

Worker Recruitment Procedures

District Distribution

The recruitment process for workers has two main scenarios based on the farm's location.

Scenario 1: Farms in districts other than Panchagar, Thakurgaon, and Rangpur

25% of the workers will be recruited from each of the districts: Panchagar, Thakurgaon, Rangpur, and Gopalganj.

Recruitment from these four districts will be done through a

Recruitment Camp.

Scenario 2: Farms located in Thakurgaon, Panchagar, or Rangpur

25% of workers will be recruited from each of the following districts: Thakurgaon, Panchagar, Rangpur, and Gopalganj. This totals 75% of the new hires.

The remaining 25% of workers will be recruited from a

Recruitment Camp.

Non-Production Workers & Educational Qualifications

No shed or production workers will be recruited from the farm's local district.

A maximum of five security guards and other non-shed personnel, such as cooks, can be hired from the district where the farm is located.

At least 90% of new hires must have passed SSC.

Of that 90%, 25% of the total recruits must have passed HSC.

There is a 10% flexibility to hire individuals who have passed a minimum of the 8th grade if there is a crisis or urgent need for workers.

Recruitment Camp Details

Recruitment camps will be held in the specified districts (Panchagar, Thakurgaon, Rangpur, and Gopalganj) or other districts with high worker availability, such as Nilphamari or Gaibandha.

A Recruitment Committee will be formed, including Regional GMs, AGM/DGM Farm, a senior member from Head Office HR, Regional ER Manager, Maintenance In-charge, at least a Manager from Hatchery Production, and a Security In-charge with a defense background, along with other relevant departments.

A member of the LAD team will be present as an observer.

Candidates will take an exam, and all resumes will be saved in a CV Bank for future recruitment needs.

A plan and budget must be prepared and approved before the camp is organized.

Recruitment camps in Gopalganj will follow the same structure and processes as other camps.

The GM HR is the custodian of this entire process, and the Regional ER Manager and Regional GMs are responsible for its implementation, effective May 21, 2019.