GOA STATE POLLUTION CONTROL BOARD
Nr. Pilerne Industrial Estate, Opp. Saligao Seminary
Saligao, Bardez Goa 403511

ADVERTISEMENT NO. 01/2026

No. 1/5/26/PCB/Vol.36/Part/Admin/19413 06/11/2026

NOTICE

Applications from eligible candidates are invited by the Goa State Pollution Control Board (GSPCB) through online mode for filling up the following posts, on regular basis. Interested candidates possessing the required qualifications may register/ apply.

1. **Name of post:Scientific Assistant (Microbiology) (Group 'B', Non-Gazetted)**
   Number of posts: 1 post (UR-1)

I.	**Educational and other Qualifications**	***Essential***	1.	Master's Degree in Microbiology/ Marine Microbiology from recognized University/ Institutions
			2.	Knowledge of Konkani
			3.	15 years Residence certificate
		Desirable	1.	Knowledge of Marathi
	Level of Pay	Level 6		
	Age Limit	Not exceeding 45 years (relaxable for Government servants upto 05 years in accordance with the instructions and orders issued by the Government from time to time)		

2. **Name of post:Scientific Assistant (Group 'B', Non-Gazetted)**
   Number of posts: 1 post(UR-1)

II.	**Educational and other Qualifications**	***Essential***	1.	Master's Degree in Chemistry/any branch of Environmental Sciences from recognized University/ Institutions
			2.	Knowledge of Konkani
			3.	15 years Residence certificate
		Desirable	1.	Knowledge of Marathi
	Level of Pay	Level 6		
	Age Limit	Not exceeding 45 years (relaxable for Government servants upto 05 years in accordance with the instructions and orders issued by the Government from time to time)		

3. **Name of post:Laboratory Attendant (Group 'C')**
Number of posts: 4 posts (UR-3, ST-1) Out of 4 posts, 1post is reserved for Persons with Benchmark Disabilities (PwD) (i.e. 1 post-locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy).

III.	**Educational and other Qualifications**	***Essential***	1.	Passed Secondary School certificate/ examination from a recognized Board/ Institution
			2.	Knowledge of Konkani
			3.	15 years Residence certificate
		Desirable	1.	Knowledge of Marathi
			2.	Basic Knowledge of handling chemicals/ glassware. Multi-tasking skills such as knowledge of operating office machines including computers.
	Level of Pay	Level 1		
	Age Limit	Not exceeding 45 years (relaxable for Government servants upto 05 years in accordance with the instructions and orders issued by the Government from time to time)		

4. **Name of post:Multi-tasking Staff (Group 'C')**
Number of posts: 2 posts (UR- 1, OBC-1) Out of 2 posts, 1 post is reserved for Ex-Servicemen.

IV.	**Educational and other Qualifications**	***Essential***	1.	Passed Secondary School Certificate/examination from a recognized Board/ Institution OR passed course conducted by Industrial Training Institute or equivalent trade from a recognized Institution. **Note**: Course conducted by Industrial Training Institute or equivalent qualifications in relevant trade, may be considered incase post relates to technical work.
			2.	Knowledge of Konkani
			3.	15 years Residence certificate
		Desirable	1.	Knowledge of Marathi
			2.	Multi-tasking skills such as knowledge of operating office machines including computers.
	Level of Pay	Level 1		
	Age Limit	Not exceeding 45 years (relaxable for Government servants upto five years in accordance with the instructions and orders issued by the Government from time to time)		

Note:

1. Interested and eligible candidates shall submit the application on the portal **https://cbes.goa.gov.in** for filling up of Application Form along with the Declaration through online mode via above website. The candidate shall register/ apply through a valid Email-ID and mobile number. The portal will be live from 11/11/2026 to 30/11/2026. The eligible candidates shall submit their application from 11/11/2026 upto30/11/2026 on the said portal. No application shall be accepted / considered after the last date of application i.e. 30/11/2026. No application shall be accepted in any other modes.

