

Central Silk Board
(Ministry of Textiles-Govt. of India)
CSB Complex, BTM Layout, Madiwala
BENGALURU- 560068



Advt. No.CSB/YP/04/2026

Date : 07.10.2026

ADVERTISEMENT

Applications are invited from the candidates meeting the eligibility criteria as mentioned below for Young Professionals on contractual basis at Central Silk Board, Central Office, Bengaluru:

Sl. No.	Position	Young Professional Grade-2	Young Professional Grade-3
1.	No. of Position	01 (One)	01 (One)
2.	Essential Educational Qualification	(i) Regular Degree in Law (03 years degree after Graduation or 5 years integrated degree) entitling the incumbent for Registration at Bar and appearing before the Courts with minimum of 60% marks (or equivalent in Cumulative Grade Point System of marking) or LLM with minimum of 55% marks (or equivalent in Cumulative Grade Point System of marking) from any University in India or any Institution recognized by the University Grants Commission. (ii) Applicant should have proficiency in Computer operations. (iii) Proficiency in English and Hindi drafting, good analytical skills, and ability to manage multiple legal files simultaneously.	(i) Regular Degree in Law (03 years degree after Graduation or 5 years integrated degree) entitling the incumbent for Registration at Bar and appearing before the Courts with minimum of 60% marks (or equivalent in Cumulative Grade Point System of marking) or LLM with minimum of 55% marks (or equivalent in Cumulative Grade Point System of marking) from any University in India or any Institution recognized by the University Grants Commission. (ii) Applicant should have proficiency in Computer operations. (iii) Proficiency in English and Hindi drafting, good analytical skills, and ability to manage multiple legal files simultaneously.
3.	Desirable	Diploma in Labour Law and handling of Litigations and excellent legal drafting skills.	Diploma in Labour Law, working knowledge of Government procedures, Service Rules, FRSR, CCS Rules, CAT/High Court/ Supreme Court procedures and drafting & vetting of legal documents.
4.	Post Qualification Experience	-Nil-	The candidate must have Minimum of 3 years of professional experience as Legal Practitioner or experience in Legal Work in a Central/State Government Department/PSU/ Private Organisations.



5.	Upper Age Limit (As on 01st July of year of Advertisement)	35 years	35 years
6.	Remuneration per month* (Rs.)	50,000/-	70,000/-

*The remuneration will be inclusive of all applicable taxes.

2. Type and Tenure of Engagement:

- The engagement of Young Professional will be purely on a contractual basis.
- The engagement shall be initially for a period of two years which may be extended depending on the performance evaluation.
- The engaged Young Professional shall have the legal status on contract basis vis-a-vis in Central Silk Board shall not be regarded, for any purposes, as being either a 'staff member' an 'official' of Central Silk Board. Accordingly, nothing within or relating to the contract shall establish the relationship of employer and employee, or of principal and agent, between Central Silk Board and the Young Professional.

3. Selection Process:

The selection of Young Professional shall be done as per existing guidelines of Central Silk Board by the Screening Committee and the Selection of Committee Members to be constituted with the approval of Competent Authority. The Selection Committee will empanel waiting list of the candidates, which will be valid for one year, apart from the finally selected candidates.

4. Remuneration:

The remuneration will be inclusive of all applicable taxes and no other facility will be provided.

5. TA/DA:

The Young Professional may be required to travel to any place in India. While on tour, TA/DA will be admissible to Young Professional Grade-2 & Young Professional Grade-3 as per Level-6 & Level-8 employees respectively.

6. Extension of tenure and annual enhancement of remuneration:

- The Extension of tenure shall be allowed strictly on the basis of evaluation of performance by the respective Officer In-charge, the recommendation of the concerned Officer In-charge for extension of tenure shall be placed before Member Secretary, CSB for approval.
- The remuneration may be reviewed after completion of every one year on annual basis.
- The Remuneration enhancement based on performance for YP shall be as follows:



Performance	Enhancement in Remuneration
Performed only routine/ assigned work	Nil
YP who have made sufficient contribution in his/ her domain and have shown quality input for providing the desired output on the assigned task.	Up to 5% of the remuneration
Where the YPs demonstrated exemplary performance in his/ her domain and have made outstanding contribution in division works as expected by higher authorities on the assigned task. Note: The criteria based on which 10% enhancement is recommended should be spelt out and brought out in recommendation to be submitted to Committee.	Up to 10% of the remuneration

iv. The enhancement of remuneration of up to 5% on each occasion will only require the recommendation of the Wing Head based on the performance of the Young Professional.

