

**NOTICE FOR ENGAGEMENT & TERMS OF REFERENCE**  
**OF**  
**FIELD ASSISTANT**  
**FOR THE AUGMENTATION PROGRAMME TITLED “RED PANDA**  
**AUGMENTATION PROGRAMME IN SINGALILA NATIONAL PARK AND**  
**NEORA VALLEY NATIONAL PARK”**

**A. Background**

The Padmaja Naidu Himalayan Zoological Park, Darjeeling formerly known as Himalayan Zoological Park was established on 14th August 1958. It is located at an altitude of 7000ft IN Darjeeling district of West Bengal. Smt. Indira Gandhi, the then Prime Minister of India, in 1975, dedicated the Himalayan Zoological Park in memory of late Smt. Padmaja Naidu, Ex-Governor of West Bengal and the park was renamed as Padmaja Naidu Himalayan Zoological Park.

This is the only specialized zoo in the country and is internationally recognized for its conservation breeding programmes of Snow leopard, Red panda and other highly endangered species of eastern Himalaya. The zoo is currently involved in several conservation breeding programmes for the species such as the Red Panda (*Ailurus fulgens*), Snow Leopard (*Uncia uncia*), Himalayan wolf (*Canis lupus himalayensis*) etc. Padmaja Naidu Himalayan Zoological Park at present is housing four hundred and twenty three (423) animals of forty nine (49) species which includes twenty two (22) species of mammals, seven (7) species of reptiles, ten (10) species of pheasants, nine (9) species of birds and one (1) amphibian.

Darjeeling Zoo, maintains three centres exclusively for conservation breeding programmes which are off display including a conservation breeding centre for Snow leopard and Red panda at Topkeydara, Darjeeling.

Augmentation is the release of captive-born wild animals into areas in which the species still occurs but only in low numbers. These new animals can help increase the size of the population and enhance genetic diversity. In the early 2000, when the zoo had a stable and genetically healthy population of twenty one (21) Red pandas, two young females were selected for augmentation into the wild habitat at Singalila National Park in 2003 followed by another two

young females in 2004. The two females were radio collared for monitoring when finally released in the wild. The monitoring brought fruitful results when one of the released female gave birth to a cub. This was one of the major steps undertaken by Darjeeling Zoo towards saving this endangered species.

The park has taken up the augmentation program for the Red Panda Recovery Plan for Saving Critically Endangered Species in Singalila National Park and Neora Valley National Park titled **“Red Panda Augmentation Programme in Singalila National Park and Neora Valley National Park”**. The augmentation project is being funded by Govt. of India & West Bengal Zoo Authority under the Department of Forests, Govt. of West Bengal and aims to strengthen the wild population through release of genetically, biologically and behaviourally viable zoo bred Red Panda in the wild in a scientific and planned manner which will help long term conservation of these species.

The proposed restocking of Red Pandas have the following objectives:

- 1) Augmenting the number of Red Panda (*Ailurus fulgens fulgens*) in Singalila National Park and subsequently in Neora Valley National Park.
- 2) Reintroducing the species in an area which was a part of its historical range, from which the species disappeared or became extinct due to various factors.
- 3) Experimental release for developing expertise in rehabilitating the zoo bred/captive red pandas in the wild and preparing detailed protocol for planned release of the species for any of above objectives.

#### **B. Objective:**

The main purpose of engagement of a Field Assistant is to assist the research investigators/ zoo authorities in carrying out post release monitoring of the released captive Red panda at Singalila National Park under the augmentation programme titled **“Red Panda Augmentation Programme in Singalila National Park and Neora Valley National Park”** under the supervision of The Director, PNHZ Park. The field assistant will also assist the zoo authorities & research investigator in conducting behavioural studies, collection of samples, public meetings, capacity building training etc.

