

Sub. Selection of candidates for the post of Environment Officer-reg

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To: Digvijay Semwal <digvijay.for@gmail.com>

Cc: UDRP AF <pd.udrpaf@gmail.com>

Mr. Digvijay Semwal,

In reference to your trailing email, I have been directed to inform you that the project follows a fair recruitment process and gives equal chance to all eligible candidates. Please find our response to your queries as below:-

1. Candidate with different qualification and experience:

For the post of Environment Officer the qualification criteria is "PG in Environment Sciences with 6 years of experience". The post of Environment Officer was created with the purpose that the concerned officer shall be responsible to first assess the flora and fauna of the prospective project sites, thereafter making proposal for related to Land / Forests, if any.

He shall also be responsible for :

- a) Making overall Environment Management Plan for which he should have knowledge of all aspects related to soil, demographic features, forestry and plantation, Ecology and Environment etc.
- b) Review the preparation of the environmental assessments for the project and finalization.
- c) Ensure that the project design and specification adequately reflect the guidelines for the environment conservation,
- d) Implement explicitly and systematically the environmental measures
- e) Ensure that appropriate environmental safeguards are in place;
- f) Ensure that mandates/projects are reviewed for environmental considerations, including climate change mitigation opportunities and adaptation needs that reflect current and future expected conditions
- g) Should have studied or should be able to implement - Natural resources management, International environmental policies, Environmental implications of trade and /or investment policies and regulations, Climate change (mitigation and/or adaptation).
- h) Should be able to Analyze and/or provide advice on the environmental aspect of policies and / or institutions;
- i) Should be able to Conduct research on environmental issues;
- j) Build the capacity of environment related ministries and / or organizations;
- k) Promote sustainable natural resources management in the project areas;
- l) Build the capacity of the private sector to be environmentally responsible.
- m) Liaise with the various central and state government agencies on environmental and other regulatory matters, such as Pollution board, Forest department etc.;
- n) Continuously interact with the NGOs and community groups to be involved in the project (for the maintenance of additional plantations, if any, suggested for the project);
- o) Assist the Supervision consultants in establishing dialogue with the affected communities and ensure that the environmental concerns and suggestions from such interactions are incorporated and implemented in the project.
- p) Review the environmental performance of the project through site visits and assessment of the periodic environmental and social reports submitted by the DPR Consultants;
- q) Provide support and assistance to the Government Agencies and other authorities to supervise the implementation of the Environment plans during the construction as well as operation stage of the project;
- r) Report to the Project on the Environmental aspects pertaining to the project;

So a candidate having pursued PG degree in the field of Environment sciences such as ecology, biology, plant science, mineralogy, oceanography, limnology, soil science, Forestry, zoology, geology and physical geography, and atmospheric science and other such environment sciences related field have been considered for the said post with relevant years of experience in the same field. Since the candidate concerned has qualification encompassing the field of Environment Sciences and requisite experience as desired by the project was shortlisted for the said post.

2. Documents Verification process:

Every detail of each candidate has been verified at documents verification process, which is an integral part of the recruitment process.

3. Candidate not having relevant experience:

Any candidate meeting the bare minimum education and experience criteria (i.e. PG in Environment Sciences with 6 years of experience) was shortlisted to appear in front of the Interview Committee. Moreover, there is an Interview Committee screening each candidate on the basis of his experience and qualification to select the appropriate candidate for the position. The experience certificates submitted by the selected candidate shall also be verified from the concerned organizations / departments.

So the recruitment process at the project is absolutely transparent and fair. Despite that anyone is free to take any action and the project shall respond accordingly.

With Regards
Manager HR || UDRP AF

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