v. However, the enhancement in remuneration of more than 5% and up to 10% shall require the recommendation of the Wing head to be placed before the Committee on Enhancement of Remuneration constituted under the Chairmanship of Committee Head as nominated by the Member Secretary, CSB and subsequent approval of Member Secretary, CSB.

vi. Notwithstanding anything mentioned above, in no case shall the remuneration of any Young Professional shall exceed 1.35 times of the initial remuneration.

7. Training :

The Young Professional shall mandatorily complete Dakshta for Young Professionals course on iGot within 2 months from their joining. Further, Training divisions may design an Induction module for each Young Professional. Apart from this, there shall be role specific modules and each Young Professional will go through the training as and when directed.

8. Place of posting:

At Central Office, Central Silk Board, Bengaluru.

9. Terms of Reference :

The Terms of Reference (ToR) shall include the outputs to be delivered and the functions to be performed. The outputs and functions shall be specific, measurable, attainable, results-based and time bound. Detailed ToR will be drawn by the respective division at Central Silk Board, Bengaluru. The ToR will be deemed to be part of the contract.



10. Payment :

- i. The Young Professional will be paid monthly remuneration within 7 days after completion of the month subject to periodic completion of work certified by the controlling Officer on monthly basis along with attendance details for that month.
- ii. The Income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at the source before effecting the payment, for which CSB will issue TDS certificates. Individual Young Professionals shall be liable to pay Goods and Service Tax, as applicable. CSB undertakes no liability for taxes or other contributions payable by the Young Professionals on payment made under this Contract.

11. Working Hours and Leave:

- i. Working hours shall be as per office hours of Central Office, Central Silk Board normally be from 9:30 am to 6:00 pm during working days including half an hour lunch break in between. However, in exigencies of work, Young Professionals may be required to sit late and may be called on Saturday/Sunday and other holidays also. Such late sitting or working on closed holidays on exigencies will not attract any additional remuneration.
- ii. Paid leave shall be granted at the rate of 1.5 days for each completed month. Accumulation of leave beyond calendar year will not be allowed. Moreover, the absence up to one month for any valid reason will be considered without remuneration. In case of absence, payment will be deducted on pro-rata basis.
- iii. Attendance shall be marked in the Biometric system.
- iv. Apart from above, the women Young Professional may be eligible for maternity leave as per the Maternity Benefit (Amendment) Act, 2017 issued by the Ministry of Labour & Employment vide Letter No.S-36017/0302015-ss-1, dated 12th April, 2017.

12. Termination:

- i. The engagement of Young Professional can be terminated at any time by the Central Silk Board by giving 30 days' notice or pay in lieu thereof. Similarly, the Young Professional may also resign after giving notice for a similar period.
- ii. The Central Silk Board reserves the right to terminate any Young Professional at any stage in event of a serious failure to perform the task assigned or of failure to observe any standards of conduct.
- iii. The Central Silk Board reserves the right to waive off notice period of Young Professional.

13. Settlement of Grievances/ Disputes:

CSB and the Young Professional shall use their best efforts to amicably settle any dispute, controversy or claim arising out of the Contract or the breach, termination or Invalidity thereof. The grievances/ disputes to be addressed to the Member Secretary, Central Silk Board.



14. Arbitration:

Any dispute, controversy or claim between the parties arising out of the Contract, or the breach, termination, or invalidity thereof, unless settled amicably, as provided above, shall be referred by either of the parties to the Officer as nominated by the Member Secretary, CSB, for the settlement of dispute.

15. Conflict of Interest:

The Young Professional shall be expected to follow all the rules and regulations of the Government of India which are in force. He/She will be expected to display utmost honesty, secrecy of office and sincerity while discharging his/her duties. In case the services of the Young Professional are not found satisfactory or found in conflict with the interests of the CSB, his/her services will be liable to be terminated without assigning any reason.

