



BIHAR STATE POLLUTION CONTROL BOARD
Parivesh Bhawan, Patliputra Industrial Area,
P.O.-Sadakat Ashram, Patna-800010
Website: www.bspcb.bihar.gov.in

Ref. No.: 1305

Date: 06.10.2025

**CONTRACTUAL APPOINTMENT OF PROGRAM MANAGER, AIR QUALITY EXPERT,
TECHNICAL CONSULTANT, AND GIS ANALYST**

Bihar State Pollution Control Board, Patna invites online applications for contractual appointment for the following posts for the establishment of a dedicated **Air Quality Management (AQM) Cell**. The engagement of personnel shall be purely contractual and will not guarantee any claim for employment or regularisation by this Board in the future. The details are as follows:-

| Sl. No. | Name of Post | Essential Qualification | No. of Posts (UR-Unreserved) | Consolidated Emoluments/ Month (Rs.) | Age Limit (Maximum age as on 01.07.2025) |
|---------|----------------------------|--|------------------------------|--------------------------------------|--|
| 1 | Program Manager (AQM Cell) | B.E./ B.Tech/ M.E / M.Tech in Environmental Engineering from recognized premier university/ Institution with a minimum of 8 years of post-qualification experience. | 01 | ₹ 2,50,000/- | 45 Years |
| 2 | Air Quality Expert | B.E./ B.Tech/ M.E/ M.Tech/ M.Sc or Ph.D. in Environmental Engineering / Atmospheric Science from recognized premier university/ Institution with a minimum of 5 years of post-qualification experience. | 01 | ₹ 2,00,000/- | 40 Years |
| 3 | Technical Consultant | B.E./ B.Tech/ M.E/ M.Tech/ M.Sc. in Environmental Engineering/ Science from recognized premier university/ Institution with a minimum of 5 years of post-qualification experience. | 01 | ₹ 1,50,000/- | 37 Years |
| 4 | GIS Analyst | B.Tech/ B.E/ M.Tech/ M.E/ M.Sc in GIS/ Geo-informatics/ Remote Sensing/ Environmental Planning from recognized premier university/ Institution with a minimum of 5 years of post-qualification experience. | 01 | ₹ 1,00,000/- | 37 Years |

HOW TO APPLY

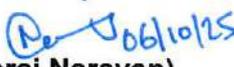
- a) The candidates willing to apply for the above posts shall fill up the online Application Form with required details & documents correctly. Candidates are advised to click the link: <https://forestonline.bihar.gov.in/OnlinePCB/Home.aspx> to read important instructions before filling application form, register and generate user ID and password.
- b) Registration is mandatory for e-filing of the form (**Click here to register**). Generate User Id and Password to login to fill the application form and finally submit through their user ID and Password.
- c) Verify your entries before submitting finally by clicking the final submission button. No modification can be made after final submission. Only finally submitted applications will be considered. Print a copy of finally submitted application form (for reference only).
- d) The applicant must upload a recent colour passport-size photograph, signature, and self-attested copies of all the mark sheets, certificates, and documents (including educational qualifications, experience certificates, ID proof, etc.) as specified in the detailed advertisement.
- e) Applicants should ensure that the relevant details i.e. name, date of birth, etc. entered in the online application should be the same as mentioned in their official documents.
- f) Applications without supporting documents/ incomplete/ not fulfilling the prescribed criteria in any respect are liable to be rejected.
- g) The applicants are advised to submit the 'Online Application' well in advance without waiting for the last date of submission of the application.

NOTE:-

- i. By Premier University/ Institute, it refers to such institutions which, overall ranking, fall within the top 50 ranks in the latest ranking of the NIRF conducted by the Ministry of Human Resource Development, Government of India or the Recognized Foreign University fall within the latest top 50 rank in QS/THE.
- ii. This contractual appointment is for the Air Quality Management (AQM) Cell. The appointment shall be strictly on a contract basis for an initial period of Three Years, which may be renewed subsequently depending upon satisfactory performance and requirement.
- iii. Bihar State Pollution Control Board reserves the right to cancel/defer the advertisement at any time.
- iv. For any clarification, please contact through the e-mail: msbspcb-bih@gov.in

IMPORTANT DATES:

| | | |
|---|---|-------------------|
| 1 | Starting date for submission of application in online mode | 20.10.2025 |
| 2 | Last date for receipt of the online application | 09.11.2025 |


(Neeraj Narayan)
Member Secretary
Bihar State Pollution Control Board

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1. Bihar State Pollution Control Board (BSPCB) is a Statutory Organization under the Department of Environment, Forest & Climate Change, entrusted with powers and functions under the Water (Prevention & Control of Pollution) Act, 1974 and Air (Prevention & Control of Pollution) Act, 1981.

