



भारतीय वन्यजीव संस्थान
Wildlife Institute of India

(An Autonomous Institution of Ministry of Environment, Forest and Climate Change, Government of India)
Chandrabani, Dehra Dun - 248002, India

Phone: 0135-2646112

Website: www.wii.gov.in

Advt. No. WII/ADVT. 1/RP-CELL/May '2024

The Wildlife Institute of India (WII) is an internationally acclaimed Institution that works towards strengthening wildlife conservation and management through capacity building, research, academics and advisory services. The institute is actively engaged in research across the breadth of the country on biodiversity-related issues. WII invites applications from **INDIAN NATIONALS** for **65 contractual positions** of research/project personnel under various research projects. Duly filled-in Application-Form along with all self-attested documents and application/processing fee shall be addressed **By-post only** to **The Nodal Officer, Research Recruitment & Placement Cell, Wildlife Institute of India, Chandrabani, Dehradun – 248 001 (Uttarakhand)** and, the same must reach the Institute latest by **1700hrs on Monday, 10th June 2024**. The period of contractual term, EQ, DQ, Monthly Emoluments and other details of the advertised positions are given below:

1.	
Title of the Project	Monitoring of Wildlife Overpasses and Underpasses on Samruddhi Expressway.
Position Advertised	Project Scientist – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	4 Years
Essential Qualification(s)	Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) spatial analysis and ecological modelling, b) statistical analysis, c) project design and coordination of multi-disciplinary project team and field data collection, and c) research publications in peer-reviewed national/international journals.
Description of Work	Candidate will lead a team and conduct field research, surveys, data collection, analysis and report-writing for monitoring of wildlife underpasses and overpasses. Job also includes liasoning with forest department and MSRDC.
2.	
Title of the Project	Ecology and Conservation Perspectives of Fishing Cat (<i>Prionailurus viverrinus</i>) in EGREE, Andhra Pradesh.
Position Advertised	Project Associate – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	1 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University.

	OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	The work involves understanding the ecology of the fishing cat in Andhra Pradesh. The project intends to use camera traps for population estimation and radiot to understand years ecology and space use of the species. The project involves radio-collaring and tracking of 10 individuals during the project duration
3.	
Title of the Project	PAN India Assessment and Monitoring of endangered species under IDWH – Clouded Leopard.
Position Advertised	Project Scientist – I (Ecology) OR Principal Project Associate (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA (For PS – I) or Rs. 49,000/- plus HRA (For PPA)
Age Limit	35 (For PS – I) or 40 (For PPA) years as on last date of receiving of application
Project Duration	1 Year
Essential Qualification(s)	<p>Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University (For PS – I)</p> <p style="text-align: center;">OR</p> <p>Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University AND Eight (08) Years experience (For PPA)</p> <p style="text-align: center;">OR</p> <p>Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. (For PPA)</p>
Desirable Qualification(s)	Demonstrated experience/aptitude in a) spatial analysis and ecological modelling, b) statistical analysis, c) project design and coordination of multi-disciplinary project team and field data collection, and c) research publications in peer-reviewed national/ international journals.
Description of Work	Survey and monitoring of Clouded Leopard in India. The project scientist will implement the project activities, coordinate with the project team members, and ensure timely completion of project deliverables. The candidate must conduct field research, analyse data, and write reports. The candidate must be self-driven, able to work as an independent researcher, and highly motivated..
4.	
Title of the Project	PAN India Assessment and Monitoring of endangered species under IDWH – Clouded Leopard.
Position Advertised	Project Associate – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	1 Year

Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	Carry out field data collection, assist data entry, data analysis, report writing and all other related works assigned by the project investigator.
5.	
Title of the Project	Journal of Wildlife Science.
Position Advertised	Language or Copy Editor
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 60,000/- (Consolidated)
Age Limit	35 years as on last date of receiving of application
Project Duration	1 Year
Essential Qualification(s)	Master's Degree in English/Journalism/Mass Communication or allied disciplines.
Desirable Qualification(s)	Two years of experience as Language or Copy Editor with any publisher.
Description of Work	Responsible to correct spelling, grammar, and layout (proofreading), check content, use consistent styles with journal and reword or rewrite (copy-editing) of research article. Checking that authors have provided all the required materials and paperwork. Ensuring that illustrations are correctly captioned and referred in the text; and Typesetting and designing layout
6.	
Title of the Project	Integrated study of the effects of construction of twin tunnel on wildlife of Sanjay Gandhi National Park" Mumbai – Maharashtra.
Position Advertised	Project Scientist – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	3 Years
Essential Qualification(s)	Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University.
Desirable Qualification(s)	Demonstrated experience/ aptitude in a) spatial analysis and ecological modelling, b) statistical analysis, c) project design and coordination of multi-disciplinary project team and field data collection, and c) research publications in peer-reviewed national/ international journals.
Description of Work	The Work Involves Collaring & Monitoring of collarded animals in Sanjay Gandhi National Park .
7.	

