सत्यमेव जयते

भारत सरकार
राष्ट्रीय प्राणी उद्यान
मथुरा रोड़,नई दिल्ली-110003
Government of India
National Zoological Park
Mathura Road, New Delhi-110003

NATIONAL ZOOLOGICAL PARK
NEW DELHI

F.No.III-08/2025/NZP/Leg.adv/3305 Dated: 17.11.2026

Circular

Sub: Advertisement for the engagement of One Associate (Legal)-B) on contract basis for National Zoological Park, Mathura Road, New Delhi-110003.-regarding

National Zoological Park, Mathura Road, New Delhi-110003 is a Subordinate Office of Ministry of Environment, Forests and Climate Change (MoEFCC) invites applications from willing persons for engagement of One Associate (Legal)-B). The qualifications, terms and conditions are as below:

1.	Name of the Post	Associate (Legal-B) (One Post)
2.	Qualification and Experiences	**Essential:** Bachelor's Degree in Law (LL.B) or equivalent from a recognized University and/ or Institute in India, recognized by the Bar Council of India and having experience of more than two (2) years and upto three (3) years. Enrolled as an Advocate with the Bar Council of India or any State Bar Council, under the provisions of The Advocates Act, 1961. **Desirable:** (i) experience of handling cases related to environment, forests, biodiversity, wildlife establish matter, contract related matters etc. in a Government of India or State Government Department/ Board; (ii) Possessing a Diploma/Certificate of specialization in related subjects/ fields from a recognized University/ Institution.
3.	Remuneration per month (INR)	Rs. 50,000.00 (Fifty Thousand only)
4.	Period engagement/Tenure	The initial tenure of engagement for a person as Associate (Legal) would be upto a period of three years (1+1+1) subject to satisfactory performance and contribution of the professional in the National Zoological Park concerned being highly useful. Continuation of the Associates (Legal) beyond three years will be considered based on assessment of performance and contribution to the National Zoological Park, on case to case basis, with the approval of Competent Authority. The maximum tenure of a person as Associate (Legal-B) would be up to five years and continuation of the Legal (Associate) beyond three years for up to additional two years will be considered on case to case basis, with the approval of Competent Authority. As the posts are temporary in nature and purely contractual, in no case any request for promotion by an Associate (legal) shall be entertained.

5.	Age Limit	Maximum age limit for engagement of Associates (Legal-B) shall be 50 years.
6.	Leave	i) Associate (Legal-B) shall be eligible for 1.5 days leave after Completion of each month of service. The leave shall accrue on completed month basis calculated from the date of joining on pro-rata basis. Accumulation of leave beyond the Calendar year/extension period may not be allowed. Leave cannot be claimed as a matter of right and the same may be refused or revoked in the public interest. Leave encashment will not be permissible on unspent leave. Unspent leave will lapse on the commencement of the notice period. In case he/she remains absent from duty beyond entitled leave, a proportion deduction from the consolidated fee as applicable will be made. Further, the absence of upto one month may be considered to be without remuneration. (ii) The women Associate (Legal-B) may be eligible for maternity leave as per the Maternity Benefit (Amendment) Act, 2017 issued by the Ministry of Labour and Employment vide No.S-36012/03/2015-SS-I dated 12! April 2017.
7.	Annual Increment	The quantum of annual increment to Associates (Legal) shall be between 0% to 10% (including 2% weightage for updation of LIMBS portal and Legal Repository of National Zoological Park, if any) in their remuneration depending upon quality of performance that may be determined judiciously by Competent Authority on case to case basis.
8.	Incentive	The quantum of incentive to Associates (Legal) for appearing before the Hon'ble National Green Tribunal in pro forma cases shall be Rs.1500/- per appearance and maximum incentive per case shall be not more than Rs.15000/-.
9.	Admissibility of TA/DA	No TA/ DA shall be admissible for attending interview/ joining the Assignment or on its completion. Under exceptional circumstances, Associates (Legal) will be allowed domestic travel at Government expenses, with the approval of Competent Authority in public interest. Associates (Legal) shall be allowed TA, DA and hotel accommodation in connection with the official work as per the provision of SR 190. Travelling Allowance may be allowed uniformly to all Associates (Legal) as under: For outstation travel: Journey by train in 2th AC, travel charges through taxi on actual basis for travel within the city, food bill/stationery charges up to Rs.500/- per day and hotel charges Rs.2,000/- per day on production of proper receipt, subject to the actual expenditure. a) For travel within Headquarter: Travel charges through taxi on actual basis for travel within the city where National Zoological Park(NZP) is located, and stationery charges/ food bill up to Rs.200 per day, subject to the actual expenditure.

