मौलाना आजाद राष्ट्रीय प्रौद्योगिकी संस्थान, भोपाल-462003

MAULANA AZAD NATIONAL INSTITUTE OF TECHNOLOGY, BHOPAL-462003

(An Institute of National importance under Ministry of HRD, Govt. of India)

Advt. no. Estt/FR/2019/PR/530 Dated: 23/07/2019

ADVERTISEMENT FOR RECRUITMENT ON THE POST OF PROFESSOR

MANIT-Bhopal is an Institute of National Importance under the aegis of Ministry of Human Resources Development- Government of India. The Institute invites online applications for filling up under-mentioned faculty positions. Candidates are required to apply online through link provided on Institute website http://www.manit.ac.in/content/faculty-recruitment-2019.

Sl. no.	Name of the Post	Group and level of pay	Number of Posts	Department/Disciplines where vacancies exist
1.	Professor	Group A, Level-14A (Entry Pay ₹159100/-) (Pre-revised pay in PB-4, AGP Rs. 10500).	**Total Posts 26** [UR-13, OBC-07, SC-03, ST-01, EWS-2 | PwD-1 (horizontal across categories)].	Detailed on subsequent pages of this advertisement.

Apart from Indian Citizens, candidates holding Overseas Citizen of India (OCI) Card would also be eligible to apply for above posts. Candidates may refer to subsequent pages for detailed instructions and eligibility criteria.

REGISTRAR

DEPARTMENTS WHERE VACANCIES EXIST AND REQUIRED SPECIALISATIONS

S. No.	Department / Centre where vacancies exist	Specialization	No. of Vacancies
1	**Civil Engineering**	**Surveying & Geodesy** (Geo-informatics: Remote Sensing / GIS and GPS) **OR Transportation Engineering (**Traffic operation and Management / Pavement Management System and Urban Transportation) **OR Hydraulics Engineering OR Water Resources Engineering OR** Environmental Engineering	**3**
2	**Electrical Engineering**	Power System Restructuring **OR** Smart Grids**,** Electrical Machine **OR** Power Electronics	**3**
3	**Mechanical Engineering**	**Machine Design**(Design of Machine Elements/ Computer Aided Design (CAD) /Stress and Vibration Analysis **Thermal Engineering** (Internal Combustion Engine)	**3**
4	**Electronics and Communications Engineering**	Microwave and RF Engineering **OR** VLSI Design **OR** Embedded/Cyber Physical Systems **OR** Artificial Intelligence **OR** Machine Learning **OR** Broadband/Optical Communication **OR** Instrumentation and Control, Communication Engineering **OR** Networks and Switching **OR** Signal Processing / Computer Engg. / Technology **OR** Internet of Things **OR** Robotics.	**3**
5	**Metallurgical and Materials Engineering**	Manufacturing process **OR** Powder Metallurgy **OR** Physical Metallurgy (Heat Treatment) **OR** Mechanical metallurgy **OR** Extractive Metallurgy.	**2**
6	**Chemical Engineering**	Chemical Engineering Thermodynamics **OR** Process Intensification **OR** Engineering Analysis and Process Modeling **OR** Optimization of Chemical Engineering **OR** Processes and Reaction Engineering **OR** Fluidization Engineering.	**2**
7	**Computer Science and Engineering**	Artificial Intelligence **OR** Data Science **OR** High Performance Computing **OR** Networking **OR** Information Security **OR** Software Engineering **OR** Programming Languages and Compilers **OR** Theoretical Computer Science **OR** Graphics and Visualizations	**5**
8	**Mathematics , Computer Applications & Bio-**	Pure Mathematics **OR** Applied Mathematics **OR** Data Science **OR** Machine Learning **OR** Network Administration **OR Artificial Intelligence OR** Server Management **OR**	**1**