2. The candidate must apply in separate Application Form for each post, if eligible.

3. The candidates, who are already in Government service and willing to apply for the post, must possess NOC of the employer.

4. Only the eligible candidate fulfilling the criteria as per Recruitment Rules/advertisement shall apply online. However, candidate shall not be considered, if he/she is found ineligible at the time of verification of the essential documents, even though he/she has passed the written examination. The Candidates shall be responsible for the genuineness of the information filled in the Application Form.

5. In the event, the candidate submits false information / declaration, false certificate/ documents, and the same is detected before, during or after the verification, (which may be also done post appointment in respect of selected candidates) the candidate is liable to be disqualified at any time during the recruitment process and shall be subject to prosecution in accordance to law in force; also, the in-service candidate shall be liable for disciplinary action under the appropriate Rules.

6. All letters / communications would be issued only on Email ID given by the candidates in the Application Form. No hard copy would be sent to the candidates. A press note will be issued to intimate scheduled date of written examination for concerned post and also will be made available on the Boards website www.goaspcb.gov.in and State Portal www.goa.gov.in

7. The scheme of examination shall be as follows;

1) **Scientific Assistant (Microbiology)**

30 marks	Shall be equally distributed in the field of Microbiology/ Marine Microbiology
35 marks	General Knowledge/ For reasoning ability aptitude
10 marks	For knowledge of Konkani

2) **Scientific Assistant**

30 marks	Shall be equally distributed in the field of Chemistry/ any branch of Environmental Science
35 marks	General Knowledge/ For reasoning ability aptitude
10 marks	For knowledge of Konkani

3) **Laboratory Attendant**

30 marks	Science Class 10 Goa Board level, Communication and General Ability
35 marks	For General Knowledge
10 marks	For knowledge of Konkani

4) **Multi-tasking Staff**

30 marks	Logical Reasoning Ability, General English, Current Affairs, Quantitative Aptitude
35 marks	For General Knowledge
10 marks	For knowledge of Konkani

The above distribution of marks shall be treated as indicative. Minor variations if any will be made at the time of setting the final question paper, depending upon the requirements of question setting and for maintaining the overall balance and standard of the examination.

8. The total marks of written examination shall be 75 marks and duration of one and half hour and candidates are requested to report 30 minutes before the scheduled examination time. The written examination shall comprise of Multiple Choice Questions (MCQ's). Passing of Test of Konkani language is mandatory. Out of 10 marks for the Test of Konkani language, 04 marks is minimum passing. Question on Konkani language will be reflected in the First 10. Only those candidates who secure minimum 04 marks in Konkani language will be taken up for further

evaluation. The minimum passing marks for the written examination shall be as follows;

a	Candidates belonging to Unreserved categories and Ex Serviceman	45 %
b	OBC	40%
c	ST/ PwD	35%

9. The entire result shall be published on the Notice Board of the office of GSPCB as well as on the official website www.goaspcb.gov.in and www.goa.gov.in

10. Selection of candidates shall be determined in accordance with the marks obtained by each candidate in written examination as per merit.

11. There shall be no allocation of marks for Educational Qualifications and the selection of candidates shall be done strictly as per the marks scored in written examination.

12. If two or more candidates secure equal marks in the written examination, the order of merit shall be as per their date of birth and if in case the date of birth is also the same, then the candidate possessing higher Educational Qualifications will be placed higher in the merit list.

13. No TA/DA will be paid either for appearing for the written examination and also at the time of submission of certificates for verification.

14. The GSPCB shall draw a waiting list which shall be valid upto a period of one year from the date of preparation of such wait list.

15. 1) In case of candidates having visual impairment, cerebral palsy and locomotors disabilities, the candidates shall be granted compensatory time of 20 minutes for every hour of the examination.

2) Having functional disabilities in case of visual impairment, cerebral palsy and locomotors disabilities shall be assessed by the prescribed medical authority, whether they are using the services of a scribe/ reader/ lab assistant or not.