10.	Selection Procedure	All applications received in response to the advertised vacancy shall be scrutinized and shortlisted in accordance with the prescribed eligibility requirements and screening criteria. Based on the number of applications received and number of posts, the CEC may define its own screening criteria. The CEC may also take into consideration, as relevant, the shortlisting criteria approved by HMEFCC for engagement of Associates (Legal) pursuant to Advertisement No. 2(11)/2020-PL-Part(2) dated 11.01.2025. The Consultancy Evaluation Committee (CEC) shall comprise: i. Inspector General of Forests (Wildlife Division), MoEF&CC – Chairperson ii. Director, National Zoological Park – Member iii. Joint Director, Wildlife Division – Member Wildlife Division, MoEF&CC shall provide secretarial/administrative assistance to the CEC and shall process the proposal for obtaining the approval of the Competent Authority. The CEC shall recommend a suitable candidate along with one candidate as reserve for the vacancy.
11.	Last Date for receiving application	21 days from the date of publication of Advertisement in Employment News and News papers.
12.	Submission of application	Candidate may submit their application in the prescribed format as per Annexure -III along with the self-attested copies of education qualification and post qualification experiences to this office on the following address: To, The Director National Zoological Park Mathura Road New Delhi-110003 Email:nzpzoo-cza@nic.in

Annexure-I

Eligibility: The qualification, experience, and remuneration of Associates (Legal) are as under:

Name of the Post	Qualifications and Experience	Remuneration per month (INR)
Associate (Legal) -B	**Essential:** Bachelor's Degree in Law (LL.B) or equivalent from a recognized University and/ or Institute in India, recognized by the Bar Council of India and having experience of more than two (2) years and upto three (3) years. Enrolled as an Advocate with the Bar Council of India or any State Bar Council, under the provisions of The Advocates Act, 1961. **Desirable:** experience of handling cases related to environment, forests, biodiversity and wildlife establish matter, contract related matters etc. in a Government of India or State Government Department/ Board; (ii)Possessing a Diploma/Certificate of specialization in related subjects/ fields from a recognized University/ Institution.	Rs. 50,000.00 (Fifty Thousand only)

Preference would be given to (i) candidates having scored 60% (Sixty Percent) and above marks/CGPA equivalent in the LL.B exam: (ii) candidates having studied in full time LLB Course and (iii) candidates having scored 60% (Sixty Percent) and above marks/CGPA equivalent in the LL.M.

2. Period of engagement:

The initial tenure of engagement for a person as Associate (Legal) would be upto a period of three years (1+1+1) subject to satisfactory performance and contribution of the professional in the NZP concerned being highly useful. Continuation of the Associates (Legal) beyond three years will be considered based on assessment of performance and contribution to the NZP, on case to case basis with the approval of Competent Authority.

The maximum tenure of a person as Associate (Legal) would be up to five years continuation of the Associate (Legal) beyond three years for up to additional two years will be considered on case to case basis, with the approval of Competent Authority.

As the posts are temporary in nature and purely contractual, in no case any request for promotion by an Associate (legal) shall be entertained.

3. Age Limit:

The maximum age limit for engagement of Associates (Legal) shall be 50 years.

4. Allowances:

The Associates (Legal) shall not be entitled to any allowances such as Dearness Allowance, Residential Telephone facility, Residential accommodation, Personal Staff, CGHS, Medical Reimbursement etc.

5. Leave:

(i) Associates (Legal) shall be eligible for 1.5 days leave after completion of each month of service. The leave shall accrue on completed month basis calculated from the date of joining on pro-rata basis. Accumulation of leave beyond the calendar year/extension period may not be allowed. Leave cannot be claimed as a matter of right and the same may be refused or revoked in the public interest. Leave encashment will not be permissible on unspent leave. Unspent leave will lapse on the commencement of the notice period. In case he/she remains absent from duty beyond entitled leave, a proportion deduction from the consolidated fee as applicable will be made. Further, the absence of upto one month may be considered to be without remuneration.

(ii) The women Associate (Legal) may be eligible for maternity leave as per the Maternity Benefit (Amendment) Act, 2017 issued by the Ministry of Labour and Employment vide No.S-36012/03/2015-SS-1 dated 12th April, 2017.

6. Annual Increment:

The quantum of annual increment to Associates (Legal) shall be between 0 to 10% (including 2% weight age for Updation of LIMBS portal and Legal Repository of National Zoological Park if any) in their remuneration depending upon quality of performance that may be determined judiciously by Competent Authority on case to case basis.