Title of the Project	Integrated study of the effects of construction of twin tunnel on wildlife of Sanjay Gandhi National Park, Mumbai – Maharashtra.
Position Advertised	Project Associate – II (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 35,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	3 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University AND Two (02) Years experience.
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	Carry out field data collection, assist data entry, data analysis, report writing and all other related works assigned by the project investigator.
8.	
Title of the Project	Integrated study of the effects of construction of twin tunnel on wildlife of Sanjay Gandhi National Park” Mumbai - Maharashtra
Position Advertised	Project Associate – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	3 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	Carry out field data collection, assist data entry, data analysis, report writing and all other related works assigned by the project investigator.
9.	
Title of the Project	Cumulative impact assessment study on wildlife and its habitat due to proposed access controlled super communication expressways of Eastern Maharashtra for mitigation measure.
Position Advertised	Project Scientist – I (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	2 Years

Essential Qualification(s)	Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) spatial analysis and ecological modelling, b) statistical analysis, c) project design and coordination of multi-disciplinary project team and field data collection, and c) research publications in peer-reviewed national/ international journals.
Description of Work	Candidate will lead a team and conduct field research, surveys, data collection, analysis and report-writing
10.	
Title of the Project	Cumulative impact assessment study on wildlife and its habitat due to proposed access controlled super communication expressways of Eastern Maharashtra for mitigation measure.
Position Advertised	Project Scientist – I (Veterinary)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	2 Years
Essential Qualification(s)	B.V.Sc. & M.V.Sc. from a recognized University.
Desirable Qualification(s)	Experience in field of animal capture, wildlife ecology, population management and understanding of management of animals in distress. Good writing, publishing and documentation skills
Description of Work	Candidate will lead a team and conduct field research, surveys, data collection, analysis and report-writing
11	
Title of the Project	Cumulative impact assessment study on wildlife and its habitat due to proposed access controlled super communication expressways of Eastern Maharashtra for mitigation measure.
Position Advertised	Principal Project Associate (Ecology)
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 49,000/- plus HRA
Age Limit	40 years as on last date of receiving of application
Project Duration	2 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University AND Eight (08) Years experience OR Doctoral Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. <i>Candidates with Master's Degree in Biotechnology/Biochemistry/ Microbiology/ Genetics/Molecular Biology/Veterinary Sciences <u>need not apply for this post.</u></i>
Desirable Qualification(s)	Demonstrated experience/aptitude in a) spatial analysis and ecological modelling, b) statistical analysis, c) project design and coordination of multi-disciplinary project team and field data collection, and c) research publications in peer-reviewed national/ international journals.

Description of Work	Candidate will lead a team and conduct field research, surveys, data collection, analysis and report-writing.
12.	
Title of the Project	Cumulative impact assessment study on wildlife and its habitat due to proposed access controlled super communication expressways of Eastern Maharashtra for mitigation measure.
Position Advertised	Project Associate – I (Ecology)
No. of Position(s)	Six (06)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	2 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	Carry out field data collection, assist data entry, data analysis, report writing and all other related works assigned by the project investigator.
13.	
Title of the Project	Conserving vital connections across expanding linear infrastructure in a Transboundary Terai Arc Landscape (TAL) – USFWS
Position Advertised	Project Associate – II (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 35,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	2 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University.
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design and animal abundance estimation are preferred. Prior experience in sampling using camera trapping, distance sampling, and radiotelemetry. Knowledge of GIS and GPS is desirable. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	Carry out field data collection, assist data entry, data analysis, report writing and all other related works assigned by the project investigator.
14.	
Title of the Project	Assessment of Human-Wildlife Interactions with a specific focus on actions for mitigating the human – Elephant conflict in Wokha and Mokochung Districts, Nagaland.
Position Advertised	Senior Project Associate – I
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 42,000/- plus HRA

