

Government of Punjab
Department of Revenue, Rehabilitation and Disaster Management.
(Consolidation Branch)

NAKSHA SCHEME

Applications are invited from eligible candidates for 09 posts, as mentioned below, on a contractual basis for the State Programme Management Unit (SPMU) under the NAKSHA Scheme. Applications in the prescribed performa should be submitted online at <https://revenue.punjab.gov.in/> on or before 15/5/2026. For any queries contact Under Secretary (Revenue) at the official email ID parvinder.korp26@punjab.gov.in.

1. Qualification/Experience and Key Responsibilities:

Sr. No.	Position	Qualification/Experience	Key Responsible Areas
1.	Project Coordinator	Education qualifications Required Master's in Engineering / Business Administration / Development Studies / Social Work OR Bachelor's in Engineering / Science or related field Work experience Required 1) A Minimum 5 years' experience in implementing and coordinating projects related to Central/State Government programmes or public/private sector schemes; 2) Proven track record in data analysis, project management and coordination, demonstrating effective leadership and problem-solving skills in achieving project objectives and ensuring smooth programme operations.	<ul style="list-style-type: none">• Ensure effective coordination of activities within the NAKSHA, including liaising with internal teams, external partners and stakeholders to align efforts with program objectives.• Prepare and deliver presentations, reports and analyses on programme progress, challenges and solutions as required by senior officers, ensuring accuracy, clarity and timeliness in communication.• Identify and address issues or challenges during programme implementation, developing effective solutions and escalation procedures as needed.• Identify opportunities for process improvement and optimization to enhance programme effectiveness and efficiency.• Respond to additional duties and responsibilities as assigned by senior officials.
2.	Expert (Land Administration)	Work Experience Required Retired Civil Service Officers with a minimum of 10 years of experience in land administration revenue/registration/consolidation/survey.	<ul style="list-style-type: none">• Handle matters of land administration, revenue, and registration of states/UTs, including maintaining accurate land records, resolving disputes, and ensuring compliance with legal requirements.• Manage survey and re-survey works to accurately map land boundaries and ownership rights in urban as well as rural areas.• Support in legal aspects and state specific requirements for NAKSHA pilot programme.

			<p>pilot programme.</p> <ul style="list-style-type: none"> • Facilitate matters related implementation of NAKSHA, coordinating with government agencies, landowners and stakeholders to ensure lawful and transparent processes. • Respond to additional duties and responsibilities as assigned by senior officials.
3	Manager (Geospatial Technology)	<p>Educational Qualifications Required</p> <ul style="list-style-type: none"> • Bachelor's degree in Engineering/Technology from a recognized University or Institute in a relevant field such as Civil Engineering, Computer Science, Geomatics Engineering, or related disciplines. • GATE qualified and certification in GIS/Data analysis related courses with knowledge of ArcGIS/QGIS, and other software related to GIS data processing and management is desirable. <p>Work Experience Required</p> <ul style="list-style-type: none"> • At least 5 years of experience in managing and execution of GIS-related projects. • Proficiency in utilising GIS software such as ArcGIS, QGIS and other relevant tools for spatial data processing, mapping and database management. 	<ul style="list-style-type: none"> • Identify and define appropriate applications of the system and associated GIS products to meet programme objectives and stakeholder requirements. • Utilize GIS software to create, update, and maintain maps based on collected survey data, ensuring accuracy and consistency in spatial representations. • Plan and design analytic procedures and methodologies for performing GIS applications, optimizing efficiency and effectiveness in data analysis and interpretation. • Conduct field training sessions related to GIS mapping and survey techniques, and track project progress to ensure adherence to timelines and quality standards. • Ensure precision and reliability in spatial data collection. • Digitize and geo-reference cadastral maps using High-Resolution Satellite Imagery (HRSI) to enhance the accuracy and accessibility of land records. • Integrate textual and spatial databases to facilitate comprehensive and interconnected data management and analysis. • Create high-quality cartographic products for publication and presentation, adhering to cartographic principles and design standards. • Conduct thorough data verification and quality control checks on maps, tables, and reports to ensure consistency, accuracy, and compliance with specifications. • Supervise and ensure the proper use, care, and operation of GIS equipment. • Manage GIS data effectively, including data storage, retrieval, manipulation, and analysis, utilizing

