FORENSIC SCIENCE LABORATORY, HARYANA
MADHUBAN, KARNAL – 132 037 (HARYANA)

Tel.: 0184-2380104 | E-mail:directorfslh@yahoo.com | Website: www.haryanapolice.gov.in

Advt. No. 12907/26 **Dated, Madhuban, the** 07/10/2026

RECRUITMENT NOTICE

ENGAGEMENT OF SCIENTIFIC AND SUPPORT STAFF ON PURELY CONTRACTUAL BASIS IN THE DNA DIVISION OF HARYANA FSL, MADHUBAN

IMPORTANT — PLEASE READ CAREFULLY BEFORE APPLYING

1. Incomplete applications, applications not in the prescribed format, applications without self-attested supporting documents, and applications received after the last date and time shall stand SUMMARILY REJECTED. No correspondence shall be entertained in this regard.
2. A SEPARATE application, along with a separate complete set of supporting documents, must be submitted for EACH post. A single application for more than one post shall be rejected.
3. The engagement is purely temporary, contractual and time-bound. It confers NO right whatsoever to regularisation, absorption, seniority, pension or continued engagement.

Applications are invited from eligible Indian citizens for engagement against the following posts in the **DNA Division** of the Forensic Science Laboratory, Haryana, Madhuban, Karnal, purely on **contract basis** for a period of **one year**. The engagement is being made for time-bound clearance of the existing case pendency of the DNA Division.

1. DETAILS OF POSTS, ELIGIBILITY AND REMUNERATION

S. No.	Name of Post & No. of Posts	Essential Qualification and Experience	Age Limit	Fixed Consolidated Remuneration (per month)
1	**Senior Scientific Officer (DNA)** **No. of Posts : 05**	**Essential Educational Qualification :** M.Sc. (1st Division) or Ph.D. in Zoology / Physical Anthropology / Genetics / Biochemistry / Biotechnology / Microbiology / Molecular Biology / Forensic Science, or equivalent qualification in any of the above subjects, with Zoology / Botany as one of the subjects at B.Sc. level, from a recognised University. **Essential Experience :** Minimum five (05) years' post-qualification hands-on experience of Forensic DNA casework in a State / Central Forensic Science Laboratory, including STR profiling, capillary electrophoresis, mixture interpretation and statistical analysis. **Desirable :** Demonstrated experience of technical review of casework, report writing and deposition as an expert witness before a Court of Law; FACT / FACT Plus qualification (NFSU); Doctorate in a relevant discipline; prior experience in an ISO/IEC 17025-accredited DNA laboratory.	21 to 50 years	**₹ 53,100/-** **(consolidated)**
2	**Senior Scientific Assistant (DNA)** **No. of Posts : 05**	**Essential Educational Qualification :** M.Sc. (1st Division) or Ph.D. in Zoology / Physical Anthropology / Genetics / Biochemistry / Biotechnology / Microbiology / Molecular Biology / Forensic Science, or equivalent qualification in any of the above subjects, with Zoology / Botany as one of the subjects at B.Sc. level, from a recognised University. **Essential Experience :** Minimum three (03) years' post-qualification hands-on experience of Forensic DNA casework in a State / Central Forensic Science Laboratory, including STR profiling, capillary electrophoresis, mixture interpretation and statistical	21 to 45 years	**₹ 44,900/-** **(consolidated)**