6. (a) Incentive:

The quantum of incentive to Associates (Legal) for appearing before the Hon'ble National Green Tribunal in pro forma cases shall be Rs. 1500/- per appearance and maximum incentive per case shall be not more than Rs. 15,000/-

7. Admissibility of TA/DA:

No TA/DA shall be admissible for attending interview/joining the assignment or on its completion. Under exceptional circumstances, Associates (Legal) will be allowed domestic travel at Government expenses, with the approval of Competent

Authority in public interest. Associates (Legal) shall be allowed TA, DA and hotel accommodation in connection with official work as per the provision of SR 190. Travelling Allowance may be allowed uniformity to all Associates (Legal) as under.

Associates (Legal)-B:

a. For outstation travel: Journey by train in 2nd AC, travel charges through taxi on actual basis for travel within the city, food bill/stationery charges up to Rs. 500/- per day and hotel charges Rs. 2000/- per day on production of proper receipt, subject to the actual expenditure.

b. For travel within Headquarter: Travel charges through taxi on actual basis for travel within the city where NZP is located, and stationery charges/food bill up to Rs. 200 per day, subject to the actual expenditure.

8. Attendance and working days:

The working hours of the Associates (Legal) shall be same as regular Government employees working in NZP. No extra remuneration shall be allowed for working beyond office hours or on Saturday, Sunday/Gazetted Holidays. Compensatory leave in such cases shall be at the discretion of Director, NZP.

The attendance shall be marked in the Biometric system by the Associate (Legal), unless instructed by the Director, NZP to mark attendance manually, under exceptional circumstances.

9. Notice Period:

In the event, if the National Zoological Park, New Delhi decides to terminate the services of an Associate (Legal) or the Associate (Legal) is willing to get relieved from his/her services in the NZP/Associate (Legal) shall provide at least thirty (30) days prior written notice of the termination/resignation date to the NZP/Associate (Legal), as the case may be. During the notice period, the Associate (Legal) shall continue to provide all services in full and in a proper manner and shall cooperate with the National Zoological Park and put his/her best efforts to safeguard the interests of the National Zoological Park, New Delhi.

10. Conflict of interest:

Every Associate (Legal) shall be expected to display utmost honesty, secrecy, sincerity and good conduct while discharging his/her duties. In case, the services of an Associate (Legal) are found to be in conflict with the interests of the Government or unsatisfactory, his/her engagement will be liable for immediate discontinuation without assigning any reason.

During the period of engagement with the National Zoological Park, Associate (Legal) would be subject to the provisions of the Indian Official Secrets Act, 1923 and will not divulge any information gathered by him/her during the period of his/her engagement to anyone who is not authorized to know the same.

Selected candidates shall provide certificates of integrity issued by two references known to them.

A self-undertaking shall be provided by the candidate to the effect that he/she has no criminal record or criminal case in any Court, pending against him/her.

11. Relaxation:

Where the Secretary, Ministry of Environment, Forest and Climate Change is of the opinion that it is necessary or expedient to do, it may by order and for reasons to be recorded in writing, relax any of the provisions of these guidelines.

12. Procedure for sending application:

1. Willing persons, who meet the criteria may submit their application in prescribed proforma (Annexure-III) latest by 21 days from the date of publishing the advertisement in the Employment News i.e. till 06.12.2026, 06:00 pm.

2. The application received after due date and time will not be entertained.

3. Mode of Submission of application:
(i) Online mode at nzpzoo-cza@nic.in Or
(ii) In physical mode through registered post /By hand at:-
The Director
National Zoological Park
Mathura Road, New Delhi-110003.

4. National Zoological Park, New Delhi will scrutinize the applications and shortlist candidates. The short-listed candidates will be called for interview through E-mail as mentioned in the circular.

This issues with the approval of competent authority.

(Shivam Tyagi)
Administrative Officer
National Zoolgical Park

प्रशासनिक अधिकारी
Administrative Officer
राष्ट्रीय प्राणी उद्यान
National Zoological Park
नई दिल्ली/New Delhi-3

Annexure-II

Terms of Reference for engagement of Associate (Legal) in National Zoological Park Mathura Road, New Delhi-110003.