			<p>image processing techniques and 3D mapping capabilities.</p> <ul style="list-style-type: none"> • Demonstrate working knowledge of GIS interoperability with various documents, spreadsheets, databases, and image formats to facilitate data exchange and integration. • Support the implementation of the National Geospatial Policy and assist in framing standards for land parcel data management and dissemination. • Respond to additional duties and responsibilities as assigned by senior officials.
4	Programmer (MIS&GIS developer)	<p>Educational Qualifications Required</p> <ul style="list-style-type: none"> • Bachelor's degree in Engineering or Science, preferably in Computer Science or Information Technology. <p>Work Experience Required</p> <ul style="list-style-type: none"> • Minimum of 5 years' experience in database administration, encompassing database design, implementation, optimisation and maintenance. • Proficiency in GIS-based software tool development, with a track record of designing and deploying solutions to meet project requirements. 	<ul style="list-style-type: none"> • Design, develop and implement IT solutions for NAKSHA, including defining use cases, preparing wireframes and leveraging open-source technologies to meet program requirements. • Create and maintain Management Information Systems (MIS) and Geographic Information Systems (GIS) applications tailored to the needs of land records management. • Assist in conducting User Acceptance Testing (UAT) of IT solutions, collaborating with end-users and stakeholders to identify issues, gather feedback and ensure that systems meet functional and usability requirements prior to deployment. • Explore, evaluate and integrate open-source technologies and tools into the development process to optimise cost-effectiveness, interoperability and scalability of IT solutions within the programme. • Document IT solutions, processes and procedures effectively, and provide training and support to end-users and stakeholders to facilitate smooth adoption and utilization of developed applications. • Respond to additional duties and responsibilities as assigned by senior officials.
5	GIS Technical Expert	<p>Educational Qualifications Required</p> <ul style="list-style-type: none"> • Bachelor's degree in Engineering or Master's in Computer Applications/Geo-informatics or relevant fields. <p>Work Experience Required</p>	<ul style="list-style-type: none"> • Utilize geo-informatics tools and techniques to understand and interpret trends in spatial data relevant to NAKSHA. • Collaborate with stakeholders to identify and assess potential issues or challenges in GIS-related areas

		<ul style="list-style-type: none"> • A minimum of 5 years of experience in the development of GIS-based software tools is preferred. <p>Demonstrated proficiency in designing, developing and implementing GIS solutions to meet project requirements and objectives.</p>	<p>and develop effective solutions.</p> <ul style="list-style-type: none"> • Provide expertise and guidance on GIS-related matters to ensure compliance with standards and regulations, maintaining high-quality deliverables. • Prepare reports and presentations on GIS trends, progress and solutions for stakeholders, ensuring accuracy and clarity in documentation. • Respond to additional duties and responsibilities as assigned by senior officials.
6	Remote Sensing Analyst	<p>Educational Qualifications Required</p> <ul style="list-style-type: none"> • Bachelor's degree in Engineering or Master's in Computer Applications/Geoinformatics or relevant fields. <p>Work Experience Required</p> <ul style="list-style-type: none"> • A minimum of 5 years of experience in the maintaining High Resolution Satellite Imageries and software tools like ERDAS Imagine, LPS, QGIS, ArcGIS is preferred. • Demonstrated proficiency in Ortho rectification, mosaicking, analysis using satellite data to meet project requirements and objectives. 	<ul style="list-style-type: none"> • Collect remote sensing data from satellites, aerial surveys, drones, or other sources. • Analyze and process raw satellite or aerial imagery using specialized software (e.g., ERDAS, ENVI, ArcGIS). • Extract meaningful insights by interpreting imagery to identify land features, vegetation types, water bodies, or urban structures. • Integrate remote sensing data with GIS tools for spatial analysis and mapping purposes. • Develop and refine algorithms for automated classification, object detection, and change detection. • Conduct time-series analysis to track environmental changes, land-use patterns, or disaster impacts. • Support predictive modeling using remote sensing datasets to forecast trends or simulate scenarios. • Work with land experts, urban planners, and policymakers to provide geospatial insights for decision-making. • Prepare detailed reports, visualizations, and presentations to communicate findings to stakeholders. • Ensure the accuracy and reliability of remote sensing data and analyses through rigorous quality checks. • Train team members or stakeholders in remote sensing techniques and software usage. • Stay updated on advancements in remote sensing technologies, sensors, and data processing techniques. • Respond to additional duties and responsibilities as assigned by senior officials.
7	Data Entry Operation	<p>Educational Qualifications Required</p>	<ul style="list-style-type: none"> • Accurately input data into computer systems, databases, or

