

**AIC- Central Coffee Research Institute
(AIC-CCRI-CED)
Centre for Entrepreneurship Development**

No. 1, Dr. Ambedkar Veedhi, Coffee Board, 1st Floor, Bengaluru – 560001,

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CALL FOR APPLICATIONS

No. AIC CCRI/Incub-Manager/2023-24/35

Date: 23/11/2023

Atal Incubation Centre – Central Coffee Research Institute (AIC-CCRI-CED) has been recently established by the Coffee Board’s Central Coffee Research Institute (CCRI), with the support of NITI Aayog’s Atal Innovation Mission to promote Entrepreneurship and Innovation in the Indian Coffee Sector. Coffee Board is a Statutory Organization under the Administrative Control of the Ministry of Commerce and Industry, Government of India. CCRI has a rich history of more than nine decades in contributing to the growth of India’s coffee sector by undertaking pioneering multidisciplinary research and development and carrying out extension activities to support the adoption of technological innovations. The Coffee Board has also been implementing entrepreneurship development programmes resulting in the establishment of a large number of innovative coffee businesses.

Towards formalizing and intensifying its efforts at entrepreneurship development including provision of handholding and mentoring support to coffee startups, CCRI has established AIC-CCRI-CED with the primary objective of supporting innovative technology-based startup enterprises in the Indian Coffee sector. AIC-CCRI-CED is based at the Coffee Board Head Office in Bengaluru, Karnataka.

Towards developing a robust in-house team, AIC-CCRI-CED invites applications from the eligible Indian citizens for the following positions purely on ad-hoc and contractual basis. The number of position is One (1). All positions would be based in Bengaluru although outstation travel, as required, is envisaged.

Sl. No.	Name of the Position	Number of positions
1	Incubation Manager	1

General instructions to candidates / Terms and Conditions for submission of application for various positions:

1. The positions that are being offered are on ad-hoc basis and are contractual in nature.
2. The candidate must be a citizen of India
3. Online Application Forms can be filled via <https://forms.gle/4PEtEf4PpmWLv2CE9> . **(The applicant needs to have a Gmail account to fill the form, if they don't have, they are requested to create the one). All the documents are to be self-attested, scanned and uploaded (including Photograph). Please read the application form thoroughly and keep the necessary documents ready BEFORE FILLING THE APPLICATION.**
4. The closing date and time for receipt of filled-in application is 04.00 PM on 07/12/2023
5. Before applying, candidates are advised to ensure that they fulfil the stipulated eligibility criteria for the position.
6. A recent, recognizable passport size photograph should be scanned and uploaded in the online Application Form. The photograph must be signed across the photograph so that a part of the signature spreads over the application form beyond the photograph.
7. The application shall be filled-up in English (Capital Letters) only. Corrections, if any, should be legible and attested by the candidate. Candidates shall ensure that the particulars once submitted by them will be final and no further changes will be allowed thereafter.
8. The candidates are advised to fill the Application Form carefully and each and every column of application should be filled up accurately. Incomplete applications are liable to be rejected.
9. **Any attempt by the candidates, either directly or indirectly to influence the Selection Committee or other authorities of the AIC-CCRI-CED, will disqualify their candidature.**
10. **The candidates are required to declare if they have any relative in the Coffee Board.**
11. The prescribed essential qualifications are the minimum and possessing the same does not entitle for the candidates to be called for interview test. The AIC-CCRI-CED reserves the right to short list the candidates to call for interview test.
12. Interview test call letters will be sent by E-mail to the shortlisted candidates to the Email IDs furnished by the candidates in their application.
13. For any queries, the candidates may contact (CEO, AIC – CCRI – CED) via Email: atalincubationofccri@gmail.com
14. The candidates called for interview test must appear for personal interview at such place and time as informed in the call letter at their own cost. Expenditure incurred by the candidates to attend the interviews tests would not be reimbursed by AIC-CCRI-CED. Further, calling of candidates for interview test will not be an assurance of whatsoever that they will be selected.