## **Scope of work for the Field Assistant**

1. Reviewing the available literature by referring articles from journals or conferences, books published in scientific series & articles referred to in other articles, prepare the briefs, notes and synopsis of the background studies and the updated progress in various parts of the world related to the augmentation programme and assist the zoo authorities/ research investigator in this regard.
2. Conducting behavioural studies of the captive Red pandas to be released at PNHZ Park; CBC, Topkeydara & the soft release intermediary facility, Gairibans and assist the zoo authorities/ research investigator in this regard. Collect and analyse the data and prepare necessary reports.
3. Collecting and transporting data and sample according to the needs of the augmentation programme under the guidance of the zoo authorities/ research investigator and assist them in this regard. Document the collection of sample and/or data and prepare necessary reports.
4. Analysis of the sample and/or data according to the needs of the augmentation programme under the guidance of the zoo authorities/ research investigator and assist them in this regard. Document the analysis of sample and/or data and prepare necessary reports.
5. Capturing of the animals safely, radio collaring and transportation from Darjeeling Zoo/ Topkeydara under the guidance of Veterinary officer, Zoo Biologist, Animal supervisor, Veterinary Assistant, Research Assistant, Research investigator, Zoo Keepers, Animal Attendants, etc. and assist them in this regard. To document capturing, radio collaring and transportation and prepare necessary reports.
6. Conducting the soft release of the animals at the intermediary soft release facility at Gairibans, Singalila National Park under the guidance of the zoo authorities/ research investigator and assist them in this regard. To document the soft release and prepare necessary reports.
7. Conducting acclimatization of the animals at PNHZ Park; Conservation Breeding Centre, Topkeydara and the Intermediary soft release facility at Gairibans, Singalila National Park under the guidance of the zoo authorities/ research investigator and assist them in this regard. To document the acclimatization of the animals, analyse the data and prepare necessary reports.
8. Conducting soft release monitoring and compilation of data for sighting of the animals,

recording behaviour of the animals and recording location of animals based on the Radio Collar Data under the guidance of the zoo authorities/ research investigator and assist them in this regard. Document the soft release, analyse the data and prepare necessary reports.

9. Conducting Public meetings as required to sensitize and educate the local population on the ecological benefits of the proposed release and to garner public support under the guidance of zoo authorities/ research investigator and assist them in this regard. To document the public meetings and prepare necessary reports.
10. Conducting the final release of the animals at Singalila National Park under the guidance of the zoo authorities/ research investigator and assist them in this regard. To document the final release, analyse the data and prepare necessary reports.
11. Conducting Post release monitoring and compilation of data for sighting of the animals, recording behaviour of the animals and recording location of animals based on the Radio Collar Data under the guidance of the zoo authorities/ research investigator and assist them in this regard. Document the post release monitoring, analyse the data and prepare necessary reports.
12. Prepare scientific reports, briefs, presentations and research articles/papers under the guidance of zoo authorities/ research investigator and assist them in this regard.
13. Develop protocols, forms, observation sheets in regard to behavioural studies, radio collaring, transport, acclimatization, post release monitoring etc. under the supervision of the zoo authorities/ research investigator and assist them in this regard.
14. Maintaining all related files, registers and other related documents as guided by the Zoo Authorities/Research investigators.
15. Assist in the capacity building of zoo staff, forest staff & locals. Explain and sensitize the zoo keepers, animal supervisors, forest staff and locals regarding the augmentation programme, its objectives and also enhance their capacity for sample collection, data recording and documentation under the guidance of the zoo authorities/ research investigator and assist in this regard. To document the capacity building and prepare necessary reports.
16. Any other duties as assigned by the Director, PNHZ Park.

### C. **Other details**

1. **Duration:** The employment/ contract is for a period maximum up to thirty six (36) months. The appointee will be engaged on probation for two (2) month, engagement

may be extended for a further periods. The Park may not extend the engagement after probation period of two (2) month, the Park need not assign any reason in such case. The engagement may be periodically renewed maximum up to thirty six (36) months, in case the Park & West Bengal Zoo Authority decide to continue with the engagement.