		<ul style="list-style-type: none"> • Bachelor's degree in any stream. <p>Work Experience Required</p> <ul style="list-style-type: none"> • Minimum of 2 years of experience and proficient typing skills in either English or Punjabi are preferred. 	<p>spreadsheets from various sources such as paper documents, digital files, or audio recordings.</p> <ul style="list-style-type: none"> • Review and verify data for accuracy and completeness, correcting errors when necessary. • Update and maintain data in systems, ensuring that records are current and organized. • Organize and manage both digital and physical files, ensuring easy retrieval when needed. • Regularly back up data to prevent loss and ensure data security. • Create and format reports, tables, or summaries as required by supervisors or departments. • Ensure data handling adheres to organizational policies and data privacy regulations. • Meet daily, weekly, or monthly data entry quotas and deadlines. • Identify and flag inconsistencies or discrepancies in data sources. • Collaborate with team members or supervisors to clarify unclear information or resolve data-related issues. • Operate office equipment and software such as MS Office, word processors, spreadsheets, and data management systems. • Maintain strict confidentiality of sensitive information while handling and processing data.
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2. Salary-

S.No	Position	No. of Posts	Remuneration (Rs. per month)
1	Project Coordinator	1	150000
2	Expert (Land Administration)	1	150000
3	Manager (Geospatial Technology)	2	120000 (each)
4	Programmer (MIS & GIS Developer)	1	100000
5	GIS Technical Expert	2	100000 (each)
6	Remote Sensing Analyst	1	80000
7	Data Entry Operator	1	45000

3. Tenure-Initially for one year

4. Selection criteria is attached at Annexure-A

Instructions for Candidates:

1. Applicants are requested to submit their applications online in the prescribed proforma, along with attested copies of all certificates, mark sheets, a recent passport-size photograph, and relevant experience certificates, etc.
2. Candidates not possessing the requisite qualifications for the posts are liable to be rejected.
3. Candidates who have pursued professional courses through Open and Distance Learning (ODL) are not eligible to apply.
4. In case candidates are awarded Grades/CGPA instead of marks, the conversion of Grades/CGPA to percentage of marks shall be based on the procedure certified by the University from which they have obtained the degree. The onus of proving such conversion shall rest with the candidate. Candidates must indicate the equivalent percentage in the relevant column of the online application form as per the norms adopted by the University and submit necessary proof for the equivalent percentage (i.e., norms adopted by the University or a certified copy from the University stating the equivalent percentage). Rounding off of percentage of marks/CGPA grading is not allowed.
5. Only shortlisted candidates will be called for interview.
6. Candidates called for interview must produce all relevant original documents along with a set of self-attested photocopies at the time of the selection process. If any information furnished online is found to be wrong, false, or suppressed at any stage of the recruitment process, the candidate will not be allowed to appear for the interview.
7. No TA/DA shall be paid to candidates for appearing in the interview.
8. Applicants are advised to check their email and visit the Revenue Department's website from time to time. The Department will not be responsible for non-receipt of intimation regarding call letters or any communication due to technical reasons or otherwise. Candidates are advised to provide a correct email address.
9. Candidates possessing degrees awarded by foreign universities should produce an equivalency certificate issued by the Association of Indian Universities (AIU), New Delhi, at the time of interview or while applying.
10. Only Indian nationals need to apply.
11. Candidates intending to apply for more than one post should submit a separate application for each post.
12. Applications received after the due date, unsigned applications, or incomplete applications (such as those without photograph, signature, or mark sheets, or incomplete in any respect) will not be considered.
13. The Department reserves the right to accept or reject any application without assigning any reason thereof.
14. Canvassing in any form will lead to summary disqualification.