S. No.	Name of Post & No. of Posts	Essential Qualification and Experience	Age Limit	Fixed Consolidated Remuneration (per month)
		analysis. **Desirable :** FACT / FACT Plus qualification (NFSU); Doctorate in the concerned discipline; prior experience of evidence handling and chain-of-custody protocols; working knowledge of Hindi.		
3	**Scientific Assistant (DNA)** **No. of Posts : 05**	**Essential Educational Qualification :** M.Sc. (at least 2nd Division) in Zoology / Physical Anthropology / Genetics / Biochemistry / Biotechnology / Microbiology / Molecular Biology / Forensic Science, or equivalent qualification in any of the above subjects, with Zoology / Botany as one of the subjects at B.Sc. level, from a recognised University. **Essential Experience :** Minimum one (01) year's post-qualification hands-on experience of Forensic DNA casework in a State / Central Forensic Science Laboratory, including STR profiling, capillary electrophoresis, mixture interpretation and statistical analysis. **Desirable :** FACT qualification (NFSU); exposure to evidence packaging, exhibit handling and basic statistical software used in DNA interpretation.	21 to 40 years	₹ 35,400/- (consolidated)
4	**Lab Attendant (Support Staff, DNA Division)** **No. of Posts : 05**	**Essential Educational Qualification :** Matriculation (10th) pass from a recognised Board. 10+2 with Science shall be preferred. No specialised science degree is required. **Experience (Desirable, not essential) :** Prior experience of working as a Laboratory Attendant / Laboratory Assistant in a Government forensic, chemical or pathological laboratory, hospital or educational institution — including glassware washing, reagent and chemical handling under supervision, exhibit movement and general laboratory upkeep — shall be preferred. **Desirable :** Basic familiarity with laboratory safety practices and handling of chemicals / bio-hazardous material under supervision; basic computer literacy (data entry, record maintenance); ability to maintain registers and documentation in Hindi and English.	18 to 40 years	₹ 16,900/- (consolidated)
TOTAL NUMBER OF POSTS : 20 **Mode of Recruitment : Screening on the basis of essential educational qualification and experience, followed by INTERVIEW before a Selection Committee constituted by the Director, FSL (Haryana). There shall be NO written examination.**				

NOTES :

1. The number of posts indicated above is provisional and tentative. The Laboratory reserves the right to increase or decrease the number of posts, or not to fill any or all of the posts, at any stage, without assigning any reason and without any prior notice.
2. All the above posts are purely contractual, temporary and time-bound in nature, created solely for clearance of case pendency. They are neither sanctioned regular posts nor do they carry any of the pay scales, allowances, benefits or facilities admissible to regular Government employees.
3. "Experience" means post-qualification, hands-on, documented experience of Forensic DNA casework, supported by an experience certificate issued by the Head of the Laboratory / competent authority, clearly indicating the period, designation and nature of work performed. Experience gained during a course of study, internship, dissertation or project work shall NOT be counted.
4. Where a University / Board awards grades or CGPA instead of marks, the candidate must submit, along with the application, a certificate from the University / Board converting the grade or CGPA into a percentage of marks. In the absence of such a certificate, the application is liable to be rejected.

Candidates possessing FACT / FACT Plus qualification of the National Forensic Sciences University (NFSU) shall be given preference at the screening stage.

6. Qualifications and experience must have been acquired from an institution recognised / established by law in India. Degrees obtained through open or distance learning must be from institutions recognised by UGC / DEB for the relevant period.

2. CATEGORY-WISE DISTRIBUTION OF POSTS

Reservation shall be applicable as per the policy and instructions of the Government of Haryana in force on the date of this advertisement. The category-wise break-up of posts is as under :

Name of Post	Total Posts	Gen. / UR	SC	BC-A	BC-B	EWS
Senior Scientific Officer (DNA)	**05**	04	01	-	-	-
Senior Scientific Assistant (DNA)	**05**	04	01	-	-	-
Scientific Assistant (DNA)	**05**	04	01	-	-	-
Lab Attendant	**05**	04	01	-	-	-
TOTAL	**20**	**16**	**04**			

Candidates claiming the benefit of reservation must submit a valid caste / category certificate issued by the competent authority of the State of Haryana, in the prescribed format, along with the application. Candidates belonging to the reserved categories of other States shall be considered against the General category only.

. DUTIES AND RESPONSIBILITIES

3.1 Senior Scientific Officer (DNA)

- To examine casework and submit the test / examination report as per the Quality Manual to the forwarding authority, and to depose as an expert witness in a Court of Law as and when required.
- Overall technical review and quality check of DNA profiles and interpretations generated by Senior Scientific Assistants and Scientific Assistants, prior to finalisation of the report.
- Independent handling of complex and mixture DNA profile interpretation, statistical analysis, and preparation of final scientific examination reports.
- Ensuring compliance with ISO/IEC 17025 accreditation standards and the quality assurance / quality control protocols of the DNA Division.
- Mentoring and providing technical guidance to Senior Scientific Assistants and Scientific Assistants engaged under this notice.
- Any other duty assigned by the Director, FSL (Haryana), and senior officers / officials.