3) The candidates are required to submit certificate for recommendation of scribe/ reader/ lab assistant and / or Compensatory Time for persons with disabilities as defined under Section 2 (s) of the RPwD Act, 2016 and have limitation in writing as specified in the Guidelines.

Copy of the Appendix I and II is enclosed as Annexure A.

16. The candidates who required special assistance /scribe/ reader/lab assistant must inform to the office of GSPCB well in advance along with Appendix I and II as applicable.

17. The candidates are instructed to go through the syllabus and the scheme of examination for the postwhich is uploaded on website of the GSPCB www.goaspcb.gov.inand State Portal www.goa.gov.in

18. The GSPCB shall shortlist / select the candidates on merit, based on marks obtained by each candidate in the written examination.

19. The candidates should ensure that they possess the requisite Educational Qualifications, valid 15 years residence certificate issued by the Competent Authority in the State of Goa, Registration with the Employment Exchange, Goa / valid Employment Registration Card, Caste / Disabilities, copy of Employment registration card issued by Department of Sainik Welfare for Ex-Serviceman, Experience Certificate, Birth Certificate, etc. as per the instructions or orders issued by the Government from time to time. All the Certificates/ Documents shall be valid on the date of filing of application.

20. As per the Notification No.1/8/2023-PER/3522 dated 20/11/2025 issued by the Department of Personnel, the candidates applying for the post of Laboratory Attendant and Multi-Tasking Staff must possess at least one year working experience at the time of filing of the Application Form. Copy of Notification No.1/8/2023-PER/3522 dated 20/11/2025 is enclosed as Annexure B.

    However as per Order bearing No.1/8/2023-PER/2792 dated 08/09/2026 issued by the Department of Personnel, Government of Goa; candidates belonging to the category of **Persons with Benchmark Disabilities,** are exempted from the essential requirement of experience required for Recruitment to Group 'C' posts in various Departments under the Government of Goa for such posts which are reserved for category of **Persons with Benchmark Disabilities.** Copy of the Order bearing No.1/8/2023-PER/2792 dated 08/09/2026 is enclosed as Annexure C.

21. Age relaxation is allowed to the candidates belonging to the reserved categories i.e 5 years for SC/ST, 3 years for OBC and 10 years for Persons with Disabilities (PwD). PwD from SC/ST category are entitled for 15 years of age relaxation and PwD from OBC category are entitled for 13 years of age relaxation and Ex-servicemen shall be entitled for age relaxation as per Rules in force subject to maximum 56 years to all categories.

22. The date of written examination will be intimated in due course through the website of the GSPCB and publication in the local daily.

23. Certificates/ Documents required at the time of verification (along with original):-

i. Certificate of Educational Qualification with marksheet of the qualifying examination as applicable for the post.
ii. Valid Employment Exchange, Goa / Valid Employment Registration Card.
iii. Valid 15 years Residence Certificate issued by the Competent Authority of the State of Goa.
iv. Birth Certificate.
v. Any photo identity proof issued by State Government.
vi. Valid Caste Certificate issued by the Competent Authority in respect of the reserved category.
vii. Certificate indicating other qualifications possessed by the applicant (if any).
viii. Copy of Employment Registration Card issued by Department of Sainik Welfare for Ex-Serviceman.
ix. Work experience certificate detailing the type of task/job handled (if any).
x. In service Government servants willing to apply for the post, must possess NOC from the employer in case of Government servant.
xi. Atleast one year working experience for the post of Laboratory Attendant and Multi-Tasking Staff. Refer Annexure B.
(However as per Order bearing No.1/8/2023-PER/2792 dated 08/09/2026 issued by the Department of Personnel, Government of Goa; candidates belonging to the category of **Persons with Benchmark Disabilities,** are exempted from the essential requirement of experience required for Recruitment to Group 'C' posts in various Departments under the Government of Goa for such posts which are reserved for category of **Persons with Benchmark Disabilities.** Copy of the Order bearing No.1/8/2023-PER/2792 dated 08/09/2026 is enclosed).
xii. Disabilities Certificate issued by the Competent Authority.

