



BRIC-Translational Health Science and Technology Institute

(An Institute of the Biotechnology Research and Innovation Council, Govt. of India) NCR Biotech Science Cluster, 3rd Milestone, Faridabad – Gurugram Expressway, P.O. Box No. 04, Faridabad - 121001

RECRUITMENT NOTICE NO.: THS/RN/06/2025

Dated: 29th April 2025

RECRUITMENT NOTIFICATION

- 1. BRIC-Translational Health Science and Technology Institute (THSTI) is an Institute of the Biotechnology Research and Innovation Council, Department of Biotechnology, Ministry of Science & Technology, Govt. of India. The institute is an integral part of the interdisciplinary NCR Biotech Science Cluster located at Faridabad, with the mission to conduct innovative translational research and to develop research collaborations across disciplines and professions to translate concepts into products to improve human health.
- 2. BRIC-THSTI has built several inter-institutional collaborations and connectivity with industry supported by well-trained teams of research and laboratory staff. THSTI has established various centres namely (a) Centre for Maternal and Child Health, (b) Centre for Virus Research, Therapeutics and Vaccines (c) Centre for Tuberculosis Research (d) Centre for Microbial Research, (e) Centre for Immunobiology and Immunotherapy (f) Centre for Drug Discovery (g) Clinical Development Services Agency (h) Computational and Mathematical Biology Centre (i) Centre for Bio-design and Diagnostics. These centres are strengthened by many core facilities viz. Bioassay Laboratory, Biorepository, Biosafety Level-3 Lab, Data Management Centre, Immunology Core laboratory, Multi-Omics facility, Experimental Animal Facility, Vaccine design and Development facility, School of Innovation in Bio design etc that serve as huge resources for the research programmes of THSTI and also the National Capital Region Biotech Science Cluster and other academic and industrial partners. BRIC-THSTI trains the next generation of scientific leaders through many ambitious and globally competitive academic courses which promotes research and innovation through multi-disciplinary academia-industry partnerships
- 3. This recruitment is to fill up the vacancies of BRIC-THSTI under the following projects:

Educational Qualification and Experience required for the post:

S. No.	Name of the Post/ No. of posts/ Monthly consolidated emoluments/ Age Limit	Essential & Desirable qualifications & Experience	Job description/ Skills required
newborn health in In		· •	d fetal physiology, lactation and
1.	Project Scientist (CTG)	MBBS from a recognized university with three (3)	• Lead the design, planning, and execution of clinical research
	One post	years' of post-qualification experience in academia/ industry	studies, ensuring adherence to regulatory standards and research
	Rs. 1,10,000/-	in clinical research.	protocols. Focusing on

	45 years	Desirable –	understanding of the fetal and
	Date of walk-in interview: 20 th May 2025	 Proven experience in clinical research, industry and fundraising Proven track record of working on fetal and labour monitoring Scientific and commercial understanding of climate and health nexus. Proven track record of successful project management and leadership in clinical settings. Excellent communication, analytical, and problem-solving skills, with the ability to work collaboratively in a team environment. 	understanding of the fetal and maternal health. Prepare, submit, and manage grant applications to secure funding for clinical research projects, demonstrating expertise in crafting persuasive proposals that align with funding body requirements. Write grants aligning to climate and health nexus. Collaborate and coordinate with healthcare providers, research institutions, and cross-functional teams to drive study objectives and facilitate smooth communication between stakeholders. Oversee data collection, analysis, and interpretation, ensuring the accuracy and reliability of research findings to contribute to evidence-based insights for product development. Map the extreme heat data, health parameters, clinical observations. Ensure all clinical research activities comply with regulatory and ethical standards, including
			obtaining necessary approvals from Institutional Review Boards (IRBs) and ethics committees. • Lead the preparation of research findings for publication in peerreviewed journals, conferences, and presentations, effectively communicating study outcomes to the broader scientific community. • Provide mentorship to junior researchers and guide the clinical research team, fostering a collaborative environment focused
2.	Clinical Research	M.Tech. in Biomedical/	on high-quality research outputs. • Demonstrate and deploy
	Associate (CTG) One post	Biosciences/ Biotechnology or a related subject from a recognized university with relevant	CTG/fetal monitoring solutions and train users on data collection on heat and fetal health
	Rs. 60,000/-	experience in maternal and child health and climate health with	Travel to designated locations to meet stakeholders and facilitate
		two (2) years of post-	smooth project execution.