To strengthen the air quality management and compliance mechanism in the state, BSPCB is establishing a dedicated Air Quality Management (AQM) Cell. Online applications are invited from eligible candidates for direct recruitment for the various key expert and managerial posts on a **purely contractual basis**.

The commencement date and the last date for submission of applications are as under:

| | |
|--|------------|
| Date of Commencement of Online Application | 20.10.2025 |
| Last Date for submission of Online Application | 09.11.2025 |

2. Details of the posts

| S. N. | Name of the Post & Consolidated Monthly Remuneration | Number of Posts (Un reserved-UR) | Upper Age Limit |
|-------|---|----------------------------------|-----------------|
| 1. | Program Manager (AQM Cell) (₹ 2,50,000/- per month) | 01 | 45 Years |
| 2. | Air Quality Expert (₹ 2,00,000/- per month) | 01 | 40 Years |
| 3. | Technical Consultant (₹ 1,50,000/- per month) | 01 | 37 Years |
| 4. | GIS Analyst (₹ 1,00,000/- per month) | 01 | 37 Years |

Note: The crucial/cut-off date for determining the age limit, educational qualifications and experience shall be 01.07.2025.

3. Educational Qualification & Experience

| Sl. No. | Post | Qualification & Eligibility Criteria |
|---------|-----------------------------------|--|
| 01 | Program Manager (AQM Cell) | Essential Qualifications: A regular degree of B.E/ B.Tech/ M.E / M.Tech in Environmental Engineering from a recognized premier University/ Institution. Essential Experience: A minimum of 8 years of post-qualification professional experience is required. This experience must be a demonstrable blend of the following core areas: |

| Sl. No. | Post | Qualification & Eligibility Criteria |
|---------|---------------------------|---|
| | | <ul style="list-style-type: none"> • Demonstrated experience in the planning, implementation, or management of air quality improvement projects. • Familiarity with the functioning of government systems, including an understanding of government procurement processes, tender documentation, and financial reporting for sponsored projects. • In-depth knowledge and experience with ambient air quality monitoring, data analysis, and interpretation of results. • Proven experience in the preparing action plans like the Graded Response Action Plan (GRAP), City Action Plans, and State Action Plan. • Understanding of air pollution control technologies and emission standards. • Familiarity with the concepts and application of Emission Inventory, Source Apportionment studies, and their use in policy making. • Experience in preparing detailed technical reports, Environmental Impact Assessment (EIA) / Environmental Management Plan (EMP) reports, or similar techno-feasibility reports for environmental projects. • Ability to coordinate with multiple stakeholders including government agencies, industrial units, technical experts, and research institutions to achieve project objectives. • Experience in ensuring regulatory compliance for projects under key environmental legislations such as the Air (Prevention and Control of Pollution) Act, 1981, and the Environment (Protection) Act, 1986. • Proven experience in a managerial or key technical role within a national or state-level program related to air quality management as per the objective of the AQM Cell. • Experience in preparing progress reports, presentations, and briefing notes for review by senior government officials and committees under the chairmanship of the top government officials. |
| 02 | Air Quality Expert | <p>Essential Qualification: A regular degree of B.E./ B.Tech/ M.E/ M.Tech/ M.Sc in Environmental Engineering / Atmospheric Science discipline from a recognized premier University/Institution.</p> <p>Essential Experience: A minimum of 5 years of post-qualification experience in technical and scientific work directly related to air quality management. The candidate must possess demonstrable expertise in the following key areas:</p> <ul style="list-style-type: none"> • Proficiency in the analysis and interpretation of large datasets from Continuous Ambient Air Quality Monitoring Stations (CAAQMS), Manual Stations, and Online Continuous Emission Monitoring Systems (OCEMS). • Experience in data validation, quality assurance/ quality control (QA/QC) of air quality data, and trend analysis to |