	informatics	High End Computing **OR** Internet of Things **OR** Cognitive Science **OR** Computational Neuroscience **OR** Computational Biology	
9	**Humanities and Social Sciences**	Economics **OR** Psychology **OR** Sociology	**1**
10	**Physics**	Nuclear Physics **OR** Solid State Physics **OR** Theoretical Physics	**1**
11	**Chemistry**	**Not Applicable**	**No Vacancy**. However, internal faculty members of the Deptt. may apply in terms of para 5 of Note I to Schedule E of NIT Statutes, subject to fulfillment of eligibility criteria.
12	**Architecture and Planning**	B. Arch. with Masters in Construction Management / Construction Technology / BEM / Design / Product Design / Urban Planning / Regional Planning / City Planning / Rural Planning/ Landscape / Conservation / Urban Design B. Planning with Masters in Urban Planning / City Planning / Geoinformatics / GIS / Remote sensing	**2**
13	**Management Studies**	**Not Applicable**	**No Vacancy.** However, internal faculty members of the Deptt. may apply in terms of para 5 of Note I to Schedule E of NIT Statutes, subject to fulfillment of eligibility criteria.
14	**Energy Centre**	**Not Applicable**	**No Vacancy**. However, internal faculty members of the Deptt. may apply in terms of para 5 of Note I to Schedule E of NIT Statutes, subject to fulfillment of eligibility criteria.
15	**Biological Sciences**	**Not Applicable**	**No Vacancy**. However, internal faculty members of the Deptt. may apply in terms of para 5 of Note I to Schedule E of NIT Statutes, subject to fulfillment of eligibility criteria.

GENERAL INSTRUCTIONS & INFORMATION

FACULTY RECRUITMENT

How to apply

1. Only Application made **online** will be accepted.
2. Link for applying online:
   (http://mponline.gov.in/PORTAL/SERVICES/MPMANIT/FRMHOME.ASPX)
3. The applicant must be a citizen of India or should be a person registered as an Overseas Citizen of India (OCI) cardholder under Section 7A of the Citizenship Act, 1955 (57 of 1955).
4. Before filling the online Application Form, the candidate must ensure his/her eligibility for the post in respect of qualification and other requisite criteria. The candidate should carefully go through details and instructions available on MANIT website http://www.manit.ac.in/content/faculty-recruitment-2019 . Apart from Schedule E available in this Advertisement, candidates are also advised to go through the following important Rules/Orders:

Sl. no.	Document/order/guidelines	Uploaded with this Advt. as
1	NITSER Act, 2007	Annexure I
2	First Statutes of NIT	Annexure II
3	MHRD F.No.33-9/2011/TS.III dated 16th April 2019	Annexure III
4	MHRD F.No. 33-9/2011-TS.III dated 30th November 2017,	Annexure IV
5	MHRD F.No. 33-9/2011-TS.III dated 20th April 2018	Annexure V
6	MHRD F.No. 33-9/2011-TS.III dated 13th September 2017	Annexure VI
7	Gazette Notification dated 07th March 2019 of CEI (Reservation in Teachers' Cadre) Ordinance, 2019	Annexure VII

5. The online application form is to be filled in two parts, Part *A-Personal information*, and *(ii) Part B-Credit Point Verification Proforma*.

   a) Interested candidates are required to upload all relevant certificates/self-attested documents in support of the information in **Part A** only, along with scanned photograph and signature.

   b) However, documents in support with the information provided in **Part B** have to be sent along with the application form only *(Not to be uploaded)* as per the Enclosures tagged in Part B Proforma as per instruction for submission of signed application form.

   c) The detailed Part B will be available for download from 03 August 2019 onwards by inputting application number and date of birth on online application portal.

   d) **Candidates are also required to send along with the application form the Experience Certificate in support of experience claimed in the application.**

6. Candidates serving in Government/Semi-Government/PSUs/Universities/Educational

Institutions should send their applications either *Through Proper Channel* or should furnish a *No Objection Certificate (NOC)* from their employer/competent authority at the time of interview. They can, however, send an advance copy of the online submitted application form and relevant enclosures.