3.2 Senior Scientific Assistant (DNA)

- To provide scientific and technical assistance in the examination of crime exhibits of the concerned Division, and in research studies, training and reports.
- Independent laboratory processing of forensic biology exhibits — DNA extraction, quantitation, PCR amplification and capillary electrophoresis.
- Preliminary interpretation of DNA profiles and preparation of draft examination reports for technical review.
- Assisting in crime scene examination / investigation as required, and maintenance of chain-of-custody documentation.
- Assisting in NABL / ISO 17025-related quality assurance documentation and proficiency testing.
- Any other duty assigned by the Director, FSL (Haryana), and senior officers / officials.

3.3 Scientific Assistant (DNA)

- Examination of crime exhibits and preliminary laboratory processing under the guidance of Senior Scientific Assistants / Senior Scientific Officers.
- Maintenance of exhibit registers, inventory of laboratory equipment and supplies, and stock records.
- Assistance in operating and handling sophisticated laboratory instruments of the DNA Division.
- Any other duty assigned by the Director, FSL (Haryana), and senior officers / officials of the Division.

3.4 Lab Attendant

- Assistance in general laboratory upkeep — washing and sterilisation of glassware, arrangement of laboratory consumables, and maintenance of cleanliness and orderliness of the laboratory and office premises.
- Receipt, movement and safe custody-in-transit of exhibits and case files within the Division and between the Division, other sections of the Laboratory, Police Stations and Courts.
- Assistance to Scientific Officers / Assistants in the handling of chemicals, reagents and laboratory equipment under supervision, and support during crime-scene related logistics.
- Maintenance of registers, stock records, filing and general documentation support for the Division.
- Any other duty assigned by the Director, FSL (Haryana), and senior officers / officials.

4. MODE OF SELECTION

1. Screening : All applications received within the prescribed date and time shall be screened strictly on the basis of the essential educational qualification and the requisite post-qualification experience prescribed at Section 1 above.
2. Merit for shortlisting : Where the number of eligible applications for a post is disproportionately large, a post-wise shortlist may be drawn up on the basis of the average of the percentage of marks obtained in 10+2, Bachelor's and Master's examinations. In the case of equal merit, the candidate senior in age shall be given preference. Merit list will be prepared separately post wise.
3. Interview : Shortlisted candidates shall be called for interview before a Selection Committee constituted by the Director, FSL (Haryana), at the Forensic Science Laboratory, Haryana, Madhuban, Karnal. There shall be no written examination, in the interest of speed.
4. The list of candidates shortlisted for interview shall be displayed on the Notice Board of the Laboratory and uploaded on the official website **haryanapolice.gov.in**. No separate call letter shall be issued by post. Candidates are advised to check the website regularly.

5. Document verification : Candidates shall produce all original certificates of age, educational qualification, experience, category and identity, along with one set of self-attested photocopies, at the time of interview. A candidate who fails to produce the originals shall not be permitted to appear in the interview.
6. Pre-engagement formalities : Selection shall be subject to verification of character and antecedents and to medical fitness. Selected candidates shall be required to execute a contractual agreement and furnish an undertaking on non-judicial stamp paper of ₹ 100/- as prescribed at Annexure-II.
7. The names of the selected candidates and the waiting list shall be displayed on the Notice Board and on the official website. No postal or personal intimation shall be sent.

5. HOW TO APPLY

1. Applications must be submitted strictly in the prescribed format at Annexure-I, duly filled in, signed, with a recent passport-size photograph pasted in the space provided.
2. **A separate application, with a separate complete set of enclosures, must be submitted for each post.** A single application for more than one post shall be summarily rejected.
3. The completed application, along with self-attested copies of all supporting documents listed at Section 6, must reach **The Director, Forensic Science Laboratory, Haryana, Madhuban, Karnal – 132 037** either by Registered / Speed Post, or by delivery in person during office hours, **on or before** 10/11/2026 **up to 05:00 P.M.**
4. The envelope containing the application must be superscribed in bold letters : **"APPLICATION FOR THE POST OF _____ (CONTRACTUAL) — DNA DIVISION".**
5. Applications received after the prescribed date and time, and applications sent by e-mail or fax, shall NOT be accepted, irrespective of the date of posting or any postal delay.
6. No application fee is payable.