| Sl. No. | Post | Qualification & Eligibility Criteria |
|---------|-----------------------------|---|
| | | <p>identify pollution patterns and hotspots.</p> <ul style="list-style-type: none"> • Experience in reviewing and providing technical inputs on City Action Plans, Graded Response Action Plans (GRAP), and other environmental policies. • Experience in using dispersion models (e.g., AERMOD) to predict pollutant concentrations and assess the impact of various sources. • Knowledge of meteorological data processing and its application in air quality modelling. • Understanding of the methodologies for developing comprehensive Emission Inventories (EI) for various sectors (transport, industry, residential, etc.) and experience in developing the EI for projects. • Ability to translate complex scientific findings from data analysis, modelling, and EI/SA studies into clear, concise, and actionable policy recommendations for government agencies. • Experience in designing and delivering technical training modules or capacity-building workshops on air quality management for government officials or technical staff. <p>Desirable:</p> <ul style="list-style-type: none"> • Candidate having Quality Council of India (QCI)/ NABET Accreditation as an "air quality expert" for Category-A/ Category-B. • Prior experience serving as a Subject Matter Expert or advisor or consultant for central or state government bodies, Pollution Control Boards, or international organizations on issues related to air quality. |
| 03 | Technical Consultant | <p>Essential Qualifications: A regular degree of B.E./ B.Tech/ M.E/ M.Tech/ M.Sc. in Environmental Engineering/ Science from a recognized premier university/ Institution.</p> <p>Essential Experience: A minimum of 5 years of post-qualification experience focused on the execution and management of environmental projects/ studies. The candidate's experience must demonstrate strong capabilities in the following areas:</p> <ul style="list-style-type: none"> • Proven experience in preparation of action plans (such as Environmental Management Plan, Graded Response Action Plan, State/ City Action Plans, etc.) and their implementation. • Demonstrated ability to prepare clear, concise implementation reports, progress trackers, and case studies based on field activities and outcomes. • Experience in planning the logistics of field-level environmental monitoring/ survey/ compliance drives, including resource allocation, scheduling, and target setting. • Experience in coordinating with laboratories for sample analysis and interpreting technical results of air quality |

| Sl. No. | Post | Qualification & Eligibility Criteria |
|---------|--------------------|---|
| | | <p>samples.</p> <ul style="list-style-type: none"> • Experience in preparation & reviewing technical documents from regulated entities, such as Environmental Management Plans (EMPs), consent applications & their compliance reports, to verify their implementation. <p>Desirable:</p> <ul style="list-style-type: none"> • Prior experience of atleast 3 years serving as Young Professional/ consultant for central or state government bodies, Pollution Control Boards, or international organizations on issues related to air quality. |
| 04 | GIS Analyst | <p>Essential: A regular degree of B.Tech/ B.E/ M.Tech/ M.E/ M.Sc in GIS/ Geo-informatics, Remote Sensing, Environmental/ Urban Planning from a recognized premier University/Institution.</p> <p>Experience: A minimum of 5 years of post-qualification, hands-on experience is required. The candidate must have a proven track record of applying GIS skills in a project-based environment, with strong capabilities in the following key areas:</p> <ul style="list-style-type: none"> • Core GIS Analysis and Mapping: Proven ability to perform spatial analysis to identify environmental patterns, with a specific focus on identifying and mapping pollution hotspots using monitoring data. Strong practical experience in creating clear, actionable, and easy-to-understand maps for field teams, including route planning and target location mapping. Experience working with various data types, including GPS data, satellite imagery, and data from different government departments, and integrating them into a unified GIS platform. • Web GIS and Dashboard Integration: Demonstrated experience in creating and managing interactive web maps and applications (e.g., using ArcGIS Online/Portal or open-source alternatives). Experience in connecting GIS data and maps with live dashboards to ensure that decision-makers have access to the latest spatial information in real-time. • Data Management and Automation: Experience in designing and managing a central geo-database to store all spatial information related to projects, industries, and monitoring locations in an organized manner. Familiarity with using scripting (preferably Python) to automate routine data processing and map creation tasks, which improves efficiency and reduces manual errors. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience with cloud-based GIS platforms (e.g., AWS, Google Earth Engine). • Familiarity with basic concepts of Machine Learning for predictive mapping. |

| Sl. No. | Post | Qualification & Eligibility Criteria |
|---------|------|---|
| | | <ul style="list-style-type: none"> • Excellent communication skills, especially the ability to explain complex spatial data and maps to non-technical team members and senior management in a simple and effective way. • Prior experience working in an environmental consultancy or a government-led environmental project. |