24. Soliciting or canvassing in any form or influencing GSPCB in any manner by a candidate shall disqualify the candidate and the decision of the GSPCB in this respect shall be final. The decision of the GSPCB with regard to the matter connected with the recruitment will be final in all respect and the GSPCB reserves the right to make change in or to cancel the recruitment process and instructions without assigning any reason thereof.

-Sd-
Member Secretary
For Goa State Pollution Control Board
Saligao Goa.

Annexure A

Appendix-I

Certificate for person with specified disability covered under the definition of Section 2 (s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing

This is to certify that, we have examined Mr/Ms/Mrs ..... (name of the candidate), S/o /D/o ....., a resident of .....(Vill/PO/PS/District/State), aged .....yrs, a person with ..... (nature of disability/condition), and to state that he/she has limitation which hampers his/her writing capability owing to his/her above condition. He/she requires support of scribe for writing the examination.

2. The above candidate uses aids and assistive device such as prosthetics & orthotics, hearing aid (name to be specified) which is /are essential for the candidate to appear at the examination with the assistance of scribe.

3. This certificate is issued only for the purpose of appearing in written examinations conducted by recruitment agencies as well as academic institutions and is valid upto _____ (it is valid for maximum period of six months or less as may be certified by the medical authority)

Signature of medical authority

(Signature & Name)	(Signature & Name)	(Signature & Name)	(Signature & Name)	(Signature & Name)
Orthopedic / PMR specialist	Clinical Psychologist/ Rehabilitation Psychologist/Psychiatrist / Special Educator	Neurologist (if available)	Occupational therapist (if available)	Other Expert, as nominated by the Chairperson (if any)
(Signature & Name)				
Chief Medical Officer/Civil Surgeon/Chief District Medical Officer.....Chairperson				

Name of Government Hospital/Health Care Centre with Seal

Place:

Date:

Appendix-II

Letter of Undertaking by the person with specified disability covered under the definition of Section 2 (s) of the RPwD Act, 2016 but not covered under the definition of Section 2(r) of the said Act, i.e. persons having less than 40% disability and having difficulty in writing

I _____, a candidate with _____ (nature of disability/condition) appearing for the _____(name of the examination) bearing Roll No. _____ at _____ (name of the centre) in the District _____, _____ (name of the State). My educational qualification is _____.

2. I do hereby state that _____ (name of the scribe) will provide the service of scribe for the undersigned for taking the aforementioned examination.

3. I do hereby undertake that his qualification is _____. In case, subsequently it is found that his qualification is not as declared by the undersigned and is beyond my qualification. I shall forfeit my right to the post or certificate/diploma/degree and claims relating thereto.

(Signature of the candidate)

(counter signature by the parent/guardian, if the candidate is minor)

Place:

Date:

Annexure B

Department of Personnel
Government of Goa
Secretariat, Porvorim, Goa-403521

File No.1/8/2023-PER/3527 **Dated:** 20/11/2025

Notification
1/8/2023-PER

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India and in supersession of the Government Notification No. 1/8/2023-PER dated 10/10/2023, published in the Official Gazette, Series I No. 29 dated 19/10/2023, the Governor of Goa hereby amends the Recruitment Rules for the Group 'C' posts in various Departments under the Government of Goa, as follows, namely:—

In the Schedule to the Recruitment Rules for the posts of Multi Tasking Staff, Lower Division Clerk/Recovery Clerk, Junior Stenographer, Stenographer Grade-II, Junior Assistant, Senior Assistant, Bailiff, Court Master, Attendant, Field Assistant, Data Entry Operator, Assistant Data Entry Operator, Talathi, Panchayat Secretary, Accounts Clerk, Accountant, Junior Auditor, Investigator, Library Attendant, Field Worker, Ahya, Maid Servant, Waiter, Milkman, Mess Servant in various Departments of the Government of Goa, in the relevant column under the heading "Educational and other qualifications required for direct recruits", under the sub-heading "Essential", wherever experience of a period of less than one year is specified or experience is not specified, the following shall be substituted/specified, as the case may be, namely:—

