

**Subject: Criteria/ procedure for selection of IRS (C&CE)
Officers for COIN postings.**

The following criteria/procedure for selection of IRS (C&CE) officers for COIN postings:-

1. **Criteria** :

- (a) 25 marks shall be awarded on the basis of APARs of the last five years (5 marks for 'Outstanding', 4 marks for 'Very Good' and 3 for 'Good'). In case of NRC for any year, the APAR of the year prior to five years may be assessed.
- (b) For filling up all posts, 25 marks shall be awarded based on relevant experience in anti-smuggling, anti-evasion and other international trade-related activities.

Experience in the following fields shall be considered relevant :

- (i) DRI, Customs (Preventive) charge, Airport etc., involving intelligence gathering and investigation.
- (ii) CEI, work relating to anti-evasion in a Central Excise Commissionerate requiring collection of intelligence and investigations as part of job profile.
- (iii) Central Excise Divisions having preventive activities.
- (iv) CEIB, NCB and Directorate of Enforcement.
- (v) Multilateral / Regional / Bilateral Negotiations in International Trade.
- (vi) Matter related to international trade defence, trade facilitation and related dispute settlement or in intelligence collection activities in posts under any other Ministry/Department etc.

There shall be 5 marks for each year of relevant experience, subject to a maximum total 25 marks. The relevant 5 years experience should be counted out of total experience of the officer.

2. Procedure :

- (a) The applications for the vacant posts shall be invited by the DG (DRI) while indicating the eligibility criteria to all Chief Commissioners / Directors General or in respect of officers working in Board, to their respective Members. The applicants can route their applications through their CCs/DGs/Members.
- (b) After scrutiny of applications, DG(DRI) shall compile a list of officers who meet the eligibility criteria and send it to Board.
- (c) The Board shall provide HOPs and APARs of the concerned officers alongwith their vigilance status to the DG(DRI) for evaluation.
- (d) An Evaluation Committee comprising DG(DRI), DG(CEI), DG(NACEN) and DG(HRD) shall evaluate the service records of the concerned officers taking into account the prescribed criteria.
- (e) DG(DRI) shall forward minutes of proceedings of the Committee alongwith evaluation chart indicating marks given to each candidate on assessment of their APARs and work experience.
- (f) A Board level Committee comprising Chairman (CBEC), Member (P&V), Member (Customs) and DG(DRI) shall interview officers who secure 60% marks (i.e. 30 out of 50) and above, based on assessment by the Evaluation Committee.
- (g) Maximum marks for interview will be 10.
- (h) The Board, after taking into account the marks secured by an officer in the interview and the marks given by the Evaluation Committee, shall recommend a panel of three officers for each post for approval of Hon'ble FM.
- (i) As per procedure, after obtaining Hon'ble FM's approval, the panel shall be forwarded to MEA for their concurrence followed by reference to ACC for final approval.