7. Before filling up the online application form, candidates are advised to have following documents on hand:
   a) Photo alongwith signature in jpg format of size not exceeding 200 KB.
   b) Date of Birth Certificate in jpg format of size not exceeding 200 KB.
   c) Category (SC/ST/OBC/PwD/EWS etc.) Certificate in jpg format of size not exceeding 200 KB.
   d) Proof of Educational qualification (single pdf file of size not exceeding 2 MB).
   e) ID Proof (Employer ID, DL, PAN, Voter's ID, etc.) in jpg format of size not exceeding 200 KB.
   f) UGC NET/SLET certificate in jpg format of size not exceeding 200 KB.
8. Candidates should apply sufficiently in time without waiting for last date, no request for any extension of last date will be considered on any ground whatsoever, technical or otherwise.

Application Fee

9. Candidates belonging to Unreserved/OBC category have to pay application fee of **₹1200.00** (Rupees One Thousand Two Hundred Only) online at the time of application which is non-refundable. For the Indian Nationals applying from abroad (for all categories) and OCI Card-holders, an application fee of **USD $50** is required to be paid through online application portal.
10. Candidates belonging to SC/ST/PWD categories and women candidates are exempt from application fee. However, they will have to pay the portal charge to M/s MPonline Limited for using of their service.
11. Candidates will be required to submit separate Application Form for each post with separate application fee.
12. Application fee once submitted is not transferable; is non-refundable; and is non-adjustable for any future vacancy.

Vacancy Details

13. The number of vacancies advertised is merely an indication of existing vacancies. The Institute reserves all rights to fill/not to fill or increase/decrease any number of post(s). The Institute also reserves the right to offer contract appointments against the advertised posts.
14. In case of those Departments/Centres where no vacancy exist for the advertised post, internal faculty members of those Deptt/Centres may apply, in terms of para 5 of Note I of Schedule E of NIT Statutes, subject to fulfillment of eligibility criteria, for movement to higher Academic Grade Pay or cadre as per specified selection process.

Short-Listing and Eligibility Criteria

15. In case of large number of applicants, for short listing of applications, the Institute has the right to set higher norms for scrutiny than minimum prescribed norms.
16. The areas of specialization and the post/level applied-for will be taken into account while short listing. Due consideration shall be given to the requirements of the individual departments. In addition, short listing criteria may vary for different posts within the department. MHRD guidelines received from time to time for recruitment will be followed.

The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.

17. The criteria of the specialization are not applicable for the **serving regular faculty members** of MANIT.

18. As per Schedule "E" of the Statutes of NIT vide Gazette of India No.651 dated July 24, 2017, previous experience must be from the **Institute of repute** as per oversight committee resolution (MHRD vide F.No.33-9/2011/TS.III dated 16th April 2019- **Annexure III with this advt.**). The above definition of ***Institute of repute*** shall only be considered to determine eligibility and calculation of credit points. However, the above criterion does not apply for **serving regular faculty members**. For the **serving regular faculty members,** previous experience irrespective of above conditions will be considered.

Selection Process

19. Institute reserves the right to cancel/restrict/enlarge/modify/alter the Recruitment Process, if need arises, without issuing any further notice or assigning any reason therefore.
20. It is mandatory for the candidates to appear in person for written test and/or Technical Presentation and interview.
21. Facility of Technical Presentation and Interview through video conferencing for candidates residing abroad is available at their own risk as Institute is not responsible for any technical issue related to internet connectivity resulting in failure to appear before the presentation/ selection committee.
22. SC/ST outstation candidates will be paid to and fro travelling allowance of second-class Railway fare by the shortest route (subject to production of tickets) as admissible under the Rules upon furnishing of claim in prescribed format with proof of journey. However, Travelling Allowance is not admissible to those SC/ST candidates who are already in service of Central/State Government services, Central/State Government Corporation, Public Sector Undertakings, Local Government Institutions and Panchayats and those who have availed concession from Railways, if any, for undertaking journey for attending examination.
23. All documents in original and photo ID proof (Passport/Voter ID/PAN Card/Any Government issued Id) along with a photocopy will have to be produced at the time of Technical Presentation and Interview. In case the candidate does not produce any ID proof mentioned above he/she will not be allowed to attend the same.
24. Institute reserves the right to reject or accept the candidature of any applicant at any stage.