15. If any information furnished in the application form is found to be wrong, false, or incomplete, the candidate will not be called for interview.
16. In case of submission of duplicate or multiple applications against a particular position, the latest application submitted before the closing date shall be considered for further processing.
17. Note: Candidates who fail to produce original degree or diploma certificates, proof of date of birth, conversion factor of CGPA, mark sheets, etc., will not be entertained.

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Annexure-A

POSITION: PROJECT COORDINATOR

1. Mandatory Eligibility Requirements:-

A. Educational Qualification (Mandatory)- Master's in Engineering / Business Administration / Development Studies / Social Work OR Bachelor's in Engineering / Science or related field

B. Work Experience (Mandatory)- 1) Minimum 5 years' experience in implementing and coordinating projects related to Central / State Government programmes, or Public / Private sector schemes. 2) Proven track record in data analysis, project management and coordination, demonstrating effective leadership and problem-solving skills in achieving project objectives and ensuring smooth programme operations.

C. Age Limit

- Upper age limit: 45 years (Age shall be calculated as on the last date of submission of application.)

2. Selection Criteria-Total Marks: 100

A. Educational Qualification – Maximum 40 Marks

A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's (A1)	Percentage	Marks
75% and above		30
65% to < 75%		26
55% to < 65%		22
45% to < 55%		18
Below 45%		14

A2. For Master's degree 10 extra marks will be given.

B. Length of Experience in Implementing and Coordinating Projects (Central / State Government Programmes or Public / Private Sector Schemes) – 35 Marks

Total Relevant Experience	Marks
5≤6 Years	15
6≤7 Years	19
7≤8 Years	23
8≤9 Years	27
9≤10 Years	31
More than 10 years	35

Shortlisting: only the Top 50 candidates (based on the marks from Sections A and B) will be called for interview.

D. Interview / Interaction – 25 Marks

The interview shall assess the following:

Sr. No.	Parameter	Marks
1	Understanding of Government programmes and NAKSHA scheme	7
2	Project coordination, monitoring and reporting ability	6

3	Problem-solving and handling implementation challenges	6
4	Communication skills and stakeholder coordination	6

Final Selection- Final merit list shall be prepared by adding Screening Marks and Interview Marks.

POSITION: EXPERT (LAND ADMINISTRATION)

1. Eligibility (Mandatory – Not for Scoring)

Retired Civil Service Officers with a minimum of 10 years of experience in land administration-revenue/registration/ consolidation/ Survey.

Upper Age Limit: 70 years as on the date of application.

2. Selection Criteria (Total 100 Marks)

A. Educational Qualification – Maximum 40 Marks

A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's Percentage (A1)	Marks
75% and above	30
65% to < 75%	26
55% to < 65%	22
45% to < 55%	18
Below 45%	14

A2. For Master's degree 10 extra marks will be given.

B. Length of Experience in Land Administration – 35 Marks (Marks are awarded strictly based on the "Service Record" provided by the candidate).

Total Relevant Experience	Marks
10≤12 Years	15
12≤14 Years	19
14≤16 Years	23
16≤18 Years	27
18≤20 Years	31
More than 20 years	35

Shortlisting: only the Top 50 candidates (based on the marks from Sections A and B) will be called for interview.

C. Interview / Interaction – (25 Marks)

Sr. NO.	Parameter	Marks
1	Understanding of land administration systems, land laws and NAKSHA scheme	6
2	Ability to advise and guide States/UTs on NAKSHA implementation and State-specific issues	7

3	Problem-solving, decision-making and dispute-handling capability	6
4	Communication skills, advisory clarity and stakeholder coordination	6

Final Selection- Final merit list shall be prepared by adding Screening Marks and Interview Marks.