Age Limit	40 years as on last date of receiving of application
Project Duration	2 Years
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University AND 4 Years research experience in above subject discipline in academic Institution/Research organization or scientific activities in any organization
Desirable Qualification(s)	<ol style="list-style-type: none"> 1. Candidate should have proven excellent field research and natural history observation skills. 2. Basic understanding of RS & GIS. 3. Candidate should have well communication skills (both writing and verbal). 4. Having a basic understanding of the languages spoken in Northeast India may be an advantage
Description of Work	Candidates will be required to operate within the human-elephant conflict zones of the Wokha and Mokokchung Districts. The responsibilities will involve gathering demographic data on elephants m collecting information regarding conflict patterns in close collaborations with forest department and local communities. Provide training to forest department and local communities on HEC management.
15.	
Title of the Project	Assessment of Human-Wildlife Interactions with a specific focus on actions for mitigating the human – Elephant conflict in Wokha and Mokokchung Districts, Nagaland.
Position Advertised	Project Associate – II (Ecology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 35,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	1 Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Botany/Zoology/Forestry/Life Science/ Environmental Sciences from a recognized University. AND 2 Years research experience in above subject discipline in academic Institution/Research organization or scientific activities in any organization
Desirable Qualification(s)	<ol style="list-style-type: none"> 1. Candidate should have proven excellent field research and natural history observation skills. 2. Basic understanding of RS & GIS. 3. Candidate should have well communication skills (both writing and verbal). 4. Having a basic understanding of the languages spoken in Northeast India may be an advantage
Description of Work	Candidates will be required to operate within the human-elephant conflict zones of the Wokha and Mokokchung Districts. The responsibilities will involve gathering demographic data on elephants m collecting information regarding conflict patterns in close collaborations with forest department and local communities. Provide training to forest department and local communities on HEC management.
16.	
Title of the Project	Assessment and Monitoring of Climate Change Effects on Wildlife Species and Ecosystems for Developing Adaptation Strategies in the Indian Himalayan Region' under NMSHE.
Position Advertised	Junior Project Fellow
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 31,000/- plus HRA

Age Limit	35 Years as on last date of receiving of application
Project Duration	2.5 Years
Essential Qualification(s)	Master's Degree Wildlife Science/Zoology/Forestry/Life Science or related subjects from a recognized University.
Desirable Qualification(s)	Research experience/aptitude in (a) field data collection for birds, including taxonomy and biology; (b) butterflies, moths, and bees; (c) assistance and data collection on other taxa monitored under the project, along with intensive research on the impacts of climate change on wildlife and their habitats.
Description of Work	Selected candidates are required to conduct field research independently or in a team for prolonged periods in remote, high-altitude regions of the Indian Himalayan Region that experience extreme cold climate, and arduous field conditions (heavy snow/rainfall) with minimum resources/logistic support.
17.	
Title of the Project	Assessment and Monitoring of Climate Change Effects on Wildlife Species and Ecosystems for Developing Adaptation Strategies in the Indian Himalayan Region' under NMSHE.
Position Advertised	Project Assistant
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 Years as on last date of receiving of application
Project Duration	06 months
Essential Qualification(s)	Bachelor's Degree in Natural Sciences or 3 years Diploma in Engineering from a recognized University or equivalent.
Desirable Qualification(s)	Experience/interest in field- data collection on the select taxa in the Indian Himalayan Region / laboratory work /Computer applications
Description of Work	Selected candidates are required to conduct field research independently or in a team for prolonged periods in remote, high-altitude regions of the Indian Himalayan Region that experience extreme cold climate, and arduous field conditions (heavy snow/rainfall) with minimum resources/logistic support.
18.	
Title of the Project	PAN India - Assessment and monitoring of endangered species covered under the Integrated Development of Wildlife Habitats (IDWH) : Snow Leopard.
Position Advertised	Project Associate – I
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 Years as on last date of receiving of application
Project Duration	06 months
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Life Science/Environment Science/ Biotechnology or related subjects from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	<ul style="list-style-type: none"> ▪ Knowledge on population estimation techniques, analytical skills, use of software like R, ArcMap, Distance etc., scientific writing skills. ▪ Candidates with field experience in Snow leopard habitats (>3000m) and /or wildlife population estimation, will be preferred.
Description of Work	Selected candidates are required to conduct field research independently or in a team for prolonged periods in remote, high-altitude regions of the Indian Himalayan Region that experience extreme cold climate, and arduous field conditions (heavy snow/rainfall) with minimum resources/logistic support.

19.	
Title of the Project	Developing genetic database of rhino horn stockpile of Assam to curb poaching threat and assess temporal changes in genetic variation.
Position Advertised	Project Assistant
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 Years as on last date of receiving of application
Project Duration	06 months
Essential Qualification(s)	Bachelor's Degree in Natural Sciences or 3 years Diploma in Engineering from a recognized University or equivalent.
Desirable Qualification(s)	Experience/interest in field-data collection on the select taxa in the Indian Himalayan Region/Laboratory Work/Computer Applications.
Description of Work	The selected candidate will be working on this project in the laboratory. The job involves genetic data generation from very large numbers of rhino horn stockpile, data curation, analysis and helping in report writing. The selected candidate will also require to work on rhino forensic cases and help with regular functioning of the project.
20.	
Title of the Project	Implementing Rhino DNA Indexing System to counter Rhino poaching threat and aid population management in India- Phase II.
Position Advertised	Project Assistant
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 Years as on last date of receiving of application
Project Duration	06 months
Essential Qualification(s)	Bachelor's Degree in Natural Sciences or 3 years Diploma in Engineering from a recognized University or equivalent.
Desirable Qualification(s)	Candidates with prior research experiences with molecular work on non-invasive samples will be given preference.
Description of Work	The selected candidate will be working on this project involving both field and laboratory research. The job involves conducting fieldwork to collect wild rhino samples, data generation from these as well as already collected samples, data curation, analysis and helping in report writing. The selected candidate will also require to work on rhino forensic cases and help with regular functioning of the project.
21.	
Title of the Project	Rangewide Estimation of River Dolphin.
Position Advertised	Project Associate – I
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 Years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Master's Degree in Biological Sciences/Wildlife/Fisheries/Forestry/Environment/Botany/Zoology/Biodiversity Conservation or any Life Sciences OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.