"Atleast one year working experience,-

(a) as an apprentice under the Apprentices Act, 1961 (Central Act No. 52 of 1961); or

(b) in a Government Department/Organization/Office/Institute; or

(c) in a Semi-Government Organization/Office/Institute; or

(d) in a Factory/Company/Hospital; or

Contd/-

(e) in a recognized Educational Institute; or

(f) in a registered Cooperative Credit Society/Multi State Co-operative Credit Society; or

(g) in a registered Commercial Bank/Co-operative Bank; or

(h) (1) in an Advocate's office registered with the Bar Council under Section 3 of the Advocate's Act, 1961 (Central Act 25 of 1961); or

(2) in a Chartered Accountant's office registered with the Institute of Chartered Accountants of India; or

(3) in an Architect's office registered with the Council of Architecture; or

(4) in a Cost Accountant's office registered with the Institute of Cost Accountants of India; or

(5) in a Company Secretary's office registered with the Institute of Company Secretaries of India; or

(6) in the office of Engineer.

(i) in any other private Establishment where not less than 05 persons are employed.

Note:-

1. In case of clause (a) above, the period of one year shall be a minimum of 11 months i.e. 335 days.

2. In case of clause (h) above, following document is mandatory, namely:- Account Statement from Bank/Banking Institute indicating monthly salary credited by concerned employer.

3. In case of clause (i) above, the following documents are mandatory, namely:-

(1) certified copy of Registration Certificate of establishment issued by the Labour Inspector.

(2) certified copy of the Statement in form I submitted by employer to the Labour Inspector.".

Contd/-

This Notification shall come into force on the date of its publication in the Official Gazette.

By Order and in the name of
the Governor of Goa

(Raghuraj A. Faldesai)
Under Secretary (Personnel-I)

To,

The Director, Printing and Stationery, Panaji with a request to publish this Notification and Schedule in the Official Gazette and to send to this Department 2 copies of the relevant Official Gazette.

Copy to:

1) All Heads of Department/ Offices.
2) All Departments in the Secretariat.
3) The Secretary, Goa Staff Selection Commission, Panaji, Goa.

Phone Nos.:+91(832) 2419806/807/808. *Fax No.: +91(832) 2419723.*

Annexure C

Department of Personnel
Government of Goa
Secretariat, Porvorim, Goa-403521.

File No. 1/8/2023-PER/2792 Dated: 08/09/2026

ORDER

Read: Circular No. 1/8/2023-PER/2241 dated 22/07/2026

In terms of powers conferred by Article 309 of the Constitution of India and in supersession of Circular read in preamble, the Government is pleased to exempt candidates belonging to category of **Persons with benchmark Disabilities** from the essential requirement of experience required for Recruitment to Group 'C' posts in various Departments under the Government of Goa for such posts which are reserved for category of **Persons with benchmark Disabilities.**

However, this shall not surpass the experience standards mandated by norms of Centrally governing Bodies/Institutes such as All India Council for Technical Education, Council of Architecture, Medical Council of India/Institute of Nursing Education/Indian Council of Agriculture Research, Director General of Training etc. and experience standards mentioned for the medical/technical/other specialized posts existing in various Departments.

This shall come into force with immediate effect.

By order and in the name of
the Governor of Goa

(Raghuraj A. Faldesai)
Under Secretary (Personnel-I)

To,

The Director, Printing and Stationery, Panaji with a request to publish this Notification in the next Official Gazette and to send to this Department 2 copies of the relevant Official Gazette.

