKING PLAN CIRCLE, HAJARIBAGH

42. o/o CF, WORKING PLAN CIRCLE, JAMSHEDPUR

43. o/o CF, WORKING PLAN CIRCLE, MEDININAGAR

44. o/o CF, AFFORESTATION, RESEARCH AND EVALUATION, RANCHI

45. o/o CF, SOCIAL FORESTRY AND EVALUATION, RANCHI

46. o/o CF, WORLD BANK, RANCHI- 2 POST

47. o/o CF, STATE SILIVICULTURIST, RANCHI

48. o/o DCF, FIELD DIRECTOR ELEPHANT PROJECT, JAMSHEDPUR

49. o/o DCF, PLANNING TRIBAL AREA,RANCHI

50. o/o DCF, PLANNING NON TRIBAL AREA,RANCHI

51. o/o DCF, TRAINING HAZARIBAGH

52. o/o DCF, TRAINING , SCHOOL RANCHI

53. o/o DFO, PUBLICITY & EXTENSION, RANCHI

54. o/o DFO, HAJARIBAGH EAST DIVISION, HAZARIBAGH

55. o/o DFO, HAJARIBAGH WEST DIVISION, HAZARIBAGH

56. o/o DFO, KODERMA FOREST DIVISION, KODERMA

57. o/o DFO, CHATRA NORTH DIVISION, CHATRA

58. o/o DFO, CHATRA SOUTH DIVISION, CHATRA

59. o/o DFO, MEDININAGAR DIVISION, MEDININAGAR
60. o/o DFO, GARHWA NORTH DIVISION, GARHWA
61. o/o DFO, GARHWA SOUTH DIVISION, GARHWA
62. o/o DFO, LATEHAR DIVISION, LATEHAR
63. o/o DFO, CORE AREA, PTR, MEDNINAGR NORTH
64. o/o DFO, BUFFER AREA, PTR MEDNINAGR SOUTH
65. o/o DFO, RANCHI DIVISION, RANCHI
66. o/o DFO, KHUNTI DIVISION, KHUNTI
67. o/o DFO, SIMDEGA DIVISION, SIMDEGA
68. o/o DFO, LOHARDAGA DIVISION, LOHARDAGA
69. o/o DFO, GUMLA DIVISION, GUMLA
70. o/o DFO, BOKARO DIVISION, BOKARO
71. o/o DFO, RAMGARH DIVISION, RAMGARH
72. o/o DFO, DHANBAD DIVISION, DHANBAD
73. o/o DFO, GIRIDIH EAST DIVISION, GIRIDIH
74. o/o DFO, GIRIDIH WEST DIVISION, GIRIDIH
75. o/o DFO, JAMSHEDPUR DIVISION, JAMSHEDPUR
76. o/o DFO, SARAIKELA DIVISION, SARAIKELA
77. o/o DFO, PORAHAT DIVISION
78. o/o DFO, KOLHAN DIVISION
79. o/o DFO, CHAIBASA DIVISION
80. o/o DFO, SARANDA DIVISION
81. o/o DFO, S.F. DIVISION, RANCHI
82. o/o DFO, S.F. DIVISION, SIMDEGA
83. o/o DFO, S.F. DIVISION, HAZARIBAGH
84. o/o DFO, S.F. DIVISION, KODERMA
85. o/o DFO, S.F. DIVISION, JAMSHEDPUR
86. o/o DFO, S.F. DIVISION, CHAIBASA
87. o/o DFO, S.F. DIVISION, GARHWA
88. o/o DFO, S.F. DIVISION, LATEHAR
89. o/o DFO, S.F. DIVISION, DUMKA

90. o/o DFO, S.F. DIVISION, DEOGHAR

91. o/o DFO, WFP DIVISION, DALTENGANJ

92. o/o DFO, WFP DIVISION, RANCHI

93. o/o DFO, WFP DIVISION, CHAIBASA

94. o/o DFO, WFP DIVISION, DUMKA

95. o/o DFO, STATE TRADING DIVISION, LATEHAR

96. o/o DFO, STATE TRADING DIVISION, GUMLA

97. o/o DFO, STATE TRADING DIVISION, CHAIBASA

98. o/o DFO, STATE TRADING DIVISION, SARANDA

99. o/o DFO, DEPARTMENTAL WORKING DIVISION, HAZARIBAGH.

100. o/o DFO, WORLD BANK

101. o/o DFO, WILDLIFE DIVISION, HAZARIBAGH

102. o/o DFO, PLANNING MONITORING& EVALUATION CELL, RANCHI

103. o/o DFO,(SF)PLANNING MONITORING & EVALUATION