Desirable Qualification(s)	Candidates will assist in molecular biology aspects related to conservation of Gangetic dolphins and riverine ecology in general. Experience of working in MS Office, good oral and written communication skills
Description of Work	Candidate will carry out enumeration of Ganges and Indus River dolphins in India and will undertake molecular biology work under the supervision of Project Scientist and Investigators.
22.	
Title of the Project	Rangewide Estimation of River Dolphin.
Position Advertised	Project Assitant
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 Years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Bachelor's Degree in Natural Sciences or 3 years Diploma in Engineering from a recognized University or equivalent.
Desirable Qualification(s)	Aptitude for field work. Experience of working on in aquatic ecosystem.
Description of Work	Candidate will carry out enumeration of Ganges and Indus River dolphins in India and will undertake molecular biology work under the supervision of Project Scientist and Investigators.
23.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Senior Project Associate
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 42,000/- plus HRA
Age Limit	40 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Ecology/Marine Sciences/Marine Biology/Environmental Sciences/Geoinformatics from a recognized University with minimum of four years of research experience above subject discipline in Academic Institution/Research organization or Scientific activates in any organization. OR Doctoral Degree in Science in the field of Wildlife Science/Zoology/Botany/ Ecology/Environmental Sciences/Life Sciences/Geoinformatics from a recognized University.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) Biodiversity assessment/multi-taxa research, b) statistical analysis and spatial ecological modeling in R, c) Project design and coordination of multi-disciplinary project team and field data collection, and d) Research publications in peer- reviewed journals.
Description of Work	The candidate will lead a team and conduct field research, biodiversity surveys, multiple-taxa population estimation, data analysis, supervise interns, liaise with the Forest department, and lead report/manuscript writing.
24.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Project Associate – I (Mammal Component)

No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Botany/Ecology/Environmental Science/Life Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) Field Ecology, data collection, and population estimation and b) statistical analysis and spatial ecological modeling in R, c) Project design and coordination of multi-disciplinary project team, and d) Writing research papers/project reports/popular articles. Candidates with previous experience in conducting mammalian – specific surveys will be preferred.
Description of Work	The candidate will be responsible for carrying out the ecological surveys, camera trapping, and sign-surveys for assessing the biodiversity values, conduct data analysis, supervise interns, and assistance in preparation of reports/species specific conservation plan, research publications as per the project requirements.
25.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Project Associate – I (Avian Component)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Botany/Ecology/Environmental Science/Life Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) Field Ecology, data collection, and population estimation and b) statistical analysis and spatial ecological modeling in R, c) Project design and coordination of multi-disciplinary project team, and d) Writing research papers/project reports/popular articles. Candidates with previous experience in conducting avian – specific surveys will be preferred.
Description of Work	The candidate will be responsible for carrying out the ecological surveys, camera trapping, and sign-surveys for assessing the biodiversity values, conduct data analysis, supervise interns, and assistance in preparation of reports/species specific conservation plan, research publications as per the project requirements.
26.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Project Associate – I (Vegetation and RS/GIS Component)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Geoinformatics/Remote Sensing/GIS/Wildlife Science/Zoology/Botany/Ecology/Environmental Science/Life Science from a recognized