Note:

1. The crucial date for determining eligibility criteria viz., educational qualification, experience, age etc. shall be the 1st July 2025.
2. The experience of the candidates after acquiring the essential qualifications shall only be reckoned.
3. Only eligible applicants who fulfill the criteria of essential qualification, experience, age, etc. shall apply.
4. The candidates should clearly indicate the percentage of marks in the application form. If CGPA grading is mentioned in the mark sheet, the candidate shall convert the said grading into accurate percentage as per the criteria adopted by the respective Premier University/ Institution.
5. By Premier University/ Institute, it refers to such institutions which, overall ranking, fall within the top 50 ranks in the latest ranking of the NIRF conducted by the Ministry of Human Resource Development, Government of India or the Recognized Foreign University fall within the latest top 50 rank in QS/THE.

4. Terms and Conditions of Service (Contractual)

- i. The contractual service will be for an initial period of 03 years on the basis of an agreement, which may be extended for one year at a time based on the requirement of the program, satisfactory performance and the requirement.
- ii. An annual increment of up to 10% in the monthly consolidated remuneration may be admissible upon completion of each year of service, subject to performance evaluation by the Board.
- iii. The monthly remuneration is a consolidated amount and includes EPF contributions/ deductions as applicable. No other payment will be made in addition to the prescribed remuneration.
- iv. Contractual employees will be admissible for Casual Leave (CL) and Public Holidays as per the Board's policy. No other leave will be admissible and for any absence beyond the said leave, pro-rata deduction will be made from the consolidated remuneration. No carry forward of the unconsumed leave as also no encashment of leave would be allowed
- v. For official duty tours, travel and daily allowances will be admissible as per the rules applicable in the Board.
- vi. This arrangement is purely contractual in nature, and will not form the basis for any regular appointment in the future.

5. How to apply

- i. The candidates willing to apply for the above posts shall fill up the online Application Form with required details & documents correctly. Candidates are advised to click the link: <https://forestonline.bihar.gov.in/OnlinePCB/Home.aspx> to read important instructions before filling application form, register and generate user ID and password.
- ii. Registration is mandatory for e-filing of the form (**Click here to register**). Generate User ID and Password to login for filling the application form. The candidates are advised to fill the application form and finally submit through their user ID and Password.
- iii. The applicants shall fill up the online Application Form with required details correctly and click on View Application Form. The applicants will be provided the opportunity to edit their application form before final submission. Candidates should check the Application Form once again whether the information is accurate and edit the details, if required, and then click on Final Submission.
- iv. Verify your entries before submitting finally by clicking the final submission button. No modification can be made after final submission. An Application ID will be generated after final submission. Only finally submitted applications will be considered.
- v. The applicant must upload a recent colour passport-size photograph, signature, and self-attested copies of all the mark sheets, certificates, and documents from Higher Secondary School Certificate/ 10th Certificate onwards towards proof of qualification and experience, marks obtained, Photo ID, etc. as specified in the online application form.
- vi. Applicants should ensure that the relevant details i.e. name, date of birth, etc. entered in the online application should be the same as entered in their official documents. No hard copy applications shall be accepted.
- vii. Applications without supporting documents/incomplete/not fulfilling the prescribed criteria in any respect are liable to be rejected.
- viii. An applicant can apply for more than one post. However, a separate application must be submitted for each post.
- ix. The applicants are advised to submit the 'Online Application' well in advance without waiting for the last date of submission of the application.

6. Selection Procedure

The selection of candidates for all advertised posts will be conducted by a Selection Committee constituted by the Bihar State Pollution Control Board.

- i. All online applications received by the closing date will be scrutinized to determine eligibility based on the essential qualifications, age, and experience criteria mentioned in this advertisement.
- ii. Applications that are incomplete, do not meet the minimum eligibility criteria, or are not accompanied by the required documents will be summarily rejected.
- iii. The Board will prepare a list of all eligible candidates who will be considered for the next stage.
- iv. Based on the number of eligible applications received, the "Selection Committee" may decide to shortlist candidates for the interview.