6. DOCUMENTS TO BE ENCLOSED WITH THE APPLICATION

S. No.	Document (self-attested photocopy, unless otherwise stated)	Enclosed (Yes / No)
1	Matriculation (10th) certificate / Date of Birth proof	
2	10+2 certificate and detailed marks sheet	
3	Bachelor's degree and marks sheets of all years / semesters	
4	Master's degree and marks sheets of all semesters (not applicable for Lab Attendant)	
5	Ph.D. degree / provisional certificate, if any	
6	Experience certificate(s) from the Head of the Laboratory / competent authority, clearly showing period, designation and nature of work	
7	FACT / FACT Plus certificate, if any	
8	Grade / CGPA-to-percentage conversion certificate issued by the University / Board, where applicable	
9	Caste / Category certificate (SC / BC-A / BC-B / EWS / ESM / PwD) issued by the competent authority of Haryana, if applicable	
10	Haryana Resident / Domicile certificate, if claiming reservation	
11	Aadhaar Card and one additional photo identity proof	
12	Two recent passport-size photographs (one pasted on the application, one loose)	
13	Undertaking in the prescribed format at Annexure-II (to be submitted at the time of joining, on ₹ 100/- non-judicial stamp paper, duly notarised)	
14	Any other relevant document (please specify)	

TERMS AND CONDITIONS OF ENGAGEMENT

1. The engagement shall be purely on contract basis for a period of one year from the date of joining, or till the requirement subsists, whichever is the earliest. The contract shall stand terminated automatically on expiry of the said period without any further notice.
2. Fixed consolidated remuneration shall be paid as indicated at Section 1. No other allowance whatsoever — House Rent Allowance, Dearness Allowance, Travelling Allowance, Medical Allowance, Leave Travel Concession, bonus, gratuity, pension or annual increment — shall be admissible or paid.
3. No allowance, benefit or facility available to regular employees of the Laboratory or of the Government of Haryana shall be payable to the person engaged.
4. The engagement shall confer no right to claim regularisation, absorption, seniority or continued engagement against any regular post, whether in this Laboratory or elsewhere in the Government of Haryana.
5. Selected candidates shall be required to furnish an undertaking on non-judicial stamp paper of ₹ 100/-, duly notarised, in the prescribed format at Annexure-II, to the effect that they shall not stake any claim, nor file any Court case, for regularisation or absorption in service after termination or completion of the contract period.
6. The contractual staff shall be liable to work in shifts, including on a 24×7 basis, as per the operational requirement of the DNA Division. No relaxation in working hours shall be granted for any reason whatsoever.
7. The person engaged may be posted at the Forensic Science Laboratory, Haryana, Madhuban, Karnal, or at any Regional Forensic Science Laboratory or other unit of the Laboratory anywhere in the State of Haryana, as per the requirement of casework, and may be transferred between such units at any time.
8. The contractual staff shall be entitled to 8 Casual Leave and 2 Restricted Holidays in a calendar year, or proportionately for the part of the year served. No Earned Leave, Medical Leave, Maternity Leave or any other kind of leave shall be admissible.
9. The engaging authority may terminate the contract at any time, without assigning any reason and without any notice or compensation, including in the event of the services being found unsatisfactory or of any irregularity, misconduct or breach of confidentiality being established.
10. A person engaged who wishes to resign shall be required to give one month's prior notice in writing, or to surrender one month's remuneration in lieu of such notice.
11. The engagement shall be subject to verification of character and antecedents through the police authorities, and to a certificate of medical fitness issued by a Government Medical Officer. In the event of any adverse report, the engagement shall stand cancelled forthwith.
12. The person engaged shall maintain absolute confidentiality in respect of all case records, DNA profiles, database entries and other information coming to his or her knowledge in the course of the engagement, both during and after the period of engagement. Any breach shall attract immediate termination and such legal action as may be warranted.
13. The person engaged shall be bound by the Quality Manual, Standard Operating Procedures, ISO/IEC 17025 requirements and all other instructions of the Laboratory in force from time to time.
14. Candidates already in Government service or in service of a public sector undertaking must apply through proper channel, or produce a 'No Objection Certificate' from their present employer at the time of interview.
15. Candidates shall appear for the interview at their own cost. No Travelling Allowance or Dearness Allowance shall be paid under any circumstances.
16. If the interview cannot be completed on the scheduled date, it shall be continued on the next working day. If a holiday is declared on a scheduled date for any reason, the interview shall be held on the next working day.
17. Canvassing in any form, or bringing influence from any quarter, shall render the candidate disqualified.
18. Furnishing of any false, incorrect or misleading information, or suppression of any material fact, shall render the candidature liable to cancellation at any stage, and the engagement, if already made, liable to immediate termination, besides such other action as may be deemed fit.
19. Mere fulfilment of the minimum eligibility conditions shall not confer any right to be called for interview or to be selected.
20. The selected candidate must join within seven (07) days from the date of issue of the engagement order, failing which the selection shall stand cancelled automatically and the next eligible candidate from the waiting list shall be engaged in his or her place.
21. No correspondence or personal enquiry on telephone shall be entertained.