	University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) Field Ecology, data collection, and population estimation and b) statistical analysis and spatial ecological modeling in R, c) Project design and coordination of multi-disciplinary project team, and d) Writing research papers/project reports/popular articles. Candidates with previous experience in field botany and GIS/RS softwares such as ERDAS Imagine, QGIS & ArcGIS, strong modelling and data analytics skills will be preferred.
Description of Work	The candidate will be responsible for carrying out the ecological surveys, camera trapping, and sign-surveys for assessing the biodiversity values, conduct data analysis, supervise interns, and assistance in preparation of reports/species specific conservation plan, research publications as per the project requirements.
27.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Project Associate – I (Entomology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Environmental Science/Life Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Demonstrated experience/aptitude in a) Field Ecology and data collection b) statistical analysis and spatial ecological modeling in R, c) Project design and coordination of multi-disciplinary project team, and d) Writing research papers/project reports/popular articles. Candidates with previous experience in conducting surveys on insects will be preferred.
Description of Work	The candidate will be responsible for carrying out ecological surveys, camera trapping, and sign-surveys for assessing the biodiversity values, conduct data analysis, supervise interns, and assistance in preparation of reports/species specific conservation plan, research publications as per the project requirements.
28.	
Title of the Project	Assessment and monitoring of biodiversity values in the Saranda Forest Division, Jharkhand.
Position Advertised	Project Associate – I (Sociology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	Two Year
Essential Qualification(s)	Master's Degree in Anthropology/Sociology/Social-Science or related subjects from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.

Desirable Qualification(s)	Demonstrated experience/aptitude in conducting a) field surveys b) statistical analysis in R, c) Project design and coordination of multi- disciplinary project team, and d) Writing research papers/project reports/popular articles. Candidates with previous experience in conducting socio-ecological surveys will be preferred.
Description of Work	The candidate will be responsible for carrying out socio-ecological surveys, camera trapping, and sign-surveys for assessing the biodiversity values, conduct data analysis, supervise interns, and assistance in preparation of reports/species specific conservation plan, research publications as per the project requirements.
29.	
Title of the Project	Species Conservation Program CAMPA- DOLPHIN.
Position Advertised	Project Associate – I
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Master's Degree in Biological Sciences/Wildlife/Fisheries/Forestry/ Environment/Botany/Zoology/Geoinformatics/Biodiversity Conservation or any Life Sciences OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	<ul style="list-style-type: none"> ▪ Aptitude for field work. Experience of working on in aquatic ecosystem/ expertise in fish biology. ▪ Experience of working in MS Office, good oral and written communication skills.
Description of Work	Candidate will carry out enumeration of Ganges and Indus River dolphins in India and will monitor the status of associated aquatic biodiversity in Ganga and Brahmaputra River systems under the supervision of Project Scientist and Investigators.
30.	
Title of the Project	Species Conservation Program CAMPA- DOLPHIN.
Position Advertised	Project Assistant
No. of Position(s)	Three (03)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Bachelor's Degree in Natural Sciences or 3 years Diploma in Engineering from a recognized University or equivalent.
Desirable Qualification(s)	Aptitude for field work. Experience of working on in aquatic ecosystem/ expertise in fish biology.
Description of Work	Candidate will carry out enumeration of Ganges and Indus River dolphins in India and will monitor the status of associated aquatic biodiversity in Ganga and Brahmaputra River systems under the supervision of Project Scientist and Investigators.
31.	
Title of the Project	Sustainably financing Palk Bay Dugong Conservation Area, India.
Position Advertised	Principal Project Associate - I (Sociologist)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 49,000/- plus HRA.

Age Limit	40 years as on last date of receiving of application.
Project Duration	16 months
Essential Qualification(s)	Master's Degree in Social Science/Social work/Anthropology from a recognized University. And, eight years experience in Research & Development/scientific activities and services
Desirable Qualification(s)	Prior experience in community/stakeholders engagement and fluency in local language (Tamil) are desirable.
Description of Work	Candidate will involve in conducting socio-economic survey and organizing community/stakeholder engagement programme and report-writing.
32.	
Title of the Project	Sustainably financing Palk Bay Dugong Conservation Area, India.
Position Advertised	Project Associate - I (Sociologist)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA.
Age Limit	35 years as on last date of receiving of application.
Project Duration	16 months
Essential Qualification(s)	Master's Degree in Social Science/Social work/Anthropology from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Prior experience in community/stakeholders engagement and fluency in local language (Tamil) are desirable.
Description of Work	Candidate will involve in conducting socio-economic survey and organizing community/stakeholder engagement programme and report-writing.
33.	
Title of the Project	Sustainably financing Palk Bay Dugong Conservation Area, India.
Position Advertised	Project Associate - I (Biologist)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA.
Age Limit	35 years as on last date of receiving of application.
Project Duration	18 months
Essential Qualification(s)	Master's Degree in Marine Science/Fisheries Science/Wildlife Science/Zoology/Botany/Environmental Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Candidate should have experience in Marine Biodiversity assessment and candidates with additional skills like SCUBA diving, familiar with analytical tools are preferable
Description of Work	Candidate will conduct field research, design and execute field surveys, data analysis and report-writing.
34.	
Title of the Project	Sustainably financing Palk Bay Dugong Conservation Area, India.
Position Advertised	Scientific Administrative Assistant
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 18,000/- plus HRA.