Communication and Interim Inquiry

25. All communications in regard with recruitment will be made by Email only. Candidates should check their email including SPAM folder regularly. No separate intimation will be sent by post or any other mode.
26. Hence, candidates are advised in their own interest to provide their working e-mail id and to white-list the e-mail id arest@manit.ac.in so that communications from Institute does not end up in spam folder. Institute will not be responsible for non-receipt of intimation via e-mail due to any technical reason/ problem not attributable to the Institute.
27. Schedule of written test and/or Presentation will be uploaded on the Institute website in

due course of time. Applicants are advised to keep visiting the Institute website (http://www.manit.ac.in/content/faculty-recruitment-2019) on regular basis.

28. In case of any inadvertent omission in advertisement/selection process discovered even after issuance of appointment letter, the institute reserves all rights to withdraw/cancel/modify any communication made to the candidates.

29. The Institute reserves the right for corrigendum/addendum after the advertisement. All such addendum/ corrigendum will be published on the Institute Website only.

30. The decision of the Institute in all matters related to this recruitment shall be final. No correspondence /interim inquiries will be entertained from the candidates in connection with the process of selection / interview.

Pay-protection and Claim for Higher Pay

31. Basic pay of the selected candidate will be fixed as per the recommendations of the selection committee only. Candidate from Government/Semi Government/Quasi Government service seeking pay protection and those seeking higher pay than minimum must stake their claim before the selection committee at the time of interview for necessary recommendation to avail pay protection/higher pay.

Reservation

32. Reservation policies will be as per MHRD, GOI norms as applicable to NITs.

33. Relevant caste/category (SC/ST/OBC/EWS/PH) certificates in prescribed format are required to be submitted at the time of presentation/interview, if shortlisted. No other certificate will be accepted. Prescribed formats are hosted at Institute website as **Annexure VIII** with the advertisement.

Responsibility of Information Submitted & Jurisdiction

34. Any dispute with regard to the selection / recruitment process will be subject to Courts / Tribunals having jurisdiction over Bhopal.

35. The candidate is responsible for furnishing the correct information in the application form. If at any stage the information supplied by the candidate is found to be concealed or distorted his/her candidature is liable to be cancelled.

36. In case, it is found that the candidate has undesirable clandestine antecedents/background and has suppressed the said information, then his/her candidature will be cancelled.

37. Canvassing in any form will be treated as disqualification.

Important Dates and Submission of Signed Copy of Application with annexure

38. The cutoff date for determining eligibility of candidates is the closing date of online application form i.e. 18th August 2019.

39. Printout of the online filled application with part 'A' and part 'B' alongwith uploaded documents and Annexures to part 'B' must reach to **"The Registrar, MANIT, Bhopal – 462003"** so as to reach Institute by last date of receipt of hard copy i.e. 26th August 2019.

40. The name of the post and department must be super-scribed "**Post applied for** [name of the post] **Department** [Name of the department]**"** clearly on the envelope without fail.

41. Institute will not be responsible for any postal delay at any stage.
42. Request for individual acknowledgements shall not be considered. Those who want acknowledgement may send their applications by Speed Post/Registered Post.
43. Applications received after the stipulated date or found incomplete in any respect shall not be considered. No further query will be entertained in this regard.
44. Institute strives to have a workforce, which reflects gender balance and women candidates are encouraged to apply.
45. Records of the candidates not selected shall not be preserved beyond Six (06) months from the date of declaration of the result of selection.
46. Following will be important dates for application:

Important Events	Dates
Start date for applying online	26 July 2019
Last date for applying online	18 August 2019
Last date for receipt of Signed copy of Application with enclosures	26 August 2019
Last date for receipt of Signed copy of Application with enclosures from Andaman & Nicobar Islands, Lakshadweep, J&K, and North Eastern States	02 September 2019