- v. Only the shortlisted candidates will be called for a personal interview.
- vi. Candidates called for the interview must produce all original documents for verification, including educational certificates, mark sheets, experience certificates, Photo ID, and No Objection Certificate (NOC), as applicable.
- vii. Failure to produce the required original documents at the time of the interview will lead to the cancellation of candidature.
- viii. The Selection Committee will prepare a merit list of selected candidates. The competent Authority of the Board will issue appointment letters to the selected candidates from the merit list.

7. General Instructions, Essential Information and Clarifications:

- i. The candidates of only Indian Nationality can apply for these posts.
- ii. As the official work of the Bihar State Pollution Control Board is primarily conducted in Hindi, candidates are expected to have a working proficiency in the Hindi language (ability to read, write, and speak). This will be essential for official communication, file notings, and interaction with stakeholders.
- iii. The Candidates must carry the original photo ID proof which has been mentioned in the application, at the time of interview for verification.
- iv. There is No Application Fee for applying any of the post.
- v. Applicants must ensure before applying that they possess all essential qualifications and experience as on the cut-off date. Experience specified shall be the experience acquired after obtaining the essential educational qualifications. Applicants are advised to ensure before applying that they possess essential qualification and experience for the post. No updating of qualification and experience will be entertained after the last date.
- vi. Applicants shall upload the scanned copies of the certificates/ relevant documents with the application form. Further, all original documents must be produced at the time of document verification/ interview.
- vii. Application once submitted cannot be altered or resubmitted under any circumstances. Candidates are advised to fill the online application form within the last due date with utmost care.
- viii. The person applying for more than one post must apply separately.
- ix. Applicants currently serving in Government/ Semi-Government/ PSUs must obtain a No Objection Certificate (NOC) from their employer and produce it at the time of the interview, failing which their candidature may be cancelled.
- x. BSPCB shall verify the antecedents and documents submitted by applicants at any time, at the time of appointment or during the tenure of contract. In case, it is found that the Applicants have submitted fake documents or the applicants have undesirable clandestine antecedents/background and have suppressed the material information, his/her contract shall be liable to be terminated.
- xi. The character of a person for appointment must be such as to render him/her suitable in all respect for appointment to the above posts. Persons dismissed by the Union Government or by a State Government or by a Local Authority or a Government Corporation owned or controlled by the Central Government or State Government will be deemed to be ineligible for appointment.
- xii. Canvassing in any form will be a disqualification.

- xiii. The Board reserves the right to:
- (a) Withdraw the advertisement either partly or wholly at any time without assigning any reason to this effect.
 - (b) Fill or not to fill up some or all the posts advertised for any reasons whatsoever.
 - (c) Increase/decrease the number of posts without giving any reason.
 - (d) Any edition/deletion and changes in matter of terms and conditions given in this notification of recruitment.
- xiv. Request for change of mailing address or e-mail address or Mobile No. during the process of recruitment will not be entertained under any circumstances. BSPCB will not be responsible for any loss of e-mail, loss of any communication due to wrong address provided by the candidates.
- xv. No TA/DA and accommodation shall be provided for attending Interview.
- xvi. Any corrigendum/addendum pertaining to this advertisement shall be published on the BSPCB website only. Applicants are advised to regularly visit the website www.bspcb.bihar.gov.in for updates.
- xvii. Candidates, who have obtained Degrees or Diplomas or Certificates for various courses from any Institution declared fake/de-recognized by the UGC/AICTE, shall not be eligible for being considered for recruitment to the posts advertised. If this is detected at any stage during their contract, their contract will be terminated forthwith.
- xviii. No interim correspondence whatsoever will be entertained from Applicants regarding conduct and result of interview and reasons for not being called for interview.
- xix. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the Competent Authority of BSPCB in all matters relating to eligibility, acceptance or rejection of applications, mode of selection, conduct of interview will be final and no query or correspondence will be entertained in this connection from any applicant.
- xx. Candidate's admission to the Interview and subsequent process is strictly provisional. BSPCB would be free to reject any application, at any stage of the process, cancel the candidature of the candidate in case it is detected at any stage that a candidate does not fulfill the eligibility norms and/ or that he/she has furnished any incorrect/ false information/ certificate/ documents or has suppressed any material fact(s). If any of these shortcoming(s) is/are detected after appointment in BSPCB, their services are liable to be summarily terminated as per rules.
- xxi. Errors and omissions in notification and selection process are subject to corrections as per rules.

P. J. 06/10/25
Member Secretary
Bihar State Pollution Control Board