Age Limit	50 years as on last date of receiving of application.
Project Duration	16 months
Essential Qualification(s)	Bachelor's Degree in any discipline from a recognized University.
Desirable Qualification(s)	Working experience in Accounting, Tally and Data Base Management.
Description of Work	Candidate has to maintain all project related documents, maintain up to date project account(s) and keep an update on record keeping.
35.	
Title of the Project	Recovery of Dugongs and their habitats.
Position Advertised	Project Associate – I
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	18 Months
Essential Qualification(s)	Master's Degree in Marine Science/Fisheries Science/Wildlife Science/ Zoology/Botany/Environmental Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Experience in underwater sampling, marine mammal surveys and identification of marine flora/ fauna & stakeholders engagement
Work Description	1. Candidate is expected to involve in implementation of Dugong conservation programme in Palk Bay and Gulf of Mannar coast. 2. Organize community outreach programme in Palk Bay and Gulf of Mannar.
36.	
Title of the Project	PAN India: IDWH – Humpback Whale Status Assessment.
Position Advertised	Project Associate – I
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA.
Age Limit	35 years as on last date of receiving of application
Project Duration	12 months
Essential Qualification(s)	Master's Degree in Marine Science/Fisheries Science/Wildlife Science/ Zoology/Botany/Environmental Science from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Experience in marine mammal surveys
Description of Work	Candidate should collect field data and assist in data entry related to Humpback whale reported across the west coast of India, Work also includes Hydrophone installation, recording whale sounds, data analysis and writing report.
37.	
Title of the Project	CAMPA - Conservation Action Plan for Manipur's brow-antlered deer or Sangai: An Integrated Approach.
Position Advertised	Project Assistant (Ecology)
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 years as on last date of receiving of application

Project Duration	One Year
Essential Qualification(s)	Bachelors' Degree in Natural Sciences with Botany and Zoology, Conservation Biology, Ecology, Biodiversity Conservation, Environmental Science or related subjects as major.
Desirable Qualification(s)	Domain knowledge and experience in conducting habitat assessment and vegetation sampling surveys with prior experience of working in Northeast India.
Description of Work	Candidate will assist in conducting ecological surveys including habitat assessment, animal abundance using distance sampling and occupancy analysis. Habitat evaluation and human disturbance assessment. Data analyses and report writing.
38.	
Title of the Project	CAMPA - Conservation Action Plan for Manipur's brow-antlered deer or Sangai: An Integrated Approach.
Position Advertised	Project Assistant (Socio-economics)
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 20,000/- plus HRA
Age Limit	50 years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Bachelors' Degree in Natural Sciences with Botany and Zoology, Conservation Biology, Ecology, Biodiversity Conservation, Environmental Science or related subjects as major.
Desirable Qualification(s)	Demonstrated experience of working on community mobilization, alternative livelihood issues and ecotourism of local communities at the project site with good communication skills.
Description of Work	Candidate will assist in conducting socio-economic surveys, mobilize communities for livelihood development and implement community-based conservation programme of the project.
39.	
Title of the Project	Elephant Cell.
Position Advertised	Consultant 'B' - <i>(Delhi based but would have to travel across India as per need)</i>
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 80,000/- <i>Consolidated and all inclusive.</i>
Age Limit	40 years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Master's Degree Wildlife Science/Life Science/Biological Science from a recognized university with having more than 7 years of experience in research, conservation and policy related policy related aspects on wildlife conservation.
Desirable Qualification(s)	<ul style="list-style-type: none"> ▪ Candidate with Doctoral Degree and prior experience on research, conservation aspects and policy related matters, exposure on various legislations and policy instruments relevant to conservation of endangered species in India will be preferred. ▪ Excellent written and communication skills. Prior experience on writing technical reports, SoPs, and guidelines related to endangered wildlife species. Publications on elephant/wildlife research will be an added advantage.
Description of Work	Coordinate the activities of Elephant Cell between WII, Project Elephant (PE), MoEF&CC, Chief Wildlife Wardens/ Nodal Officers of elephant bearing states; Assist WII and Director PE in formulating and implementing conservation action plans for elephants; liaison between stake holders involved in elephant conservation and management; assist in organising training and capacity building workshops and generate crucial thematic database related to elephant conservation