POSITION: MANAGER (GEOSPATIAL TECHNOLOGY)

1. Eligibility (Mandatory – Not for Scoring)- Candidates not meeting these criteria will not be considered for evaluation.

A. Educational Qualification- Bachelor's degree in Engineering/Technology from a recognized University or Institute in a relevant field such as Civil Engineering, Computer Science, Geomatics Engineering, or related disciplines.

B. Desirable Qualification:

GATE qualified and certification in GIS/ Data analysis related courses with knowledge of ArcGIS/ QGIS, and other software related to GIS data processing and management or masters in graduation field is desirable

C. Work Experience- 1) Minimum 5 Years of post-qualification experience in the management and execution of GIS / Geospatial projects.

2) Proficiency in utilizing GIS software such as ArcGIS, QGIS and other relevant tools for spatial data processing, mapping and database management.

D. Age Limit- Upper Age Limit: 35 years as on the date of application.

2. Selection Criteria (Total 100 Marks)

A. Educational Qualification – Maximum 40 Marks

A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's Percentage	Marks
75% and above	30
65% to < 75%	26
55% to < 65%	22
45% to < 55%	18
Below 45%	14

A2. For Master's degree 10 extra marks will be given.

B. Work Experience (Maximum 30 Marks)- Length of Relevant Experience (Verification via Service Certificates)

Total Relevant Experience	Marks
5≤6 Years	10
6≤7 Years	14
7≤8 Years	18
8≤9 Years	22
9≤10 Years	26
More than 10 years	30

C. Technical Certifications & Skills (Maximum 5 Marks)

Marks are awarded for valid certificates.

Category	Specific Recognized Certifications	Marks
GIS Proficiency	IIRS-ISRO Outreach (3 months+), or CDAC Geomatics Certificate, NPTEL / SWAYAM Certificate (GIS / Remote Sensing related), Esri Technical Certification (Desktop/Pro Associate); QGIS Proficiency Certificate (from OSGeo-accredited partners); or any other Advanced GIS or GIS related Software Proficiency certification from a recognized University or Institution.	2.5
Gate Qualification	Valid Gate qualification in relevant discipline	2.5

Shortlisting for Interview- For each post of Manager (Geospatial Technology), only the top 50 candidates, based on marks obtained in Sections A, B and C, shall be shortlisted for interview.

D. Interview / Technical Interaction – 25 Marks

Sr. No.	Parameter	Marks
1	Practical understanding of GIS workflows and tools (ArcGIS/QGIS)	6
2	Ability to design, manage and troubleshoot GIS applications for land records and urban mapping	6
3	Understanding of NAKSHA scheme, cadastral mapping and GIS integration	6
4	Communication skills, training ability and stakeholder coordination	7

Final Selection- Final merit list shall be prepared by adding screening marks and interview marks.

POSITION: PROGRAMMER (MIS & GIS DEVELOPER)

1. Eligibility (Mandatory – Not for Scoring)- Only candidates fulfilling the following eligibility conditions shall be considered:

A. Educational Qualification

Bachelor's degree in Engineering or Science, preferably in Computer Science or Information Technology.

B. Work Experience: 1) Minimum of 5 years of experience in database administration, encompassing database design, implementation, optimisation and maintenance.

2) Proficiency in GIS-based software tool development, with a track record of designing and deploying solutions to meet project requirements.

C. Age Limit:- Upper Age Limit 35 years as on the date of application.

D. Desirable Qualification:

Master's Degree in Computer Science or Information Technology

2. Selection Criteria- Total Marks : 100

A. Educational Qualification – Maximum 40 Marks

A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's Percentage (A1)	Marks
75% and above	30
65% to < 75%	26
55% to < 65%	22
45% to < 55%	18
Below 45%	14

A2. For Master's degree 10 extra marks will be given.