Sd/-

REGISTRAR

Place : Bhopal
Date : 23 July, 2019

DETAILED REQUIREMENTS FOR ADVERTISED POSTS

Qualification and other terms and conditions of appointment of Academic Staff

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.6000	Ph.D.	NIL	NIL
2.	*Assistant Professor (On contract) Pay Band-3 with Grade Pay of Rs.7000	Ph.D.	one year post Ph.D. experience of Teaching and Research in Institution of repute or Industry	10
3.	*Assistant Professor Pay Band-3 with Grade Pay of Rs.8000 with a minimum pay of Rs.30000	Ph.D.	three years after Ph.D. or six years total teaching and research experience in reputed academic Institute or Research and Development Labs or relevant industry.	20
4.	Associate Professor Pay Band-4 with Grade Pay of Rs.9500 with a minimum pay of Rs.42800	Ph.D.	six years after Ph.D. of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000; Or nine years total working experience, of which three years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs.8000.	50
5.	Professor Pay Band-4 with Grade Pay of Rs.10500 with minimum pay of Rs.48000	Ph.D.	ten years after Ph.D. or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate professor with Academic Grade Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development lab or relevant industry.	80

Sl.No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
6.	Professor (Higher Administrative Grade Scale) Rs.67000–79000	Ph.D.	Six years as Professor with Academic Grade Pay of Rs.10000 or Rs.10500 or a combination of Rs.10000 and Rs.10500 in an Institute of National Importance.	150

Note 1:

(1) Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules.

(2) All new entrants shall have Ph.D. in the relevant or equivalent discipline and shall have first class in the preceding degrees.

(3) For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.

(4) Contribution to Institute Administration shall be recommended by concerned Head or Chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.

(5) For the departments which are not having any vacancy, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments.

(6) The permanent faculty members who have put in more than ten years experience, but have not acquired Ph.D. qualification as on the date of these notification shall be mapped into four-tier flexible system as one time measure as per following norms:

(a) Permanent faculty with age fifty or above:

(i) The Assistant Professors with Academic Grade Pay of Rs.7000 shall be mapped at the level of Assistant Professor with Academic Grade Pay of Rs.8000, provided they have at least 10 credit points in their lifetime.

(ii) The Assistant Professors with Academic Grade Pay of Rs.8000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime.

(iii) The Associate Professors with Academic Grade Pay of Rs.9000 shall be mapped at the level of Associate Professor with Academic Grade Pay of Rs.9500, provided they have at least 25 credit points in their lifetime:

Provided, they have been found suitable through a Selection Committee duly constituted under the Statutes.

(b) Permanent faculty members less than fifty years of age shall be sponsored for Ph.D. in any of the Indian Institutes of Technology or National Institutes of Technology duly provided a facility to take study leave of three-years from their respective National Institute of Technology and on completion of the Ph.D., they shall compete to get into the four tier system as per the new recruitment rules.

(7) For faculty in the Department of Architecture, following shall be essential qualification without insisting on credit point requirements at Assistant Professor level:

(i) M.Arch. or M.Plan. with one year professional experience: Assistant Professor at Academic Grade Pay of Rs. 6000;

(ii) M.Arch. or M.Plan. with two years of professional experience: Assistant Professor at Academic Grade Pay of Rs. 7000;

(iii) For higher cadres the educational qualifications and credit point requirement shall remain same as given in the table for Engineering and Sciences.

Note 2: Credit Point System

The following shall be the credit point system:

S.No.	Activity	Credits points
1.	One external Sponsored Research and Development Projects completed or ongoing or Patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)
2.	Consultancy projects	2 credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor
4.	One Journal papers in Science Citation Index or Scopus (Paid Journals not allowed)	4 point per paper since the last promotion. First author or Main supervisor will get 2 point and rest will be divided among others.
5.	One Conference paper indexed in Science Citation Index or Scopus or Web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief Warden, Professor Incharge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, Faculty In charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities	1 credit point per semester up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty incharges (Each for one year duration) of different Units or equivalent	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
9.	Departmental activities identified by Head of the Department like lab in charges, or department level committee for a minimum period of one year.	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development Program or short term courses of min 05 working days duration offered as coordinator or convener	2 credit points per course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one week duration	2 credit points per course up to a maximum of 4 credit points since the last promotion. 1 credit point per course up to a maximum of 2 credit points since the last promotion.
12.	National or International conference organized as Chairman or Secretary	3 credit points per program up a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per semester with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credit point or credit hrs. up to a maximum of 6 credit points since the last promotion.