2. **Working hours:** The purpose of engagement of the Field Assistant is to assist the zoo authorities/ research investigator in monitoring of the red panda and will be required to stay in the field for long durations. The candidate will be expected to be on duty when in the field at all hours for monitoring purposes. When working from PNHZ Park office, the working hours are from 8:30 am to 5:30 pm with half an hour break for lunch for 6 days a week. The candidate may be required on off days and beyond duty hours on the discretion of The Director, PNHZ Park.
3. Working from the field (CBC, Topkeydara & Gairibans) will be required including periodic visit to other zoos and field in regard to the augmentation programme. The candidate should be ready to stay in the field and work from any offices/places within India in the interest of the project.
4. The Field Assistant will be required to stay at the staff quarters at CBC, Topkeydara & Researchers hut at Gairibans, for monitoring of the animals, constructed and maintained under the augmentation programme when working in the field.
5. **Remuneration: Rs 22,000/- p.m.** Remuneration is all inclusive of House Rent Allowance and other benefits. Expenses for travel, and lodging will be paid by Padmaja Naidu Himalayan Zoological Park as per the discretion of the Director for the augmentation programme related travels.
6. The Park is under no obligation to continue the engagement and may discontinue the engagement with one (1) month notice without assigning any reason for discontinuation.
7. The Field Assistant will not use any data related to and collected for the study for commercial purposes. All scientific papers and reports will be owned by Padmaja Naidu Himalayan Zoological Park and the park should be acknowledged in any publications/ presentation/ research articles made regarding the study.
8. The Field Assistant will not disclose any data related to and collected for the programme for commercial purposes. All scientific papers and reports will be owned by Padmaja Naidu Himalayan Zoological Park and the park should be acknowledged in any publications/ presentation/ research articles made regarding the study. All materials produced or acquired under the terms of engagement- written, digital,

pictures, films, graphics or other forms, shall remain the property of PNHZ Park, West Bengal. The appointee shall not have any right to use such knowledge outside the engagement, without prior written permission of the Director, PNHZ Park. No such data should be copied by appointee without authorisation.

9. Any data in any form recorded in personal mobile phone/ camera should be immediately and as soon as possible transferred to a hard disk or computer of PNHZ Park and no data related to the Park and the augmentation should be kept in personal mobile phones and cameras.
10. The Field Assistant will not disclose any information related to the Park and the research project to outside personnel. All knowledge and information not within the public domain which may be acquired during the augmentation programme, shall be, for all time and for all purpose, regarded as strictly confidential and held in confidence, and shall not be directly or indirectly disclosed to any person whatsoever, except with the written permission of the Director, PNHZ Park.
11. The engagement is subject to the conditions specified in the agreement to be signed by the selected candidate.

#### **D. Eligibility**

1. **Educational Qualification:** The applicant must have MPHIL/MSc in Life Sciences/ Zoology/ Wildlife Sciences with minimum 60% marks or equivalent CGPA from a recognized University/ (attach a copy of the scorecard).
2. **Experience:** Candidates having exposure to radio collaring/ tracking/ wildlife research are encouraged to apply. Freshers may also apply.
3. Be proficient in English communication skills for report writing, presentations etc.
4. Be proficient in computer skills like Microsoft Office.

#### **E. Selection**

The selection of the applicant will be based on the qualification, academic performance, experience, exposure and merit of the applicant. The shortlisted candidates will be interviewed on the above criteria and the best suited candidate will be engaged.

#### **F. General Instructions:**

1. Interested candidates may send their CV along with signed photocopies of candidate's professional certificates to the following email address latest by 01.10.2019 (5:00 PM).

**Email: [pnhzp@yahoo.com](mailto:pnhzp@yahoo.com)**

2. Only shortlisted candidates will be communicated to appear in the interview and no other communications in this regard will be entertained.
3. No TA/DA will be paid for appearing in the interview.