Copy to:

(1) The Secretary, Goa Staff Selection Commission, Panaji, Goa.
(2) The Director, Department of Empowerment of Persons with Disabilities, Porvorim, Goa.
(3) All Heads of Department/Offices.
(4) All Departments in the Secretariat.

Phone Nos.: +91(832) 2419806/807/808. *Fax No.: +91(832) 2419723.*

Syllabus for Written Examination

Goa State Pollution Control Board (GSPCB)

The written examination for all four posts shall be objective-type (multiple choice), OMR-based, and shall carry 75 marks with a duration of 90 minutes. The marks are distributed as follows:

Component	Marks
Post-specific subject knowledge	30
General Knowledge, Reasoning and Mathematics	35
Konkani language	10
Total	**75**

General Instructions

1. The standard and difficulty level of questions shall be commensurate with the educational qualifications prescribed for each post under the applicable Recruitment Rules.
2. The written examination shall comprise objective-type multiple-choice questions to be answered on an OMR sheet. The maximum marks shall be 75 and the duration shall be 90 minutes.
3. The syllabus indicates the topics to be covered; questions may be framed from relevant aspects of the prescribed topics without exceeding the scope of the syllabus.
4. Questions relating to laws, rules and regulations shall be based on provisions applicable as on the cut-off date notified by the examining authority.
5. A minor variation of up to 3 marks in allocation among the prescribed components may be permitted to maintain a balanced question paper, provided that the total marks remain 75.

Part I: Post-Specific Syllabus

1. Scientific Assistant (Microbiology)

Post-specific subject knowledge – 30 marks

General microbiology; marine microbiology; environmental microbiology; microbial physiology; microbial growth and identification; water and wastewater microbiology; coliform testing; MPN method; membrane filtration technique; microbial indicators of pollution; biological wastewater treatment; laboratory techniques; sterilisation and disinfection; sample collection and preservation; laboratory safety and quality control.

2. Scientific Assistant

Post-specific subject knowledge – 30 marks

General and analytical chemistry; environmental chemistry; water and wastewater analysis, including determination of pH, BOD, COD, dissolved oxygen, TDS, TSS, hardness and heavy metals; air and soil pollution; environmental monitoring; spectrophotometry; chromatography; laboratory instruments; sample collection and preservation; environmental standards; and laboratory safety.

3. Laboratory Attendant

Post-specific subject knowledge – 30 marks

Basic physics, chemistry and biology; common laboratory apparatus and glassware; basic laboratory procedures; preparation and handling of samples; cleaning and maintenance of laboratory equipment; handling and storage of chemicals; laboratory safety; first aid; waste disposal; basic environmental pollution and pollution prevention.

4. Multi-Tasking Staff

Post-specific subject knowledge – 30 marks

Basic office procedures; handling and movement of files and records; office cleanliness and maintenance; basic knowledge of office equipment; workplace safety; general environmental awareness; waste segregation and disposal; water conservation; sanitation and hygiene; and the duties and responsibilities of Multi-Tasking Staff.

Part II: Common Syllabus for All Posts

A. General Knowledge, Reasoning and Mathematics – 35 marks

General Knowledge: Indian history; geography; the Indian Constitution; general science; current affairs; Goa history and geography; government administration; environmental awareness; and important national and international events.

Reasoning: Analogies; classification; number and letter series; coding-decoding; blood relations; directions; logical sequences; simple puzzles and problem-solving.

Mathematics: Number system; simplification; fractions; decimals; percentages; ratio and proportion; averages; profit and loss; simple interest; time and work; time and distance; and basic data interpretation.

Basic Computer Awareness: Basic knowledge of computers, including hardware and software, input and output devices, operating system basics, word processing, spreadsheets, internet and email, and cyber safety. This is common to all posts and forms part of the 35 marks of this section.

B. Konkani Language – 10 marks

The Konkani paper shall be in Devanagari script.

Basic Konkani grammar; vocabulary; synonyms and antonyms; sentence formation; sentence correction; comprehension; and common usage of the Konkani language.