



ANNOUNCEMENT BROCHURE

All India Cadre of Safe Food Business Professionals

YOUNG TALENT SEARCH

CADRE OF 2022



Research

Nestlé Food Safety Institute India
नेस्ले खादय सुरक्षा संस्थान भारत

BACKGROUND ABOUT THE PROGRAMME

The **All India Cadre of Safe Food Business Professionals** is a novel initiative to build an exclusive cadre of safe food business leaders in India. It is a joint programme conceived and designed by experts from two leading institutions of the country, National Institute of Food Technology Entrepreneurship and Management (NIFTEM) and Nestlé Food Safety Institute (NFSI) to recognize and enhance the competence of food safety professionals resulting in better trade.



BENEFITS

To Applicant

- The cadre program will identify, mentor and certify talented professionals in the area of food safety for promoting leadership through competence enhancement and professionalism
- Create a pool of resources ready to be absorbed by government departments, private companies and other national and international organizations
- Better opportunities and rapid career growth
- Recognition and certification of talent aimed at leadership in safe food business

To Industry, Regulators and International Organizations

- Creation of a pool of national talent for the food sector
- Improve opportunities in food businesses globally, food regulators, FAO, WHO, ITC, World Bank, etc.
- Food businesses will have a ready pool of certified safe food business professionals
- Export enhancement of food products.

To Nation

- Building image of India as a safe food destination at the global level
- Promote food safety in the region and reduce disease burden on the governments
- Better trade in safe food
- Market access enhancement
- Prevention of food rejection and wastage

WHO CAN COMPETE

If you are a science graduate or appearing in the final year of graduation (science stream) or you are a working professional in the food sector and are 32 years or less as on 01 July 2022 (3 years relaxation in age for women, OBC and SC / ST candidates), you are invited to compete.

SELECTION PROCESS

The Cadre of Safe Food Business Professionals is an annual programme. Professionals shall be selected through a 3-stage process: (i) Identification; (ii) Mentoring; and (ii) Final Selection followed by a mandatory customized post-selection **Business Leadership Enhancement Programme (BLEP)** at NIFTEM for a period of 4 weeks.

Annually, about 100 candidates / professionals shall qualify and accede to the Cadre,. They shall be awarded a Certificate of Accession to the Cadre at a special function.

APPLICATION FEE *

General Category	• INR - 1500
OBC Category	• INR - 1250
SC / ST Category	• INR - 1000

* *non-refundable*

HOW TO APPLY

Interested candidates may apply ONLINE via the link that is available from 23 April 2022 at the websites of NIFTEM (www.niftem.ac.in) and NFSI (www.nfsi-india.in).

TIMELINES

Activity	Timeline
Start of Applications	23 April 2022
Close of Applications	30 June 2022
Mock Test - Objective type (self practice)	01 - 31 July 2022
Online Exam. (Objective type)	25 Sept. - 04 Oct. 2022 - four time-slots per day
Declaration of results (Objective exam.)	20 October 2022
Mock Test - Subjective type (self practice)	21 - 31 October 2022
Online Exam. (Subjective type)	12 and 13 Nov. 2022 - four time-slots per day
Declaration of results (Subjective exam.)	10 December 2022
Online Mentoring (3 - 5 days)	26 - 30 December 2022
Group Discussion and Interviews	07 - 14 January 2023
Final Cadre list	20 January 2023
BLEP Training (at NIFTEM)	01 - 28 February 2023
Ceremony for Accession to the Cadre of 2022	March 2023 (Week 1 or 2)

BROAD FEATURES OF THE SELECTION PROCESS *

A. The three – Stage Selection Process

- (1) **Identification**
- (2) **Mentoring**
- (3) **Final Selection**

(1) **Identification Process:** There will be two tests as under-

- Online objective type test; *and*
- Online subjective test.