B. Length of Relevant Experience (Maximum 30 Marks)-

Total Relevant Experience	Marks
5≤6 Years	10
6≤7 Years	14
7≤8 Years	18
8≤9 Years	22
9≤10 Years	26
More than 10 years	30

C. Professional Certifications-5 Marks

Sr. No.	Category	Specific Recognized Certifications	Marks
1	MIS Development	Oracle Certified Professional (Database / SQL), or Microsoft Azure Data Engineer, or Advanced MIS / Database Management Certification from a recognized University or reputed IT training institution or other recognized certification in the same field	2.5
2	GIS Development	Esri ArcGIS Enterprise Associate Certification, or Certification in PostgreSQL, or Certification in WebGIS Development/Geoserver/ Geodatabase Management or other recognized certification in the same field	2.5

Shortlisting: only the Top 50 candidates (based on the marks from Sections A and B) will be called for interview.

D. Interview / Technical Interaction – 25 Marks

Sr. No.	Parameter	Marks
1	Understanding of MIS & GIS application architecture, workflows and development	6
2	Ability to translate programme requirements into technical solutions	6
3	Understanding of NAKSHA requirements and land-record-related IT systems	6

4	Communication skills, documentation ability and user-support orientation	7
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Final Selection-Final merit list shall be prepared by adding Screening Marks and Interview Marks

POSITION: GIS Technical Expert

1. **Eligibility (Mandatory – Not for Scoring)- Candidates not meeting these criteria will not be considered for evaluation.**
 - A. **Educational Qualification-** Bachelor's degree in Engineering or Master's in Computer Applications/Geo-informatics or relevant fields.
 - B. **Desirable Qualification-** Master's in Engineering in graduation field is desirable.
 - C. **Work Experience-** 1) A Minimum 5 Years of experience in the development of GIS-based software tools. 2) Demonstrated proficiency in designing, developing and implementing GIS solutions to meet project requirements and objectives.
 - D. **Age Limit-**Upper Age Limit: 35 years as on the date of application.
2. **Selection Criteria (Total 100 Marks)**
 - A. Educational Qualification – Maximum 40 Marks
 - A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's Percentage /M.Sc in Computer Application/ Geoinformatics /Geospatial /Remote Sensing & GIS	Marks
75% and above	30
65% to < 75%	26
55% to < 65%	22
45% to < 55%	18
Below 45%	14

- A2. For Master's in Engineering degree 10 extra marks will be given.
- B. **Length of Relevant Experience- (Maximum 30 Marks)**

Total Relevant Experience	Marks
5≤6 Years	10
6≤7 Years	14
7≤8 Years	18
8≤9 Years	22
9≤10 Years	26
More than 10 years	30

- C. **Technical Certifications & Skills (Maximum 5 Marks)**-Marks are awarded for valid certificates.

Category	Specific Recognized Certifications	Marks
GIS Proficiency	IIRS-ISRO Outreach (3 months+), or CDAC Geomatics Certificate, NPTEL / SWAYAM Certificate (GIS / Remote Sensing related), Esri Technical Certification (Desktop/Pro Associate); QGIS Proficiency Certificate (from OSGeo-accredited partners); or any other Advanced GIS or GIS related Software Proficiency certification from a recognized University or Institution.	2.5

GIS Development	Esri ArcGIS Enterprise Associate Certification, or Certification in PostgreSQL, or Certification in WebGIS Development/Geoserver/Geodatabase Management or other recognized certification in the same field.	2.5
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Shortlisting for Interview- only the top 50 candidates, based on marks obtained in Sections A, B and C, shall be shortlisted for interview.

D. Interview / Technical Interaction – 25 Marks

The interview shall assess the following:

Sr. No.	Parameter	Marks
1	Practical understanding of GIS workflows and tools (ArcGIS/QGIS)	6
2	Ability to design, manage and troubleshoot GIS applications for land records and urban mapping	6
3	Understanding of NAKSHA scheme, cadastral mapping and GIS integration	6
4	Communication skills, training ability and stakeholder coordination	7

Final Selection-Final merit list shall be prepared by adding Screening Marks and Interview Marks

POSITION: Remote Sensing Analyst

1. Eligibility (Mandatory – Not for Scoring)- Candidates not meeting these criteria will not be considered for evaluation.

A. Educational Qualification- Bachelor's degree in Engineering or Master's in Computer Applications/Geo-informatics or relevant fields.

