

INTEGRAL COACH FACTORY, CHENNAI - 600 038  
(Ministry of Railways)

WEBSITE: <https://pb.icf.gov.in>

Employment Notice No.PB/RR/39/Cultural/03/2025-26

Dated:29.01.2026.

**RECRUITMENT AGAINST CULTURAL QUOTA FOR THE YEAR 2025-26**  
**IN PAY LEVEL-2**

The website address for submission of Online application is <https://pb.icf.gov.in>

Opening date and time for receipt of application	29.01.2026 / 09.00 hrs.
Closing date and time for receipt of application	28.02.2026 / 23.59 hrs.

Integral Coach Factory invites ONLINE applications from accomplished Artists in the field of Dance/Music, who are Indian citizens for Recruitment to posts in Pay Level-2 of 7<sup>th</sup> Central Pay Commission (CPC) against Cultural Quota for the year 2025-2026 in the discipline specified in Para 1.0.

Only candidates having the required Cultural norms are eligible to apply.

1.0	<b>Table of posts are notified:</b>	
Sl.No.	<b>Discipline</b>	<b>No of Posts</b>
1	<b>Classical Dancer in the discipline of Kathak (Female)</b>	<b>1</b>
2	<b>Instrumental (Flute)</b>	<b>1</b>
<b>Total</b>		<b>2</b>
<b>Written Test and Practical demonstration will be held during March 2026. Exact date and time will be intimated through SMS.</b>		
<b>Note:</b> <b>1. List of eligible candidates will be published in the website.</b> <b>2. Candidates who qualify in the Written test will be called for Document Verification/Practical demonstration.</b> <b>3. Document verification will be done one day prior to the date of Practical demonstration.</b>		
1.1	Other conditions: The above posts are open to all candidates in possession of the notified qualification of education, age etc. The candidates who belong to SC/ST/OBC/PwBD/Ex-Servicemen categories are extended relaxation in upper age limit as admissible in general open market recruitments.	
2.0	<b>Posts and Educational Qualification:</b>	
2.1	The Administration reserves the right of allotment of posts in any cadre to the selected candidates according to its requirement irrespective of the qualification of the candidates.	
2.2	The decision of the Administration is final and request for change of post /trade at a later date will not be entertained.	

*Handwritten signature and date:*  
29/1/24

Sl.No.	Post	Minimum Prescribed Qualification								
1	Junior Clerk (Level-2)	12 <sup>th</sup> (+2 stage) or its equivalent examination with not less than 50% marks in the aggregate. 50% marks will not be insisted upon in case of SC / ST /PwBD/ Ex-Servicemen.  and Those persons selected as Junior Clerk are required to acquire proficiency in Typewriting of 30 w.p.m in English or 25 w.p.m in Hindi within a period of TWO years from the date of appointment and their appointment will be provisional subject to acquiring the prescribed typing qualification within the stipulated period.								
2	Technician Grade III	Pass in Matriculation or its equivalent from a recognized Board and having ITI / Act Apprenticeship in relevant trades.								
2.3	Educational Boards / Schools set up by the Council of Boards of School Education (COBSE) is not recognized one, as per Railway Board's letter No. <b>RBE No.114/2017</b> dated 31.08.2017.									
2.4	Further, the Certificates / Degrees issued from Jharkhand State Open School, Ranchi is also not recognized one for the purpose of employment / promotion in Railways, as per Railway Board's letter No.E(NG)II/2021/RR-1/41 dated 29.09.2021.									
3.0	<b>Cultural Norms – Essential qualifications:</b>									
3.1	(i) <b>Kathak (Female):-</b> Possession of Degree / Diploma / Certificate in <b>Kathak</b> from Govt. recognized Institute.									
	(ii) <b>Flute:</b> - Possession of Degree / Diploma / Certificate in Flute from Govt. recognized Institute.									
3.2	<b>Desirable Qualification:</b>									
	a)	Experience in the field and performance given on AIR / Doordarshan etc.,								
	b)	Prizes won at National level.								
4.0	<b>Age Limit:</b>									
4.1	(i) <b>18 to 30 years</b> as on 01.07.2026. (ii) The upper age is relaxable by 03 years for candidates belonging to OBC communities and by 05 years for candidates belonging to SC/ST communities.									
4.2	Age will be reckoned as on 01.07.2026 and the cut off date for age is mentioned below: <table><tr><td></td><td><b>UR</b></td><td><b>OBC</b></td><td><b>SC &amp; ST</b></td></tr><tr><td>Born between</td><td>02/07/1996 and 01/07/2008</td><td>02/07/1993 and 01/07/2008</td><td>02/07/1991 and 01/07/2008</td></tr></table> ( both dates inclusive)			<b>UR</b>	<b>OBC</b>	<b>SC &amp; ST</b>	Born between	02/07/1996 and 01/07/2008	02/07/1993 and 01/07/2008	02/07/1991 and 01/07/2008
	<b>UR</b>	<b>OBC</b>	<b>SC &amp; ST</b>							
Born between	02/07/1996 and 01/07/2008	02/07/1993 and 01/07/2008	02/07/1991 and 01/07/2008							
	<b>Note:</b> The upper age limit is relaxable for special categories as indicated from a) to e) below. Prescribed certificates should be produced by the candidates for claiming age relaxation without fail. Otherwise, age relaxation will not be granted.									
a)	Upto the extent of service in Defence plus 3 years for Ex-Servicemen provided they have put in more than 6 months service after attestation.									
b)	By 10 years for Persons with Benchmark Disabilities (13 years for OBC and 15 years for SC/ST)									