(a) **Online Objective type Test**

This test will be conducted in two modules in the following broad areas:

- Technical Module (about 75% questions): food technology, food chemistry, food microbiology, food analysis, nutrition & dietetics, public health, biochemistry, food biotechnology, food hygiene & food safety, food engineering, quality management systems, private standards, risk analysis, organic products, WTO/ SPS/ TBT, Codex/ IPPC/ OIE/ ISO, other national and international organizations (*governmental/ non-governmental*), broad understanding of food laws of South Asian Region/ ASEAN countries/ EU/ USA/ Canada/ Japan/ Australia/ New Zealand, etc.; *and*
- Non - Technical Module (about 25% questions): general aptitude, arithmetical reasoning, analytical skills, awareness, current affairs, writing skills, communication skills, English vocabulary and grammar, general understanding of office computer work, and business management & business ethics.
- Top 500 candidates will be short-listed for the subjective-type written test and a list of such candidates will be displayed on the websites of NFSI and NIFTEM. An email will also be sent to the short-listed candidates. The number of short-listed candidates may change.

A computer generated signed Certificate of Participation can be downloaded by the candidates after submission of answers in the Objective Type exam.

(b) **Online Subjective type Test**

- All the short-listed candidates shall be given an online subjective type written test of three hours in order to assess their writing and presentation skills.
- The areas covered by this test will be the same as for the objective type test.
- Top 250 candidates [50% of those short-listed under (a) above] will be short-listed for the next stage and a list of such candidates will be displayed on the websites of NFSI and NIFTEM. An email will also be sent to the candidates short-listed for next stage.

[Click here for detailed syllabus](#)

(2) Mentoring Process

- The short-listed candidates shall be given training in select areas for a period of 3-5 working days by virtual mode or at few locations in India depending upon the concentration of these candidates. The objective is to bring all the short-listed candidates at par with each other for competing during the Selection stage.
- Participation in this training is mandatory to be eligible for the next stage of the selection process.

(3) Final Selection Process

The selection process shall be completed in two steps, namely, Group Discussion; *and* Interview as explained below:

- All the candidates short-listed under (b) above will be invited for a Group Discussion and Interview before a panel of independent observers. Six to eight candidates will be seated on a table for Group Discussion and invited to discuss an issue related to food science/ food business/ trade / current affairs; All these candidates will also be invited to present themselves individually before an Interview Board.
- The idea is to evaluate the thinking process, articulation of thoughts, group participation, interaction capabilities, ability to suggest solutions during a group meeting; as well as to evaluate how the candidates participate in a meeting, how are their collaborative skills, confidence levels and how they carry themselves during the entire duration of their presence at the premises. Eventually, the objective is to evaluate their leadership skills in food businesses.
- About 100 candidates are proposed to be finally selected who will undergo the final stage of leadership orientation. The selection will be based on their consolidated score of the group discussion (60% weightage) and interview (40% weightage). A list of such selected professionals, in the descending order of their scores, will be displayed, along with their consolidated scores, on the websites of NIFTEM and NFSI. An email will also be sent to successful candidates. The number of selected candidates may change.

B. Post-Selection Business Leadership Enhancement Programme

- a) A Business Leadership Enhancement Programme (BLEP) of a duration of 4 weeks will be organized at NIFTEM for the selected candidates for enhancement of their competence in safe food business and leadership. It will focus on the best practices for food safety and regulatory aspects of food in the South-Asian/ ASEAN/ the EU/ Americas/ Oceania regions. It will also focus on global trade including WTO, Codex, IPPC and OIE, presentation skills and negotiating skills, motivation, etc.;
- b) Participation in the BLEP will be mandatory for all the selected candidates and will be implemented as a paid programme, funded either by the candidates themselves or sponsored by organizations. Financial assistance/ scholarships by NIFTEM/ NFSI/ other organizations based on agreed criteria could be considered.

ACCESSION TO THE CADRE OF 2022

- After completion of BLEP, a Certificate of Accession to the Cadre of 2022 will be presented to members of the Cadre at a special function where several senior Govt. officials, representatives of the food industry, international organizations and others will be invited.
- A mention will be made of the top three members in their certificate.

Programme Committee

PATRON

Dr. Chindi Vasudevappa
Vice Chancellor, NIFTEM

ADVISOR

Mr. Sanjay Dave
Former Chairperson, Codex Alimentarius Commission *and*
Former Advisor, Food Safety and Standards Authority of India (FSSAI)

CONVENORS

Dr. Narinder Hooda
COE, NIFTEM

Mr. Jagdeep Marahar
Head of Nestle R&D Centre
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Er. Kumar Rahul
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EXECUTION TEAM

Co-Coordinators:

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For questions, please email to: safefoodcadre2022@gmail.com OR Generic.INHRDCADRE01@RD.nestle.com