	by coordinating with the State Forest Departments and other stakeholders.
40.	
Title of the Project	Elephant Cell.
Position Advertised	Project Scientist – I
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 56,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	One Year
Essential Qualification(s)	Doctoral Degree in Wildlife Sciences/Life Sciences/Biological Sciences from any recognized university with at least 2 years of experience in Wildlife / Elephant Conservation.
Desirable Qualification(s)	Prior research experience on large mammal research. Advanced statistical data analysis skills in program R, and other advance statistical analysis softwares; exposure and basic skills in GIS and RS softwares, ecological modeling and excellent writing skills and strength in science communication. Peer reviewed publications on elephant/wildlife research will be an added advantage.
Description of Work	Provide technical field assistance in coordination of elephant research and monitoring activities as per the mandate of project elephant; MoEF&CC and WII across different sites. Technical and administrative assistance in planning and conducting training programs and capacity building workshops addressing elephant conservation. Data collection, processing, management and analysis as required by PE and WII. Preparation of technical reports as required by PE and WII.
41.	
Title of the Project	Conservation ecology of endangered Reticulated Python <i>Malayopython reticulatus</i> (Schneider 1801) in the Nicobar Archipelago, India.
Position Advertised	Junior Research Fellow
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA for UGC/CSIR/ICAR NET/GATE (JRFship/Assistant Professor) Qualified Candidate, and Rs. 25,000/- HRA, who do not fall under the above category.
Age Limit	35 years as on last date of receiving of application
Project Duration	One Year (<i>likely to be extended</i>)
Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Ecology/Forestry/Life Sciences/Biotechnology/Environmental Sciences from a recognized University.
Desirable Qualification(s)	a. Candidates with keen interest in field oriented wildlife/snake research, good analytical, and communication skills. b. Prior work experience in GIS. c. Candidates interested in pursuing Ph.D. from the project are encouraged to apply.
Description of Work	The work involves carrying out field research and survey of Reticulated pythons in remote area of Nicobar Islands, data compilation, analysis and report writing. In addition, baseline data (Primary/secondary) collection for the project which includes field/questionnaire surveys for people perceptions towards snakes, anthropogenic impacts on wildlife and their habitats in the study area. Only candidate who are willing to work in arduous field conditions in remote locations of the Nicobar Islands with limited logistic support need to apply.

42.	
Title of the Project	Bringing the Cheetah Back to India.
Position Advertised	Project Assistant (Administration)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 20,000 + HRA
Age Limit	50 years as on last date of receiving of application.
Project Duration	One Year (<i>likely to be extended</i>)
Essential	Bachelor's Degree in any discipline
Qualification(s)	
Desirable Qualification(s)	Experience of working in MS office, data entry and all the office related work.
Description of Work	The Administrative Assistant will assist in day-to-day office work of the projects and coordinate with researchers for the smooth functioning of the project.
43.	
Title of the Project	Bringing the Cheetah Back to India.
Position Advertised	Project Associate -I (Sociology)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000 + HRA
Age Limit	35 years as on last date of receiving of application.
Project Duration	One Year (<i>likely to be extended</i>)
Essential Qualification(s)	Master's Degree in Social Science/Sociology and related Humanities. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Experience in conducting questionnaires, workshops and trainings. Experience of working in MS Office, good oral and written communication skills
Description of Work	Field data collection, data analysis and report writing. Work will be primarily at field sites with occasional visits to the HQ at Dehradun.
44.	
Title of the Project	Bringing the Cheetah Back to India.
Position Advertised	Project Associate- I (Genetics)
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application.
Project Duration	One Year (<i>likely to be extended</i>)
Essential Qualification(s)	Master's Degree in Biological Sciences/Wildlife/Fisheries/Forestry/Environment/Botany/Zoology/Biodiversity Conservation/Genetics/Conservation Biology/Microbiology or any Life Sciences OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	<ul style="list-style-type: none"> ▪ Candidates with prior experience in DNA extraction, PCR analysis, analysis of genetic data especially sequence and microsatellite. ▪ Experience of working in MS Office, good oral and written communication skills.
Description of Work	Candidates will carry out and assist in molecular biology aspects related to conservation of Cheetahs and mammalian carnivores and their prey in general, data analysis and report writing under the supervision of Project Scientist and