*Annex  
29/1/26*

c)	Upper age limit for widows, divorced women and women judicially separated from husband but not remarried shall be 35 years for UR, 38 years for OBC and 40 years for SC / ST.	
d)	For serving Railway Staff, Casual labourers and Substitutes, the upper age limit will be 40 years for UR, 43 years for OBC and 45 years for SC/ST, provided they have put in a minimum of 3 years service.	
e)	For those working in Quasi-Administrative offices of the Railway, the upper age relaxation will be up to the length of service, subject to a maximum of 5 years.	
5.0	<b><u>Procedure for Recruitment :</u></b> (i) The candidates who apply in response to this notification and are found eligible for consideration for appointment against cultural quota will be assessed based on their performance in <b>Written Test and Practical demonstration.</b> (ii) The eligible candidates will be called for Written Test and qualified candidates will be called for document verification/Practical demonstration.	
5.1	<b><u>Documents to be produced at the time of Written Test:</u></b> ➤ Valid photo ID (viz., Aadhaar card / Driving license / PAN card / Passport) in original on the day of Written test is <b>mandatory</b> , failing which he/she may be disqualified and will not be allowed to appear in the written test. ➤ Online application printout.	
5.2	<b><u>Documents to be produced at the time of Document Verification:</u></b> ➤ Production of original documents of Date of Birth (10 <sup>th</sup> or Matriculation or Birth certificate) ➤ Educational Qualification (as indicated in Para 2) ➤ Cultural achievements (as indicated in Para 3) ➤ Self-attested copy of caste / community certificate in prescribed format issued by the competent authority for SC/ST/OBC/EWS candidates, wherever applicable. ➤ Self-attested copies of relevant certificates namely Affidavit for Minority community, Income certificate for EBC, Discharge certificate for Ex-Servicemen, PwBD certificate for PwBD candidates as proof of claiming fee exemption. ➤ 2 recent passport size photos ➤ E-receipt of application fees ➤ For serving Government employees, Self-attested copy of NOC from employer.  <b><u>Note:</u></b> Certificates in languages other than English or Hindi should be accompanied by a self-attested translation in English/Hindi.	
6.0	<b><u>Mode of Selection:</u></b>	
	The eligible candidates will be assessed on the following basis:	
6.1	a)	<b>Written Test</b> <b>50 Marks</b>
		Note: The written test will consist of Objective type questions. Question paper will be bi-lingual (Hindi & English).
	b)	<b>Assessment of Talent in the relevant field on</b>
	(i)	The basis of Practical Demonstration <b>35 marks</b>
	(ii)	Testimonials / Prizes etc. <b>15 marks</b>
	<b>Total</b>	<b>100 marks</b>
	<b>Note: Only those candidates who secure the qualifying marks in the written test will be called for "Assessment of Talent" in the relevant field. Panel will be prepared in order of merit according to marks obtained out of 100.</b>	