22. The engagement shall be made under Section 17(2) of the Haryana Police Act, 2007, or such other enabling provision as may be advised by the Home Department / Law Department, Government of Haryana.

23. The Director, FSL (Haryana), reserves the right to amend, modify, withdraw or cancel this notice, in whole or in part, at any stage, without assigning any reason. Any amendment or corrigendum shall be published only on the official website; candidates are advised to check the website regularly.

24. Jurisdiction of Dispute : The Courts at Karnal / Haryana alone shall have exclusive jurisdiction to try any dispute arising out of or in connection with this notice and any engagement made thereunder.

8. IMPORTANT DATES

Event	Date
Date of publication of advertisement	25-10-2026
Commencement of receipt of applications	27-10-2026 to 10/11/2026
Last date and time for receipt of applications	10/11/2026 up to 05:00 P.M.
Display of shortlist on Notice Board and website	01/12/2026 (tentative)
Interview (as per Annexure-III)	08/12/2026 to 09/12/2026 (tentative)

Candidates are advised in their own interest to visit the official website of the Laboratory regularly for any change, corrigendum or update. No separate intimation shall be issued.

DIRECTOR
Forensic Science Laboratory, Haryana
Madhuban, Karnal

ANNEXURE – I

FORENSIC SCIENCE LABORATORY, HARYANA, MADHUBAN, KARNAL

APPLICATION FORM — CONTRACTUAL ENGAGEMENT, DNA DIVISION

(One application form to be filled for one post only)

Advt. No. 12907/26 1. Name of the post applied for : _____ 2. Do you possess FACT / FACT Plus qualification (NFSU)? Yes ☐ No ☐ If yes, year of qualifying : _____	Paste your recent passport-size photograph here (self-attested)

3. Name of the candidate (IN BLOCK LETTERS) : _____
4. Father's / Husband's name : _____
5. Mother's name : _____
6. Date of birth (DD/MM/YYYY) : _____ Age as on last date : _____ years _____ months
7. Gender : Male ☐ Female ☐ Other ☐ 8. Nationality : _____
9. Category : Gen./UR ☐ SC ☐ BC-A ☐ BC-B ☐ EWS ☐ ESM ☐ PwD ☐ (attach certificate)
10. Are you a resident of Haryana? Yes ☐ No ☐ (attach domicile certificate if claiming reservation)
11. Permanent address : _____
_____ District : _____ PIN : _____
12. Address for correspondence : _____
_____ District : _____ PIN : _____
13. Mobile No. : _____ Alternate No. : _____
14. E-mail ID : _____
15. Aadhaar No. : _____

16. Educational Qualifications (from Matriculation onwards) :

Examination Passed	Board / University	Year of Passing	Subjects	Max. Marks	Marks Obtained	% of Marks / Division

17. Details of post-qualification experience (attach experience certificates) :

S. No.	Name & address of employer / Laboratory	Post held	Nature of work (DNA casework, etc.)	From (DD/MM/YY)	To (DD/MM/YY)	Total period (Y / M / D)

S. No.	Name & address of employer / Laboratory	Post held	Nature of work (DNA casework, etc.)	From (DD/MM/YY)	To (DD/MM/YY)	Total period (Y / M / D)
					Total post-qualification experience claimed	

18. Are you at present employed in Government / Public Sector? Yes □ No □

    If yes, whether applying through proper channel / NOC enclosed : Yes □ No □

19. Have you ever been convicted by a Court of Law or is any criminal case pending against you? Yes □ No □

    If yes, give details :

_____

20. List of enclosures attached (as per Section 6 of the advertisement) : Total _____ documents.

DECLARATION

I hereby solemnly declare and affirm that all the statements made by me in this application are true, complete and correct to the best of my knowledge and belief. I understand that in the event of any information being found untrue, false or incorrect, or of any material fact having been suppressed, my candidature shall be liable to be cancelled and my engagement, if already made, terminated forthwith, besides such other action as may be deemed fit. I further declare that I shall not stake any claim, nor file any case in any Court of Law, for regularisation or absorption in service after termination or completion of the contract period. I have read and understood all the terms and conditions prescribed in the advertisement and I undertake to abide by the same.