S.No.	Activity	Credits points
16.	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last promotion.
17.	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last promotion.
18.	Text or Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a maximum of 18 points since the last promotion.
19.	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points per unit up to a maximum of 6 points since the last promotion.
20.	Significant outreach Institute out activities	1 credit point per activity up to a maximum of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only for the placement cell officers or Faculty incharge of Placement)	
	Above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total number of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

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EXTRACTS FROM MHRD ORDERS/GUIDELINES RELEVANT FOR CANDIDATES

(Note: Candidates are advised to refer to original MHRD orders/guidelines available on Institute Website. This Extracts is only for guidance purpose.)

Attention of candidates is invited to following further clarification/changes effected in Recruitment Rules by MHRD/Govt. of India:

1. One time relaxation having already been extended to eligible faculty members, such relaxation will be available no more [**para 3(1) of MHRD communication F.No. 33-9/2011-TS.III dated 16 April 2019].**
2. Experience gained under International / National Post Doctoral Fellowships offered by National Agencies of respective countries will be considered. Experience gained under Post Doctoral Fellowship offered by institutions which are in QS / The World ranking upto 500 will be considered. Such experience will be considered for appointment to the post of Assistant Professor (AGP 7000 and 8000) **[ibid, para 3(2)].**
3. The points for activities mentioned at sl. no. 1,2,3,4 & 21 of Credit Points System Table (Schedule E) will be non-exhaustible. Credit points in respect of rest of the activities mentioned in Schedule E are exhaustible at every level of direct recruitment **[ibid, para 3(3)].**
4. For any movement from one position to other, if the exhaustible credit points are more than the minimum required credit points for the selected position, then differential credit points from the exhaustible credit points shall be carried forward to the exhaustible component only. This provision will not affect the non-exhaustible credit points, which will be carried forward in toto. Credit points earned during the period from the last date of submission of application and date of joining, which was not considered in the selection process, shall be carried forward **[ibid, para 3(4)].**
5. First Class degree means degree specified as first class by awarding University/Institution. If not specifically mentioned by the University/Institution, then degree with 60% marks or having CGPA 6.5 will be considered first class. "New Entrant" are as defined in MHRD letter F.No. 33-9/2011-TS.III dated 31 January 2018 **[ibid, para 3(5)].**
6. The term "Preceding Degrees" means Bachelor's degree onward **[ibid, para 3(6)].**
7. Experience (including prior to implementation of NIRF) in the following institutions will be considered as experience in "Institution of repute":
    i. Fully funded Central Educational institutions.
    ii. IIMs and other management Institutions ranked by NIRF upto 50 for any two years.
    iii. State Educational Institutions funded by respective State Governments.
    iv. Other Educational Institutions ranked by NIRF upto 100 in overall, Universities, Engineering, upto 50 for Pharmacy and 10 for Architecture, for any two years.

However, with regard to criteria on Institute of repute, the Institute Board of Governors may take a call on relaxing the criteria, if needed, with recorded justification [ibid, para 3(7)].Further, the Board will also have power to define the criteria for "Industry of repute" **[ibid, para 3(10)].**