	Investigators.
45.	
Title of the Project	Bringing the Cheetah Back to India.
Position Advertised	Project Associate- II (Veterinary)
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 35,000/- plus HRA & NPA as applicable
Age Limit	35 years as on last date of receiving of application.
Project Duration	One Year (<i>likely to be extended</i>)
Essential Qualification(s)	Master's Degree in Veterinary Sciences/Veterinary Medicine/Animal Science from a recognized University or equivalent with a minimum of 2 years' work/research experience.
Desirable Qualification(s)	Candidate with prior experience working with wildlife in zoos/ rescue centres/ veterinary facilities will be preferred. Able to do field work in harsh conditions. Publications are desirable. Experience of working in MS Office, good oral and written communication skills.
Description of Work	Capture/ handling of animals, monitoring animal health, treatment and disease management. Data collection as well as analysis and report writing Work will be primarily at field sites with occasional visits to the HQ at Dehradun.
46.	
Title of the Project	Monitoring System for Tigers – Intensive Protection and Ecological Status (M-STrIPES).
Position Advertised	Project Associate- II (Ecology)
No. of Position(s)	Two (02)
Monthly Emoluments	Rs. 35,000/- plus HRA
Age Limit	35 years as on last date of receiving of application.
Project Duration	One Year (<i>likely to be extended</i>)
Essential Qualification(s)	Master's Degree in Biological Sciences/Wildlife/Fisheries/Forestry/ Environment/ Botany/Zoology/Biodiversity Conservation/Genetics/Conservation Biology or any Life Sciences from a recognized university with a minimum of 2 years' work/research experience.
Desirable Qualification(s)	Candidate with prior experience in sampling design and animal abundance estimation, knowledge of population estimation softwares. Knowledge of Kannada, Malayalam, Tamil and Telugu languages will be preferred. Able to do field work in harsh conditions and coordinating teams. Publications are desirable. Experience of working in MS Office, good oral and written communication skills.
Description of Work	Field work on animal abundance using distance sampling, camera traps, mark recapture, and occupancy analysis. Habitat evaluation and human disturbance assessment. The research work will be carried out in different parts of India. Work will be at field sites and Dehradun.
47.	
Title of the Project	Population Management Strategies for Gaur (<i>Bos gaurus gaurus</i>) Conservation: Supplementation of Gaur in Bandhavgarh Tiger Reserve, Madhya Pradesh.
Position Advertised	Project Associate – I
No. of Position(s)	One (01)
Monthly Emoluments	Rs. 31,000/- plus HRA
Age Limit	35 years as on last date of receiving of application
Project Duration	One Year

Essential Qualification(s)	Master's Degree in Wildlife Science/Zoology/Life Science/Environmental Sciences from a recognized University. OR Bachelor's Degree in Engineering or Technology or Medicine from a recognized University or equivalent.
Desirable Qualification(s)	Candidate(s) with prior experience in sampling design, animal abundance estimation, animal monitoring and genetic work. Prior experience of sampling using camera trapping, distance sampling and radio telemetry. Knowledge of GIS and GPS is desirable. Excellent writing and communication skills. Should be able to undertake arduous field work under rigorous conditions.
Description of Work	<ul style="list-style-type: none"> ▪ The work involves field monitoring of reintroduced gaur and other conspecifics with techniques such as telemetry and distance sampling in Bandhavgarh Tiger Reserve. ▪ Monitoring reintroduced gaur and investigation on movement ecology of megaherbivore. ▪ Carry out genetic studies ▪ Development of long-term monitoring plan. ▪ Analysis and handling scientific data and report writing.

GENERAL TERMS & CONDITIONS

1. **Applicant(s) must read stated terms & conditions *very carefully* before filling up Application Form.**
2. Incomplete/late applications and applications not in the prescribed format as per **Annexure – I** i.e. **Application Form** are liable to be rejected.
3. Duly filled-in Application-Form along with all self-attested documents and application/processing fee shall be addressed ***By-post*** only to **The Nodal Officer, Research Recruitment & Placement Cell, Wildlife Institute of India, Chandrabani, Dehradun – 248 001 (Uttarakhand)** and, the same must reach the Institute latest by **1700hrs on Monday, 10th June 2024**.
4. An Application Fee of **Rs. 500/- (*Rupees Five Hundred only*)** for the applicant(s) belonging to **General Category** shall have to be deposited through an online mode. However, category candidate(s) belongs to **SC/ST/OBC/EWS (*Non-General Category*)** and **Physically Challenged (PC)** are exempted from the said Application Fee but shall have to pay **Rs.100/-** as '**Application Processing**' Fee and, the same shall be payable through **online/electronic mode** to the following Bank Account:

Account Name: RRP Cell Revolving
Name of the Bank: Union Bank of India
Branch: Wildlife Institute of India, Chandrabani, Dehradun – 248 001
Account No.: 518502010059776
IFSC Code: UBIN0551856
5. Applicant shall also have to attach a copy of the Application/Processing Fee(s) deposited in the above mentioned account along with the Application Form. Failing to attach the same shall lead to rejection of the application.
6. A candidate may apply for a maximum of two advertised positions with relevance to his/her academic education and, as per essential and desirable requisites of an advertised position(s). Candidate applying for more than one position shall have to submit separate Application Form and Fee for each position.
7. The subject on top of the envelope carrying application, must clearly mention "**Application for Advt. No. WII/ADVT.1/RP-CELL/May '2024 at WII - reg**".
8. Candidate(s) presently working/engaged with any WII's project or research activity must ensure to attach a "No Objection Certificate" from their concerned PI/Nodal Officer, as the case may be.
9. Shortlisting of applicants for online interview will be based on essential qualification, age limit, UGC/CSIR/ICAR NET/GATE (*JRFship/Assistant Professor*), percentage of marks in Bachelors' and