15. Proof of prescribed educational qualifications / Work experience viz., Marks Cards, Degree Certificates etc. / date of birth and other certificates / testimonials etc., in **ORIGINAL** should be produced at the time of interview test.
16. The AIC-CCRI-CED reserves the right to fill up or not to fill up any of the positions notified.
17. The selected candidates should not have been involved in any of the criminal activities. The AIC-CCRI-CED reserves the right to verify the antecedents of the selected candidates before their entry in to the ad-hoc positions at AIC-CCRI-CED.
18. In case it is detected at any stage of the selection process that a candidate does not fulfil the eligibility norms and / or that he / she has furnished any incorrect / false information / certificate / documents or has suppressed any material fact(s), his / her candidature will stand cancelled. If any of these shortcomings are detected even after engagement of the candidates to the ad-hoc positions, his / her services are liable to be terminated.
19. The AIC-CCRI-CED cannot advise the candidates about their eligibility for the position. It is the responsibility of the candidates to judge as to whether they satisfy the prescribed requirements, and whether it is worthwhile to apply.
20. Self-attestation Signatures (with date) of the candidate are essentially required to be uploaded appropriate place in the Application Form as well as on all pages of the application. The AIC-CCRI in any circumstance will not consider application without self-attestation of documents.
21. The decision of the AIC-CCRI-CED, with regard to eligibility or otherwise of any candidate based on evaluation of the application and particulars/records submitted with the application by the candidate shall be final. The AIC-CCRI-CED will not make any correspondence with the candidates regarding their non-selection for the interview / position.
22. Selected candidates would be required to assume responsibilities within the stipulated date specified in the offer letter.
23. All positions would be based in Bengaluru although outstation travel, as required, is envisaged.
24. Any disputes arising out of this Notification including the selection process shall be subject to the sole jurisdiction of the **Courts of Law** situated in Bengaluru, Karnataka only.
25. Candidates are advised to check their emails / remain in touch with the Board's website i.e., <https://coffeeboard.gov.in/> & www.aicccrised.in for any information/s which may be hosted for further guidance from time to time.

List of Enclosures to the Application:

The following documents / certificates should be submitted along with the application:

1. Self-attested copies of the certificates of Date of Birth, Educational Qualifications viz., Marks Cards, Degree Certificates, Experience etc.
2. Photograph at the appropriate space in the application form duly signed by the candidate across the photograph

Secretary, Coffee Board

Place: Bengaluru.

Date: 23/11/2023.

Enclosure:

Annexure 1 – Job Description

Annexure 1

Job Description of Incubation Manager

Eligibility criteria for the position of Incubation Manager

1. Functions:

- a. Identify and select potential incubatees/start-ups for the incubation program.
- b. Analyse financial statements, forecasts and funding requirements of each potential start-up.
- c. Manage the Incubation space and make sure that the incubatees work is not hindered.
- d. Define, build and finalize client agreements.
- e. Understand requirements of start-ups and support them in the areas of strategy, business plan development, market analysis, company registrations.
- f. Define start-ups' deliverables, their timelines and monitor progress.
- g. Seek/Exploit opportunities for consultancy assignments and ensure effective completion of assignments.
- h. Ensure timely generation and constant updating of all relevant programme data and meet all reporting deliverables.
- i. Plan and organize training programs, workshops and other events.
- j. Ensure website management, regularly updating and constant generation of content including stories, experiences, case studies for placing on the AIC's social media sites.
- k. Update the online and offline resources for potential and existing incubatees.
- l. Report to the CEO, AIC CCRI CED on all program and operational aspects including M&E.
- m. Any other requirement as specified by the CEO, AIC CCRI CED

2. Qualifications:

Essential: Bachelor's degree in Science or engineering and Post graduate degree in Business Administration (2 years MBA or equivalent with Marketing, Finance and management subjects will be considered) from a reputed institution. Distance education degrees and post-graduation degrees will not be considered for this post.

3. Experience:

- a. **Essential:** Minimum 3 years hands-on experience in Business Incubation / New venture or Project or Investment Financing / Entrepreneurship Development / Project Management/ Common Facility Management for Entrepreneurs or in comparable areas.
- b. Preferable: Experience as founder of a technology or agribusiness startup.
- c. Ability to perform in a fast paced, dynamic start-up environment.
- d. Excellent organizational, interpersonal and communication skills.
- e. Ability to independently lead and execute assignments / projects, and willingness to travel as needed

4. Age Limit: 50 years and below (As on the last date of submission of filled in application).

5. Benefits:

- a. Consolidated lump sum of Rs. 6.0 – 7.0 lakhs per annum.
- b. Ample learning and career advancement opportunities.

6. Duration of Employment: Initial contract for a period of Twenty-four months (subject to performance review after twelve months from commencement of tenure).

7. Mode of Selection: Shortlisting of Applications, Personal Interviews.