8. The consultancy amount of 5 lakh can be in single assignment or can be in cumulative amount of multiple assignments **[ibid, para 3(15)].**
9. The Teaching and Research Experience in reputed academic Institute or Research and Development Labs or relevant industry may also be considered in case of Associate Professors as has been done in case of other faculty members **(MHRD clarification vide F.No. 33-9/2011-TS.III dated 20th April 2018**).
10. A regular Assistant Professor in the Institute with AGP of Rs. 6000/- if selected to Assistant Professor's with AGP of Rs. 7000/- shall be designated as Assistant Professor without appending 'on contract' **(MHRD clarification vide F.No. 33-9/2011-TS.III dated 13th September 2017).**
11. The date of effect of recruitment will be the date of approval of BoG **[MHRD guidelines vide F.No. 33-9/2011-TS.III dated 30th November 2017, Para 2(iii)].**
12. The Total working experience / length of mandatory service requirements could be combination of services in NITs & other Institute of repute **[ibid, para 3(5)].**
13. The qualifications and other terms and conditions of appointment as notified in the Recruitment Rules are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed in consultation with the Council of NITSER **[ibid, Annexure-IV, para 2(a)].**
14. All the faculty posts in the Institute shall be filled by direct recruitment only **[ibid, Annexure-IV, para 2(b)].**
15. Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects **[ibid, Annexure-IV, para 2(c)].**
16. All recruitment and pay fixation shall be done by the BoG of the Institute only on the recommendations of duly constituted Selection Committee. There shall be no scope of fixing of altering pay (pay in pay-band or grade pay) outside the selection committee. The Selection Committee shall be the only entity empowered to consider the past services and qualifications of a candidate **[ibid, Annexure-IV, para 2(e)].**
17. To avoid in-breeding (i.e. induction of Institute's own students in faculty), the Institute will follow the following policy:
    (i) Candidates who have obtained or are expected to obtain their most recent degree (Ph.D.) from the Institute will normally not be considered for recruitment, except where there is a 3 years' gap (approximately) between leaving the Institute and expected date of joining.
    (ii) This is not applicable to candidates who are already members of the faculty, either regular or on contract, and are pursuing a higher degree in the Institute.

(iii) In special cases, where the Department (at the time of short-listing) or the Selection Committee feels that an exception needs to be made (for reasons such as severe shortage of faculty in a given academic field or exceptionally brilliant candidate or any other), the reasons for such exceptions are to be recorded in writing and put up to the Board of Governors for approval. The Board, if convinced, may confirm the selection. Such appointments shall not serve as precedence. **[ibid, Annexure-IV, para 2(h)].**

18. Serving regular faculty members shall be eligible to apply for higher positions in their own Departments irrespective of their specializations, if they satisfy other advertised criteria. **[ibid, Appendix-A1, para 10].**
19. The Institute reserves the right to frame such shortlisting criteria as it deems fit. Such shortlisting criteria may include, among others, such conditions as:
    (i) Superior academic record – all through first class career or higher grades in B.Tech/M.Sc/M.Tech, higher than advertised criteria,
    (ii) Reputation of institutions from where the candidate has obtained his degrees,
    (iii) Number of unsuccessful attempts for the same post [Candidates who have been rejected in the past may be called only if there is a good reason, the reason to be recorded in writing.]
    (iv) Specilistion, including micro-specialisation,
    (v) Professional service record – reputation of organization where experience has been earned, nature of job, current activities etc.
    [ibid, Appendix-A1, para 15].
20. Director's decisions shall be final for the purpose of calling a candidate to the interview. The decision of the Board on the selection shall be final and binding **[ibid, Appendix-A1, para 16].**
21. In addition to formal application, candidates will be required to submit reprints/preprints of publications and list of referees. The PIC will organize collection of references and review of publications by independent referees for short listed candidates, both internal and external **[ibid, Appendix-A1, para 17].**
22. The short listed candidates will be invited by the Chairman, ACoFAR or the Registrar for personal interview with the selection committee constituted in accordance with the NITSER Act, 2007 and the Statutes of the Institute. In addition, Institute may seek seminar presentation in the Departments, and/or any other form of academic interaction with the faculty. All such interaction will be open to the faculty and students of the Institute and will be well publicized in advance to invite a decent audience. The feedback of the faculty will be communicated to the Selection Committee by the HoD. Candidates located outside the country or otherwise not in position of attending personal interview, may be interviewed over video conferencing or be selected in absentia at the discretion of the Selection Committee **[ibid, Appendix-A1, para 18].**

23. The Selection Committee shall employ the same yard stick to evaluate all candidates for a post or AGP – external, internal and shall prepare a common panel of recommended candidates. Out of this panel, the vacant posts will be filled on the basis of merit without consideration of external or internal candidates **[ibid, Appendix-A1, para 20].**
24. All appointments – regular, internal or external, will be effective from the date of the Board meeting or any later date fixed by the Board. There shall, however, be no pre-dating of an appointment **[ibid, Appendix-A1, para 23].**