16. General Terms and conditions:

- i. Central Silk Board (CSB) may require the Young Professional to submit a Statement of Good Health from a recognised physician prior to commencement of work in any office of CSB.
- ii. The Young Professional shall be solely responsible for taking out and for maintaining adequate insurance required to meet any of his/her obligations under the contract, as well as for arranging, at the Young Professional's sole expense, such as life health and other forms of insurance as the Young Professional may consider to be appropriate to cover the period during which the Young Professional provides services under the contract.
- iii. The engagement as Young Professional is subject to verification of documents related to educational qualification and experience. If any information / documents submitted by Young Professional are found false/ wrong at any stage, his/her engagement will be terminated immediately and appropriate action will be taken against him/her as per rules.
- iv. Young Professional will be governed by the Official Secrets Act, 1923, as amended from time to time and will not disclose to any unauthorized person(s) any information/data that come to their notice during the period of their engagement as Young Professional in the CSB. All such information/records/papers/software/emails etc. will be property of the Government.
- v. The Young Professional shall not advertise or otherwise make public for the purpose of commercial advantage that it has contractual relationship with Central Silk Board. He/She shall not, in any manner whatsoever, use the name, emblem or official seal of the Central Silk Board or any abbreviation of the name of Central Silk Board, in connection with business or otherwise without the prior written permission of the competent authority of Central Silk Board.
- vi. The Young Professional shall be expected to conduct himself/herself in accordance with the rules and regulations of the Government of India. He/ She



will be expected to demonstrate high moral character, integrity, secrecy of office and dedication to work while discharging his/her duties. In case his/her services are not found satisfactory or found to be in conflict with the interest of the Central Silk Board, his/her services will be terminated forthwith, without any notice period or compensation.

- vii. In General, the Young Professional shall neither seek nor accept instructions from any authority external to CSB in connection with the performance of his/her obligations under the contract. The Young Professional shall not take any action in respect of its performance of the Contract or otherwise related to its obligations under the contract that may adversely affect the interests of CSB, and he/she shall perform their obligations under the contract with the fullest regard to the interest of CSB. The Young Professional warrants that he/she has not and shall not offer any direct or indirect benefit arising from or related to the performance of the Contract or the award thereof to any representative, official, employee or other agent of CSB. He/She shall comply with all laws, ordinances, rules and regulations bearing upon the performance of his/her obligations under the contract. In the performance of the Contract, the Young Professional shall comply with the normal standards of Conduct. Failure to comply with the same is ground for termination of the Young Professional for cause.
- viii. Prohibition of Sexual Exploitation and Abuse : in the performance of the Contract, the Young Professional shall comply with the "Sexual Harassment of Women at Workplace Prevention, Prohibition and Redressal) Act, 2013". The Young Professional acknowledges and agrees that any breach of any of the provisions thereof shall constitute a breach of an essential term of the contract, and, in addition to any other legal rights will attract penal provisions. In addition, nothing therein shall limit the right of CSB to refer any alleged breach of the foregoing standards of conduct to the relevant national authorities for appropriate legal action.
- ix. In the unfortunate event of the death, injury or illness while serving Central Silk Board, the Young Professional or the next of kin shall not be entitled to any compensation or Appointment.
- x. The Young Professional will be required to submit a police verification report from their concerned police station and also submit a medical-cum-fitness certificate issued by any authorised Medical Practitioner prior to engagement.
- xi. The period of engagement would commence from the date of joining at Central Silk Board. The period of engagement as Young Professional will not confer any claim or right for subsequent engagement/ employment with Central Silk Board or any other Government Department at a later date.

17. Application forwarded to:

The application to be filled up in the prescribed format as **Annexure-I** along with requisite documents and forwarded to this office e-mail id:-**estab2.csb@nic.in** latest by **06.11.2026**. Any applications received after the last date will not be entertained.



Annexure-I

Application for the post of Young Professional on contractual basis

Post applied for :-

A. Personal Information

Sl. No.	Details required	To be filled by the candidate
1	Name*	
2	Father's Name	
3	Gender	
4	Date of Birth*	
5	Nationality	
6	Aadhaar No.*	
7	Address of correspondence*	
8	Permanent Address	
9	E-mail ID	
10	Mobile Number	

(*Self attested documents to be attached)

B. Educational Qualification (latest degree first)

Sl. No.	Name of the Degree	Name of the Institution	University/ Board	Year of Passing	Percentage/ CGPA

C. Experience (latest first)