*Handwritten signature and date:*  
22/11/22

7.0	<b>Medical Examination:</b>
	Selected candidates will have to undergo medical examination and found fit for the medical classification prescribed for the post for which, he/she is being considered.
8.0	<b>Fees:</b>
8.1	<p>i) Examination fee should be paid online through Internet Banking or Debit or Credit Cards (service charges for payment of fees will be borne by the candidates).</p> <p>ii) <b>Fee ₹ 500/-</b> for all candidates, except the Fee concession categories mentioned at Sl.No (iii) below.</p> <p>iii) <b>Fee ₹ 250/-</b> for candidates belonging to SC/ST/Ex-servicemen/Persons with Benchmark Disability (PwBD), Women, Minorities and Economically Backward Classes with a provision for refunding the same, duly deducting bank charges, if any, to those candidates while appearing in the Written test / Practical Demonstration. (Original Community / Relevant Certificates in the prescribed annexure should be provided at the time of document verification for fee exemption).</p> <p>iv) <b>Economically Backward Candidates means those whose annual family income is less than Rs.50,000/-.</b> They have to submit income certificate at the time of applying in prescribed format as given in Annexure on the letter head of the issuing authority. <i>(Candidates may pl. note: Economically Backward Class (EBC) is not the same as Other Backward Classes(OBC). Wrong claim of fee exemption will lead to cancellation of candidature)</i></p> <p>v) If proof is not enclosed such candidates will be considered as Unreserved candidates, subject to payment of ₹ 500/- towards the fee.</p> <p>vi) The applications of the candidates claiming concession under Economically Backward clause, but not enclosed the prescribed certificate from the correct authority will be rejected.</p> <p>vii) After successful payment of processing fee through online, a unique Transaction ID starting with 'DU' will be sent by payment gateway system to the registered mobile number. <b>Candidates should preserve this Transaction ID for future references of payment detail.</b></p>
8.2	Minorities meaning Muslims, Christians, Sikhs, Buddhists, Jains and Zoroastrian (Parsis). For claiming waiver of examination fee, Minority candidates should furnish "Self Declaration" as mentioned in the Annexure, along with application form. At the time of written test, such candidate claiming waiver of examination fee will be required to furnish "Minority community declaration" affidavit on Non-judicial stamp paper that they belong to any of the above communities. <b>If the affidavit is not produced during written test, their candidature will be rejected.</b>
9.0	<b>Training:</b>
	In case, the candidates are found suitable and are appointed in ICF, they have to undergo training prescribed for the particular post in which they will be offered appointment, in case training is necessary for the particular post.
10.0	<b>HOW TO APPLY:</b>
10.1	Facility for submission of online application will be available from 29/01/2026 to 28/02/2026 till 23:59 hrs on ICF website <a href="https://pb.icf.gov.in">https://pb.icf.gov.in</a>
10.2	Application will be accepted only through <b>Online mode</b> .
10.3	Candidates who wish to apply need to log on to the ICF web portal <a href="https://pb.icf.gov.in">https://pb.icf.gov.in</a>

*Plank*  
21/1/26

10.4	Candidates should read the notification thoroughly and fill in the online application form carefully and correctly. No corrections in the application will be permitted once the application is submitted. Candidates can submit only one application, submission of multiple applications will lead to cancellation of candidature.
10.5	Before filling the application form, candidates should keep ready all the relevant documents/certificates and image of recent passport size photograph (not more than 200 KB) in JPG format and to upload the photograph with clear front view of the candidate without cap and sunglasses.
10.6	The applicant has to sign and affix LTI/RTI (lines on finger should be clear/visible and should not be smudged) on white paper with Black Ink within a box of size 50 mm x 20 mm respectively and upload. The images should be in JPG format scanned with 100 dpi resolution, size of file should not be more than 200 KB. The scanned signature should be, either in English or Hindi, and in running hand and not in BLOCK/CAPITAL or disjointed letter.
10.7	System generated registration number is the candidate's individual <b>Registration ID</b> . The password to generate application printout is the <b>Date of Birth</b> . For login purpose, candidates should use this registration number generated. The password will be date of birth in "ddmmyyyy" format.
10.8	Candidates are advised to check whether the details fed by them are correct in the preview and make corrections, if any. Once application is submitted, no further corrections are permitted.
10.9	<b>Candidates are NOT required to send / submit any documents including system generated application form to ICF through Post/e-mail/FAX/By hand.</b>
10.10	<b>After final submission, candidates can take a printout of the online application. They are advised to bring the printout of the online application at the time of Written Test.</b>
11.0	<b>DOCUMENTS TO BE UPLOADED:</b> Candidates are required to upload the following legible documents. Candidature will be rejected, in case of uploading of documents which are not clear. Decision of administration will be final. No communication will be entertained.
11.1	Scanned self-attested copy of Educational Qualification certificate, as prescribed in Para-2 of the notification.
11.2	Scanned self-attested copy of essential minimum prescribed Cultural qualification certificate, as prescribed in Para 3.1 to 3.3 of the notification. Candidates are advised to avoid uploading certificates other than specified norms.
11.3	Self-attested copy of caste / community certificate in prescribed format issued by the competent authority for SC/ST/OBC/EWS candidates.
11.4	Self-attested copy of discharge certificate for Ex-servicemen candidates.
11.5	<b>Any certificate, photograph etc. sent separately after uploading of Application Form will not be entertained.</b>
12.0	<b>GENERAL INSTRUCTIONS TO CANDIDATES:</b>
12.1	The specific discipline should be mentioned without fail in the online application.
12.2	The decision of ICF in all matters relating to eligibility, acceptance or rejection of the application, penalty for false information, mode of selection, conduct of written test / practical demonstration/selection, allotment of post to selected candidates etc. will be final and binding on the candidates.
12.3	ICF administration reserves the right to alter the stages of recruitment or cancel part or whole or any recruitment process at any stage without assigning any reason.