Place : _____ **(Signature of the Candidate)**

Date : _____ Name : _____

Note : In case of insufficient space, a separate sheet may be attached, duly signed by the candidate.

ANNEXURE – II

UNDERTAKING / AFFIDAVIT

(To be executed on non-judicial stamp paper of ₹ 100/-, duly attested by a Notary Public, and submitted at the time of joining)

I, _____, son / daughter / wife of Shri _____, aged _____ years, resident of _____, District _____, presently selected for engagement to the post of _____ (Contractual), DNA Division, Forensic Science Laboratory, Haryana, Madhuban, Karnal, do hereby solemnly affirm and declare as under :

1. That all the information furnished by me in my application and in the documents submitted therewith is true and correct, and that my educational qualifications and experience have been acquired from institutions recognised / established by law in India.
2. That I fully understand that the present engagement is purely temporary, contractual and on a fixed consolidated remuneration basis, for a period of one year or till completion of regular recruitment or till the requirement subsists, whichever is the earliest.
3. That I shall not, at any time, claim any right to regularisation, absorption, seniority, pension or continued engagement against any regular post in the Forensic Science Laboratory, Haryana, or elsewhere under the Government of Haryana, by reason of this engagement.
4. That I shall not file any suit, writ petition or other proceeding in any Court of Law or before any Tribunal claiming regularisation or absorption in service on the basis of this engagement.
5. That I am aware that no allowance, benefit or facility admissible to regular Government employees shall be payable to me, and that I shall be entitled only to 8 Casual Leave and 2 Restricted Holidays in a calendar year or proportionately thereof.
6. That I shall be liable to work in shifts, including on a 24×7 basis, and to serve at any Regional Forensic Science Laboratory or other unit of the Laboratory anywhere in the State of Haryana, as directed.
7. That I shall maintain absolute confidentiality in respect of all case records, DNA profiles, database entries and other information coming to my knowledge during the course of my engagement, both during and after the period of engagement.
8. That I am aware that my engagement may be terminated at any time, without assigning any reason, and that I shall have no claim of any nature whatsoever on such termination.
9. That I have not been convicted by any Court of Law and that no criminal case is pending against me.

VERIFICATION

I, the above-named deponent, do hereby verify that the contents of paragraphs 1 to 9 above are true and correct to my personal knowledge; nothing material has been concealed therein and nothing false has been stated therein.

Place : _____

Date : _____

(Signature of the Deponent)

Name : _____

Attested before me :

(Signature and seal of Notary Public / Oath Commissioner)

ANNEXURE – III
TENTATIVE SCHEDULE OF INTERVIEW

S. No.	Name of Post	Tentative Date of Interview
1	Senior Scientific Officer (DNA)	_____
2	Senior Scientific Assistant (DNA)	_____
3	Scientific Assistant (DNA)	_____
4	Lab Attendant	_____

- Shortlisted candidates are directed to report at the Forensic Science Laboratory, Haryana, Madhuban, Karnal at 09:30 A.M. on the date of interview.
- The interview shall be held from 10:00 A.M. to 05:00 P.M. as per the schedule above.
- Candidates must bring all original documents together with one set of self-attested photocopies and a valid photo identity proof. Candidates failing to produce the originals shall not be permitted to appear.
- No Travelling Allowance or Dearness Allowance shall be paid for attending the interview.
- If the interview cannot be completed on the scheduled date, it shall continue on the next working day. If a holiday is declared on a scheduled date, the interview shall be held on the next working day.
- Any change in the interview schedule shall be uploaded on the official website of the Laboratory. Candidates are advised to visit the website regularly for updates.

DIRECTOR
Forensic Science Laboratory, Haryana, Madhuban, Karnal