B. Desirable Qualification-Master's in Engineering in graduation field is desirable.

C. Work Experience- 1) Minimum 5 Years of experience in the maintaining of High Resolution Satellite Imageries and software tools like ERDAS Imagine, LPS, QGIS, ArcGIS is preferred. 2) Demonstrated proficiency in Ortho rectification, musicking, analysis using satellite data to meet project requirement and objectives.

D. Age Limit-Upper Age Limit: 35 years as on the date of application.

2. Selection Criteria (Total 100 Marks)

A. Education Qualification-40

A1. Bachelor's Degree – Maximum 30 Marks

Bachelor's Percentage /M.Sc in Computer Application/ Geoinformatics /Geospatial /Remote Sensing & GIS	Marks
75% and above	30
65% to < 75%	26
55% to < 65%	22
45% to < 55%	18
Below 45%	14

A2. For Master's in Engineering degree 10 extra marks will be given.

B. Length of Relevant Experience (Maximum 30 Marks)-

Total Relevant Experience	Marks
5≤6 Years	10
6≤7 Years	14
7≤8 Years	18
8≤9 Years	22
9≤10 Years	26
More than 10 years	30

C. Technical Certifications & Skills (Maximum 5 Marks)

Marks are awarded for valid certificates.

Category	Specific Recognized Certifications	Marks
GIS Proficiency	IIRS-ISRO Outreach (3 months+), or CDAC Geomatics Certificate, NPTEL / SWAYAM Certificate (GIS / Remote Sensing related), Esri Technical Certification (Desktop/Pro Associate); QGIS Proficiency Certificate (from OSGeo-accredited partners); or any other Advanced GIS or GIS related Software Proficiency certification from a recognized University or Institution	2.5
RS & Image Analysis	ERDAS Imagine Spatial Modeler Certification, ENVI Certified Professional and other certificates in the same field from a recognized University or Institution	2.5

Shortlisting for Interview- only the top 50 candidates, based on marks obtained in Sections A, B and C, shall be shortlisted for interview.

D. Interview / Technical Interaction – 25 Marks

The interview shall assess the following:

Sr. No.	Parameter	Marks
1	Hands-on experience with ERDAS Imagine, LPS, QGIS, ArcGIS; understanding of tool-specific workflows, Understanding of GCPs, DEMs, sensor models, error sources, and accuracy assessment	10
2	Understanding of NAKSHA scheme, cadastral mapping and GIS integration	7.5
3	Communication skills, training ability and stakeholder coordination	7.5

Final Selection-Final merit list shall be prepared by adding Screening Marks and Interview Marks

7. POSITION: DATA ENTRY OPERATOR**1. Eligibility (Mandatory – Not for Scoring)**

Only candidates fulfilling the following eligibility conditions shall be considered:

A. Educational Qualification-Bachelor's degree in any stream.

B. Work Experience- Minimum 2 years of experience proficient typing skills in either English or Punjabi are preferred

C. Desirable: Possession of valid certification in MS Word and MS Excel / MS Office, issued by a recognised institute certified under ISO standards.

D . Age Limit Age Limit:- Upper Age Limit 35 years as on the date of application.

2. Selection Criteria-(Total Marks: 100)

A. Educational Qualification – Maximum 50 Marks

A1. Bachelor's Degree – Maximum 40 Marks

Bachelor's Percentage (A1)	Marks
75% and above	40
65% to < 75%	35
55% to < 65%	30
45% to < 55%	25
Below 45%	20

A2. For Master's degree 10 extra marks will be given.

B. Length of Relevant Experience -(Maximum 50 Marks)

Total Relevant Experience	Marks
3 years	5
4 Years	10
5 Years	15
6 Years	20
7 Years	25
8 Years	30
9 years	35
10 years	40
11 years	45
12 years and more	50

C. Skill Proficiency & Typing Test – Mandatory

Candidates must qualify the typing test to be considered further.

- Minimum typing speed:30 words per minute (WPM)
- Minimum accuracy required:90%

Final Selection

The final merit list shall be prepared by adding Educational Qualification and Length of experience Marks

