

**JAMMU AND KASHMIR LEGAL SERVICES AUTHORITY**  
JDA COMPLEX JANIPUR, JAMMU/ OLD SECRETARIAT, SRINAGAR

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**NOTICE INVITING APPLICATIONS FOR THE ENGAGEMENT AS  
CHIEF LADC AND DEPUTY LADC UNDER THE J&K LEGAL SERVICES  
AUTHORITY**

The Legal Aid Defense Counsel System (LADCS) has been implemented across all 20 districts of the UT of J&K to provide effective, professional, and accessible legal services to underprivileged and disadvantaged communities, in accordance with Section 12 of the Legal Services Authorities Act, 1987.

Due to the inadequate number of eligible candidates and the vacancies arising from the engagement of Deputy LADCs as Chief LADCs, a fresh advertisement is hereby issued, inviting applications from eligible lawyers possessing the requisite qualifications for full-time engagement on a monthly honorarium basis."

Candidates whose contract have not been extended in previous engagements need not to apply.

The details of the vacant positions of LADCs are mentioned against their respective districts;

| S.No. | Name of the District | Human Resource | No. of Positions | Monthly Honorarium |
|-------|----------------------|----------------|------------------|--------------------|
| 1     | Srinagar             | Chief LADC     | 01               | ₹ 85,000           |
| 2     | Ganderbal            | Chief LADC     | 01               | ₹ 65,000           |
| 3     | Anantnag             | Deputy LADC    | 02               | ₹ 40,000           |
| 4     | Kulgam               | Deputy LADC    | 01               | ₹ 40,000           |
| 5     | Shopian              | Deputy LADC    | 01               | ₹ 40,000           |
| 6     | Pulwama              | Deputy LADC    | 01               | ₹ 40,000           |
| 7     | Bandipora            | Deputy LADC    | 01               | ₹ 40,000           |
| 8     | Budgam               | Deputy LADC    | 01               | ₹ 40,000           |
| 9     | Kupwara              | Deputy LADC    | 01               | ₹ 40,000           |
| 10    | Samba                | Deputy LADC    | 01               | ₹ 40,000           |
| 11    | Poonch               | Deputy LADC    | 01               | ₹ 40,000           |
| 12    | Rajouri              | Deputy LADC    | 01               | ₹ 40,000           |
| 13    | Bhaderwah            | Deputy LADC    | 01               | ₹ 40,000           |
| 14    | Kishtwar             | Deputy LADC    | 01               | ₹ 40,000           |
| 15    | Udhampur             | Deputy LADC    | 01               | ₹ 40,000           |
| 16    | Reasi                | Deputy LADC    | 01               | ₹ 50,000           |
|       |                      |                | 02               | ₹ 40,000           |

**TIME LINE FOR EVENTS**

|                                                                                                        |                            |
|--------------------------------------------------------------------------------------------------------|----------------------------|
| Issue of Advertisement for the Position of Chief LADC, Deputy LADCs.                                   | 23.05.2025                 |
| Last Date for Submission of Duly Filled Application Forms along with Self-Attested Copies of Documents | 10.06.2025<br>upto 4.00 PM |
| Constitution of the Selection Committee at District Level                                              | By or Before 24.06.2025    |
| Submission of Details of Constituted Selection Committee                                               | 25.06.2025 to 30.06.2025   |

## **Selection Criteria for Deputy LADC**

### **Practice in Criminal Law**

**Total 60 Marks**

**(Maximum 13 Points)**

The points are awarded based on the candidate's years of experience:

- **Minimum 07 years of practice at the bar or above**
- **Points Distribution:**
  - **Minimum Points (07 years): 10 points**
  - **Additional Points: 01 point for each additional year of experience beyond 07 years, up to a maximum of 13 points for 10 years or more of experience).**

#### **Example:**

- |                               |           |
|-------------------------------|-----------|
| • 07 years of experience →    | 10 points |
| • 08 years of experience →    | 11 points |
| • 09 years of experience →    | 12 points |
| • 10 years above experience → | 13 points |

### **Conduct of Criminal Trials in Session Courts**

**(Maximum 30 Points)**

- |                                     |           |
|-------------------------------------|-----------|
| i. Vakalatnama                      | 10 points |
| ii. Arguments on Charge             | 05 Points |
| iii. Cross – Examination            | 05 Points |
| iv. Decided Bail/other Applications | 05 Points |
| v. Judgements                       | 05 Points |

### **Higher Qualifications**

**(Maximum 5 Points)**

- |                                       |           |
|---------------------------------------|-----------|
| • LLM (Master of Laws) →              | 02 points |
| • PhD (Doctor of Philosophy in Law) → | 03 points |

### **Interview**

**(Maximum 10 Points)**

### **Additional marks for Previous Experience:**

**(Maximum 02 marks)**

**Note :** If the candidate has previously worked as a Assistant LADC, Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional points in the interview depending upon the candidate's performance as Assistant LADC, Panel Lawyer, or Pro Bono Lawyer

**Note:**

1. The date of interaction/interview with candidates shall be notified separately.
2. One member in the LADC Selection Committee constituted at District level shall be nominated by the Hon'ble Executive Chairman, J&K Legal Services Authority, for the purpose of interview/interaction with applicants in each district.
3. The LADC guidelines, the Scheme of Engagement for LADCs and the application form can be downloaded from the official website of the J&K Legal Services Authority at <http://jkslsa.gov.in> and will also be available at the notice boards of the District & Sessions Judge Office and Secretary, DLSA Office.
4. The information regarding eligibility criteria is enclosed as **Annexure A-3** and can be downloaded from the official website of the J&K Legal Services Authority and will also be available at the notice boards of the Secretary, DLSA Office.
5. The District Legal Services Authorities (DLSAs) are directed to publish the notification in local daily newspapers within their respective districts to ensure maximum participation of eligible candidates in the selection process.
6. The Notification/Advertisement of LADCs should be prominently displayed on the notice boards at the District & Sessions Judge's office, Secretary's office (DLSA), and the Bar Rooms. Additionally, the notification must be shared on relevant WhatsApp groups and legal professional networks to further enhance the participation of qualified candidates.
7. Candidates with experience at the Bar must attach a certificate attested from the concerned District & Sessions Judge verifying their actual practice. This certificate is necessary to authenticate their experience and confirm their eligibility for the position.
8. The Secretaries, DLSAs are requested to actively engage with Bar Associations at the District Headquarters to spread awareness about the selection process and to motivate qualified lawyers to apply and participate, ensuring a strong pool of candidates for the position.
9. The engagement of LADCs will be on a **monthly honorarium** basis initially for a period of one year only, extendable by another year based on performance, availability of funds and further instructions from NALSA.
10. Completed application forms, along with the required self-attested documents, must be submitted personally to the respective District Legal Services Authority (DLSA) office against a proper receipt in the office of the Secretary, DLSA concerned. Any application submitted after the specified date and time will not be entertained or considered.

*Shazia Tabasum*  
23.05.2025  
Shazia Tabasum  
Member Secretary

Dated: 23.05.2025

No: LSA/LS/96/2022/391-94

Copy for information forwarded to the:

1. Director General, Information J&K with the request to publish the notification in the leading daily newspapers of both Kashmir and Jammu for wide publicity.
2. Chairpersons/Secretaries of concerned DLSAs for information and further necessary action, including publishing the **notification** in local daily newspapers within their respective districts to ensure maximum participation from eligible candidates and affix the notification along with Annexure A-3 on the notice boards of the District & Sessions Judge's office, the Secretary, DLSA office, and the Bar Rooms in their respective districts.
3. Incharge Website.
4. Office file.

## ANNEXURE A-3

### Selection Criteria for Engagement of LADC

The selection shall be made on the basis of experience, practice, professional skills, knowledge, personality, IT knowledge and higher qualification. The criteria for the selection of LADCs is as under:

#### Selection Criteria for Chief LADC

**Total 62 Marks**

Practice in Criminal Law

**(Maximum 15 marks)**

The marks are awarded based on the candidate's years of experience:

- **Requirement is minimum 10 years of practice in Criminal Law at the bar or above**

#### ***Points Distribution:***

- Minimum marks (10 years): 10 marks
- Additional marks: 1 mark for each additional year of experience beyond 10 years, up to a maximum of 15 marks (for 15 years or more of experience).

#### **Example:**

- |                                     |          |
|-------------------------------------|----------|
| • 10 years of experience →          | 10 marks |
| • 11 years of experience →          | 11 marks |
| • 15 or above years of experience → | 15 marks |

**Conduct of Criminal Trials in Session Courts**

**(Maximum 30 marks)**

- |                                     |          |
|-------------------------------------|----------|
| i. Vakalatnama                      | 10 marks |
| ii. Arguments on Charge             | 05 marks |
| iii. Cross – Examination            | 05 marks |
| iv. Decided Bail/other Applications | 05 marks |
| v. Judgements                       | 05 marks |

**Higher Qualifications**

**(Maximum 5 Point)**

- |                                       |          |
|---------------------------------------|----------|
| • LLM (Master of Laws) →              | 02 marks |
| • PhD (Doctor of Philosophy in Law) → | 03 marks |

**Interview**

**(Maximum 10 marks)**

**Additional marks for Previous Experience:**

**(Maximum 02 marks)**

**Note:** If the candidate has previously worked as a Deputy LADC, Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional marks in the interview depending upon the candidate's performance as Deputy LADC, Panel Lawyer, or Pro Bono Lawyer

## Assistant LADC Selection Criteria

**Total 62 Marks**

### **Practice in Criminal Law**

**(Maximum 14 Points)**

The points are awarded based on the candidate's years of experience:

- **Minimum 0 – 3 years of practice at the bar or above**
- **Points Distribution:**
  - **Minimum Points (0 - 3 years):** 10 points
  - **Additional Points:** 01 point for each additional year of experience beyond 03 years, up to a maximum of **14 points** for 07 years of experience.

#### **Example:**

- |                              |           |
|------------------------------|-----------|
| • 0 -3 years of experience → | 10 points |
| • 0 4 years of experience →  | 11 points |
| • 07 years of experience →   | 14 points |

### **Conduct of Criminal Trials in Magistrate Courts**

**(Maximum 30 Points)**

- |                                     |           |
|-------------------------------------|-----------|
| i. Vakalatnama                      | 10 points |
| ii. Arguments on Charge             | 05 Points |
| iii. Cross – Examination            | 05 Points |
| iv. Decided Bail/other Applications | 05 Points |
| v. Judgements                       | 05 Points |

### **Higher Qualifications**

**(Maximum 06 Points)**

- |                                       |           |
|---------------------------------------|-----------|
| • IT Knowledge -                      | 02 point  |
| • LLM (Master of Laws) →              | 02 points |
| • PhD (Doctor of Philosophy in Law) → | 02 points |

### **Interview**

**(Maximum 10 Points)**

### **Additional Points for Previous Experience:**

**(Maximum 02 Points)**

**Note:** If the candidate has previously worked as a Panel Lawyer, or Pro Bono Lawyer for Legal Services Institutions, they may be awarded maximum 2 additional points in the interview depending upon the candidate's performance as Panel Lawyer, or Pro Bono Lawyer.