Statement of Objectives:

To assist the National Zoological Park, New Delhi concerned in handling and monitoring all legal issues and judicial cases and preparation of material for briefing(s) of the Ld. Attorney General, Ld. Solicitor General, Ld. Additional Solicitor Generals, Ld. Assistant Solicitor Generals, Senior Central Government Standing Counsels, Central Government Standing counsel sets, about the cases

Outline of the tasks to be carried out:

i. Assisting the National Zoological Park, New Delhi on all matters wherever legal issues are involved.
ii. Assisting the National Zoological Park, New Delhi in handling issues related to law to ensure effective implementation of the related Laws and Framework and the cases related to establishment matters.
iii. Assisting the National Zoological Park, New Delhi in court cases pending before the Supreme Court of India, various High Courts, National Green Tribunal (NGT) and its Benches and other Courts and Judicial Forums.
iv. Drafting and filing of affidavits, applications, review appeals, special leave petitions. Transfer petitions, para-wise replies, etc. for submission in various Courts/Tribunals.
v. Attending/appearing in Court proceedings on dates of hearing in Supreme Court of India, High Courts, NGT and its Benches and other Courts and Judicial Forums, as and when required.
vi. Pro-actively monitoring all legal issues and judicial cases and assist in briefing the Ld. Attorney General, Ld. Solicitor General, Ld. Additional Solicitor Generals, Ld. Assistant Solicitor Generals, Senior Central Government Standing Counsels, Central Government Standing Counsels etc., about the cases.
vii. Assisting the Government Counsels during the hearing before the Supreme Court of India, various High Courts, NGT and its Benches and other Courts and Judicial forums.
viii. Maintaining status report of all ongoing Court cases and tracking the dates of next hearing etc, to suitably alert the officers concerned and to ensure timely and effective action.
ix. To follow up all cases, case files and tracking court hearings.
x. Coordination with the officials of State Governments as well as with the officers from the other Ministries / Departments on legal matters.
xi. Coordination with the MoEF&CC on legal matters.
xii. Liaison with all the Central Govt. Legal Counsels and empanelled Counsels of MoEF&CC for NGT, to keep abreast of ongoing Court Cases.
xiii. Streamlining of all court cases and developing a more efficient legal monitoring system.

xiv. Updation of information/ data in the LIMBS software of Ministry of Law & Justice or any other database developed in the National Zoological Park, New Delhi.

xv. Conducting research on prevailing laws/queries relating to laws xvii. Assisting in answering RTI applications and Parliament Questions where legal issues are involved.

xvi. To prepare the draft & scrutinize the tender documents and various agreements to be signed with vendors or other institutions.

xvii. Undertaking any other task and responsibility as assigned by the competent authority.

Annexure-III

APPLICATIONN FORM FOR THE POST OF ASSOCIATE (LEGAL) ON CONTRACTUAL BASIS IN THE NATIONAL ZOOLOGICAL PARK OF MINISTRY OF ENVIRONMENT, FOREST & CLIMATE CHANGE, NEW DELHI-110003.

Affix recent passport size photograph (Please put Signature in the box below)

Post Applied for: -
(Please Tick against the post applied)

Associate (Legal)-A	Associate (Legal)-B	Associate (Legal)-C	Associate (Legal)-D	Associate (Legal)-E	Associate (Legal)-F	Associate (Legal)-G

1. **Full Name (in Block Letters):**
2. **Father's Name:**
3. **Address:**

i. Residential:	**ii. Office Particulars (If applicable):**
…… …… …… State…… PIN Code…… Telephone/Mobile No. …… Email ID……	…… …… …… State:…… PIN Code:…… Telephone/Mobile No. …… Email ID:……

4. **Whether fulfilling Essential Eligibility Criteria:**

(a).i	Whether secured Bachelor's Degree in Law (LL.B) or equivalent from a recognized University and / or Institute in India, recognized by the Bar Council of India:	**(Yes/No)**
(a). ii	Whether secured Master's Degree in Law (LL.B) or	**(Yes/No)**

	equivalent from a recognized University and / or Institute in India, recognized by the Bar Council of India:	

(b)	If Yes, details of LL.B Degree and other Educational Qualifications: (Starting from highest degree obtained since Graduation)					
	Sl. No.	**Name of the university/ Equivalent Institution**	**Degree**	**Year of Passing**	**% of Marks Obtained /CGPA**	**Subject Specialization**

(c)	Whether enrolled as an Advocate with the Bar Council of India or any State Bar Council, under the provision of the Advocates Act, 1961:	**(Yes/No)**
(d)	If Yes, Date of Enrollment, along with Enrollment Number of Bar Council of India or any State Bar Council:	
(e)	Whether eligible as per age Limit (50 Years) on the last date of receipt of Application:	**(Yes/No)**
(f)	If Yes, (i) Date of Birth (DD/MM/YYYY) (ii) (iii) Age as on dd.mm.yyyy	**--/- -/ ----** **.....Years.....Months**