Date	of	walk-in
interv	iew:	20th May

35 years

2025

qualification experience in academia/industry.

OR

M.Sc. in Biomedical/ Biosciences/ Biotechnology or a related subject from a recognized relevant university with experience in maternal and child health and climate health with three (3) vears of postqualification experience in academia/industry.

Desirable:

- Technical understanding of medical devices mainly fetal monitoring
- Technical understanding of climate change and its impact on health.
- Demonstrated ability manage projects with strong coordination and analytical skills.
- Willingness to travel required for project execution and stakeholder engagement.
- Familiarity with data collection, validation, and analysis methods.
- Strong interpersonal and communication skills to collaborate with diverse teams.
- Proficiency in using data analysis tools or software.
- Work on project execution.

- Establish and maintain strong working relationships with all project collaborators.
- Assist in designing clinical studies, ensuring alignment with research objectives and regulatory fetal quidelines. Mainly on monitoring and extreme heat assessment
- Coordinate with internal external teams to ensure projects are executed on time and within scope.
- Monitor project progress and address operational any challenges to ensure seamless execution.
- Collect, evaluate, and validate data as per the clinical study protocols.
- Ensure data integrity and structure data appropriately for analysis.
- Conduct preliminary data analysis to support research findings and project insights.
- Summarise and report study outcomes with attention to detail and accuracy.
- Ensure adherence to ethical standards and guidelines during data collection and project execution.
- Maintain meticulous records and documentation to support the reliability of research findings.

3. **Assistant Data** Manager

One post

Rs. 50,000/-

45 years

Date of walk-in interview: 20th May 2025

Post graduate degree in Computer Application/ Computer Science/ Data Science from a recognized University with at least two years of postqualification work experience in clinical data management.

OR

Graduate degree in Computer Science/ Computer Application from a recognized University with at least four years of postqualification work experience.

- Responsible for taking lead in data management for the Heat in Pregnancy project, timely delivery of key tasks, while maintaining high quality standards. He/ She will work closely with the central database development and management team of THSTI.
- Site clinical data management in coordination with the central database development and management team at THSTI for 3 clinical sites.

		Graduate degree in any discipline with computer diploma from a recognized Institute/University with at least five years of post-qualification work experience	 Ensure compliance to data management standards and procedures; including data protection, data security and data backup plan Deploying and maintenance of study database. Develop tools to track screened and enrolled participants Overall data management, query management, data cleaning. Timely report generation, to track study progress, identify triggers of non-compliance Escalating triggers on variables that are critical to quality. Develop automations to minimize manual errors and decrease turnaround time Expected to develop a DMP and working plan, contribute to development of edit checks.
Proje	ect: Development of a	n advanced multiplex bead-ba	sed platform for comprehensive
			nd environmental samples across
	high-density areas		
PI	: Dr. Shailendra Ma		
PI 4.	Project Technical	12 th in Science + Diploma (MLT/	• Familiarity with common
		12 th in Science + Diploma (MLT/DMLT or equivalent) from a	laboratory techniques, including
	Project Technical Support-II	12 th in Science + Diploma (MLT/ DMLT or equivalent) from a recognized university with Five	laboratory techniques, including gel electrophoresis, molecular
	Project Technical	12 th in Science + Diploma (MLT/ DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays
	Project Technical Support-II One post	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody
	Project Technical Support-II	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment.	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays).
	Project Technical Support-II One post	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR,
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes.
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment
	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment.	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred.
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical Support-III	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). • Experience in PCR, rt-PCR, designing primers and probes. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred.
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). Experience in PCR, rt-PCR, designing primers and probes. Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in handling small animals, histopathology. Experience in isolating PBMCs and working knowledge of FACS.
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical Support-III One post	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-qualification experience of	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). Experience in PCR, rt-PCR, designing primers and probes. Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in handling small animals, histopathology. Experience in isolating PBMCs and working knowledge of FACS. Familiarity with common
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical Support-III	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-qualification experience of animal handling and BSL-3 lab	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). Experience in PCR, rt-PCR, designing primers and probes. Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in handling small animals, histopathology. Experience in isolating PBMCs and working knowledge of FACS. Familiarity with common laboratory techniques, including
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical Support-III One post	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-qualification experience of animal handling and BSL-3 lab environment.	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). Experience in PCR, rt-PCR, designing primers and probes. Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in handling small animals, histopathology. Experience in isolating PBMCs and working knowledge of FACS. Familiarity with common laboratory techniques, including gel electrophoresis, molecular
4.	Project Technical Support-II One post Rs. 20,000/- plus HRA 30 years Date of walk-in interview: 23rd May 2025 Project Technical Support-III One post Rs. 28,000/- plus HRA	12th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification experience of working in BSL-3 lab environment. OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment. Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-qualification experience of animal handling and BSL-3 lab	laboratory techniques, including gel electrophoresis, molecular assays, and serological assays (ELISA, multiplex antibody detection assays). Experience in PCR, rt-PCR, designing primers and probes. Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in handling small animals, histopathology. Experience in isolating PBMCs and working knowledge of FACS. Familiarity with common laboratory techniques, including

multiplex

antibody

detection

PI	for rapid generatio : Dr. Shailendra Mai	n of targeted viral vaccines ni	assays), Gene cloning, protein expression. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. m utilizing OC43 virus backbone
6.	Project Research Scientist-I One post	Post-Graduation degree, including the integrated PG degree, in any branch of Life Sciences from a recognized	 Proficiency in mammalian cell culture techniques. Expertise in virus preparation and virus neutralization assays.
	Rs. 56,000/- plus HRA	university.	• Experience with the generation of pseudoviruses.
	Date of walk-in interview: 26 th May 2025		 Experience in gene cloning, protein expression in mammalian cells and protein purification. Familiarity with common laboratory techniques, including gel electrophoresis, molecular assays, and serological assays. Work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred. Experience in writing manuscript and grant annual reports.
7.	Project Technical Support-II One post	12 th in Science + Diploma (MLT/DMLT or equivalent) from a recognized university with Five (5) years' of post-qualification	Experience in handling small animals.Familiarity with common laboratory techniques, including
	Rs. 20,000/- plus HRA	experience of working of handling small animals and BSL-3 lab environment.	gel electrophoresis, molecular assays (PCR, rt-PCR), and serological assays (ELISA,
	30 years Date of walk-in interview: 26 th May 2025	OR Three Years Graduation degree in any branch of Life Sciences from a recognized university with two (2) years' of post-qualification experience of virus handling and BSI-3 lab environment.	multiplex antibody detection assays), Gene cloning, protein expression. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred.
8.	Project Technical Support-III One post	Three Years Graduation degree in any branch of Life Sciences from a recognized university with three (3) years' of post-	 Experience in handling small animals, histopathology. Expertise in virus neutralization assays and FACS.
	Rs. 28,000/- plus HRA	qualification experience of virus handling and BSI-3 lab	• Familiarity with common laboratory techniques, including
	35 years	environment. OR	gel electrophoresis, molecular assays (PCR, rt-PCR), and

	Date of walk-in interview: 26 th May 2025	Post-Graduation degree in any branch of Life Sciences from a recognized university.	serological assays (ELISA, multiplex antibody detection assays), Gene cloning, protein expression. • Candidates having work experience in a BSL-3 (Biosafety Level 3) laboratory environment will be preferred.		
Proj	Project: Development, preclinical evaluation and assessment of protection efficacy of a recombinant Hepatitis E vaccine in a non-human primate (Macaque) challenge model				
9.	: Dr. Milan Surjit Project Research	Post-Graduation degree,	Working knowledge of		
٠.	Scientist-I	including the integrated PG	recombinant DNA technology such		
	Two posts	degree, in Life Sciences/ Biotechnology/ Biochemistry/ Microbiology/ Immunology from	as cloning, in vitro transcription, heterologous protein expression and purification, western blotting,		
	Rs. 56,000/- +HRA	a recognized university.	mammalian cell culture, mouse		
	35 years		handling and experimentation, ELISA, FACS etc.		
	Date for walk-in		He/she should be able to perform		
	interview- 20 th May		experiments, maintain records,		
	2025		write reports and order materials		
			related to the above mentioned		
	<u> </u>		project.		
For i	nosts mentioned above	unterested candidates fulfilling	the criteria as mentioned above		

For posts mentioned above, interested candidates fulfilling the criteria as mentioned above may walk-in for written test/skill test/interview at 9:00 am on the date mentioned against each positions at THSTI, NCR Biotech Science Cluster, 3rd Milestone, Faridabad-Gurugram Expressway, Faridabad – 121001.

NOTE:-

- 1) The candidates must bring their latest resume, one set of photocopy of documents in support of their educational qualification and experience along with originals and a valid ID cards for verification.
- 2) Candidates coming after the time slot mentioned will not be entertained.
- 3) All the candidates coming for written test/skill test/interview at THSTI are mandatorily required to deposit their mobile phone along with a valid Identity proof at the reception and the same will only be returned back on completion of the entire selection process.

GENERAL TERMS & CONDITIONS:

- a) These are the short-term positions and extension will be granted subject to satisfactory performance of the incumbents and tenure of the project for which they are selected. Those appointed to these positions will not have any claim for regularization of their employment.
- b) All educational, professional and technical qualification should be from a recognized Board/University.
- c) The experience requirement specified above shall be the experience acquired after obtaining the minimum educational qualifications specified for the post. The candidates are required to satisfy themselves, before applying /appearing for the selection process, that they possess the minimum eligibility criteria as laid down in the recruitment advertisement. No query will be entertained with regard to eligibility criteria.
- d) The date of Interview of the respective post will be the **CRUCIAL DATE** for determining eligibility with regard to age, experience, essential qualification etc.

- e) Age and other relaxations for direct recruits and departmental candidates: 1. By five years for candidates belonging to SC/ST communities. 2. By three years for candidates belonging to OBC communities. 3. For Persons with Benchmark Disabilities (PwBD) falling under the following categories: (i) UR ten years, ii) OBC 13 years (iii) SC/ST 15 4. Age is relaxable for Central Government servants up to five years in accordance with the instructions or orders issued by the Central Government, from time-to-time. 5. Institute employees will get the age relaxation to the extent of the service rendered by them as on closing date of advertisement. 6. For Ex-servicemen upto the extent of service rendered in defence forces (Army, Navy & Air force) plus 3 years provided they have put in a minimum of 6 months attested service.
- f) All results/notifications will only be published on our website. Therefore, the candidates should essentially visit THSTI website, regularly.
- g) All communications will only be made through email.
- h) In case a large number of applications are received, screening will be done to limit the number of candidates to those possessing higher/relevant qualification and experience.
- i) The no. of vacancy indicated above may change subjected to the actual requirement at the time of Written test/skill test/interview.
- j) With regard to any provisions not covered in this notification, the bye laws of THSTI / Govt. of India rules / guidelines shall prevail.
- k) Canvassing wrong information in any form will be a disqualification.

"Government strives to have a work force which reflects gender balance and women candidates are encouraged to apply"