*Handwritten signature*  
23/11/22

12.4	The candidate should attend the written test / practical demonstration at the date, time & venue specified by ICF administration and any request for change of date, time & venue will not be entertained.
12.5	The candidate may have to stay for a few days during the practical demonstration and will have to make their own arrangements for their stay at Chennai while attending Written test / Document Verification/ Practical Demonstration. No TA/DA/ Accommodation will be given for appearing in Written test / Practical Demonstration.
12.6	Candidates who are applying in response to this notification should be in readiness to appear for Written test /Practical Demonstration. Eligible candidates will be intimated of the date of Written test, Document Verification and Practical demonstration through <b>SMS only</b> .
12.7	The candidates, who are recruited against Cultural Quota, shall perform Cultural programmes in Railways, for a minimum period of 10 years, for which, they shall execute a bond.
12.8	All SMS communications from ICF Administration will be from <b>PB ICF</b> .
12.9	Candidates are advised to regularly check the website <a href="https://pb.icf.gov.in">https://pb.icf.gov.in</a> for updates. In case of any clarification, candidates may raise issues in the helpdesk given at <a href="https://pb.icf.gov.in/cultural_26/HELPDESK_ENTRY.PHP">https://pb.icf.gov.in/cultural_26/HELPDESK_ENTRY.PHP</a> .No other mode of communication will be entertained. Any violation will be viewed seriously.
12.10	Candidates may note that submission of fake / forged documents or providing false information will lead to cancellation of candidature / termination of service without any notice at any stage i.e. Written test / Practical demonstration / Empanelment / after Appointment. Further, such candidates are liable for <b>criminal prosecution</b> .
12.11	<b>Canvassing in any form will result in disqualification of the candidature.</b>
12.12	Candidates must ensure that they must upload soft copies of the relevant Cultural, Educational Qualifications, photograph, LTI/RTI, Signature etc as required. Incomplete applications and applications uploaded without requisite documents / LTI/RTI will be summarily rejected and no correspondence will be entertained in this regard.
12.13	<b>Mere calling for Written Test / Practical Demonstration will not be a guarantee for appointment.</b>
12.14	<b>ICF Administration has not appointed any agents or coaching centres for acting on its behalf. Beware of such persons/agencies. Recruitment is done strictly as per merit.</b>
12.15	Legal issues, if any, shall fall within the territorial jurisdiction of the Central Administrative Tribunal Chennai under which this Administration is located.
12.16	<b>The mobile number and E-Mail ID should not be changed by the candidates till completion of selection and administration will not be responsible for non-receipt of communication if mobile number and e-mail ID are changed in between.</b>
12.17	The Railway Administration is not responsible for any delay in delivery /non-receipt of e-mail or SMS. Candidates should also check their spam e-mail folder.
12.18	Candidates, who are already in service of PSU/Government Organizations and are eligible for the above, should produce "No Objection Certificate" for the same from their employer at the time of Document Verification.
12.19	Application without paying or paying less examination fee than prescribed by this Notification will be rejected.

*Handwritten signature*  
29/1/20

**Assistant Personnel Officer/WS  
for General Manager (P)**