5. Length of Experience of Working :

(a)	Whether having experience of working in a Government of India or State Government Department/Board:	**(Yes/No)**
(b)	If Yes, length of experience of working in a Government of India or State Government Department/Board:	**.....Years.....Months**
(c)	Details of work experience in a Government of India or State Government Department/Board:	

	Sl. No.	**Organization**	**Length of Service**		**Nature of Work/Post Held**	**Experience in Handling Legal Matters**
			From	**To**		

(d)	Whether having experience of working in a Private Organization/Firm etc.:		**(Yes/No)**			
(e)	If Yes, length of experience of working in a Private Organization/Firm etc.:		**……Years……..Months**			
(f)	Details of work experience in a Private Organization/Firm etc.:					
	Sl. No.	**Organization**	**Length of Service**		**Nature of Work/Post Held**	**Experience in Handling Legal Matters**
			From	**To**		
(g)	Total length of experience of working: (Government plus Private) (b) + (e)		**……Years……..Months**			

6. Whether fulfilling Desirable Eligibility Criteria:

(a)	Whether having experience of handling court cases related to environment, forests, biodiversity, wildlife, climate change, pollution and other related fields in a Government of India or State Government Department/Board:		**(Yes/No)**		
(b)	If Yes, length of such environmental related experience:		**……Years……..Months**		
(c)	Details of such environmental related experience:				
(d)	Whether possessing a Diploma/Certificate or Specialization in related subjects / fields (environment. Forests, biodiversity, wildlife, climate change, pollution etc.) from a recognized University/Institution:		**(Yes/No)**		
(e)	If Yes, details of the Diploma /Certificate of Specialization in related subjects/fields from a recognized University/Institution:				
	Sl. No.	**Name of the University/Equivalent Institution**	**Diploma/Corticated**	**Year of Passing**	**% of Marks Obtained/ CGPA**
(f)	Whether any legal research paper published in a peer-reviewed law journal preferably in Environment related		**(Yes/No)**		

	matters:	
(g)	If Yes, details of legal research paper:	

7. Whether fulfilling Desirable Eligibility Criteria:

(a)	Whether scored 60% (Sixty Percent) and above marks /CGPA equivalent in the LL.B exam:	**(Yes/No)**
(b)	If Yes, Percentage /CGPA marks obtained in the LL.B. exam:	
(c)	Whether studied in full time LL.B. Course:	**(Yes/No)**
(d)	Whether scored 60% (Sixty Percent) and above marks CGPA equivalent in the LL.M exam:	**(Yes/No)**
(e)	If Yes, Percentage/CGPA Marks obtained in the LL.M. exam:	

8. Any other relevant information, if any:

(Note: Documents/ Certificates etc. submitted in support shall be Self Attested by the candidate. The applicant must submit information strictly in the format prescribed, along with all the supporting documents, otherwise their candidature stand liable to be cancelled. The applicant at the time of forwarding his/her duly filled application form through email/ soft copy must furnish his application form and all the supporting documents in a single PDF file.)

DECLARATION

I hereby declare that all statements made in the application above 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/ incorrect or I do not satisfy the eligibility criteria, my candidature/ engagement is liable to be cancelled/ terminated, without assigning any reasons thereof. I have read the contents of the advertisement and agree to abide by the rules, regulations and procedures for engagement to the post applied for.

List of Enclosures:

Sl. No.	Particulars		Page No.
1.	LL.B. Degree		
2.	Higher Secondary School Certificate (12^{th})		
3.	Secondary School Certificate (10^{th})		
4.	Other Educational Qualification Certificates (LL.M./M.B.A./PGDM etc.)		
	4.1		
	4.2		

	4.3		
	4.4		
	4.5		
	4.6		
	4.7		
5.	Diploma/Certificates of Specialization		
6.	Bar Council of India/State Bar Council Certificate		
7.	Publication record of research papers in specified field.		
8.	Age Proof (Aadhaar/Voter ID/ Driving License etc.)		
9.	Work Experience Certificates (including work experience certificate of present employer)		
	8.1		
	8.2		
	8.3		
	8.4		
	8.5		
	8.6		
	8.7		
10.	Any other relevant documents etc.		

I hereby declare that all the above listed documents/ certificates etc. submitted in support of the application have been Self Attested and Verified by me, and in case of relevant documents/certificates etc. not found enclosed/ found missing with the duly filled application form, my candidature/engagement is liable to be cancelled/ terminated, without assigning any reasons thereof.

(Name and Signature of the applicant)

Place:
Date: