Advt. No.Rectt/FR-2/2024/1564 — Dated: 20/11/2024

ADVERTISEMENT FOR RECRUITMENT OF FACULTY POSITIONS

Maulana Azad National Institute of Technology (MANIT) Bhopal is an Institute of National Importance under the aegis of Ministry of Education- Government of India. The Institute invites online applications for filling up under-mentioned faculty positions in the specified area of specialization. Candidates may refer to the subsequent pages of this advertisement for vacancy details, eligibility criteria, and other instructions. The details of the posts are as under:

Table I: Name of Posts & Pay level

Name of the Post	Level of Pay	Tentative Number of Posts	Department/ Disciplines where vacancies exist
Assistant Professor Grade-II (on Contract Basis)	**Level-10** (Entry pay ₹70,900/-) (Pre-revised pay in PB-3, AGP ₹ 6000).	Total Vacancies (Including Backlog): **28** [UR-17, OBC-03, SC-02, ST-04, EWS-02]	Details on subsequent pages of this advertisement
Assistant Professor Grade-I	**Level-12** (Entry pay ₹1,01500/-) (Pre-revised pay in PB-3, AGP ₹ 8000).	Out of total vacancies indicated, **05** posts (including backlog) are reserved for PwD	

Note: The vacancies indicated above are tentative and may increase or decrease.

- The candidate must possess the prescribed credit-points.

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

IMPORTANT NOTICE FOR CANDIDATES WHO HAVE ALREADY SUBMITTED THEIR APPLICATION FORMS AGAINST THE ADVT. No. Rectt/FR/2024/2262 Dated: 30/01/2024

All such candidates whose applications were received after closing the first cycle of Rolling Advertisement i.e. 31/03/2024 and who had applied during Q-2 for the post of Assistant Professor in the departments/centres as well as specializations mentioned in this advertisement, if interested, then they need to apply afresh for the advertised departments/centres and specializations against the vacancy in the current advertisement through http://recruitment.manit.ac.in. They also need to pay the requisite fee for the current fresh application. **The process for reclaiming the application fee for the post applied with respect to Advt. Rectt/FR/2024/2262 Dated: 30/01/2024 shall be notified separately.**

Table II: Due Date for Application

Opening Date of online application form	Closing date of online application form	Remark
20th November 2024	19th December 2024	The Institute reserves the right to modify/defer or cancel full/part of the advertisement/recruitment at any stage of process without assigning any reason. Number and nature of posts shown above may change and vary at the time of selection/recruitment.
		The last date to submit hard copy of the duly filled online application form along with all relevant documents is 27th December 2024 (04:30 PM) by Speed Post/Registered Post only.
		It is **mandatory** to submit hard copy of application form along with relevant documents through mode as mentioned above.

For Departments where vacancies exist and required specializations:

a) Department of Computer Science & Engineering
b) Department of Electrical Engineering
c) Department of Electronics & Communication Engineering
d) Department of Mathematics, Bioinformatics and Computer Applications
e) Department of Materials & Metallurgical Engineering
f) Centre for Artificial Intelligence

Essential Qualifications:

1. **Department of Computer Science and Engineering**: B.Tech./BE, M.Tech./ME/MS, or integrated UG and PG in Engineering and Ph.D. in relevant discipline.

2. **Department of Electrical Engineering**: B.Tech./BE, M.Tech./ME/MS, or integrated UG and PG in Engineering and Ph.D. in relevant discipline.

3. **Department of Electronics and Communication Engineering**: B.Tech./BE, M.Tech./ME/MS, or integrated UG and PG in Engineering and Ph.D. in relevant discipline.

4. **Department of Materials and Metallurgical Engineering**: B.Tech./BE, M.Tech./ME/MS, or integrated UG and PG in Engineering and Ph.D. in relevant discipline.

5. **Department of Mathematics, Bioinformatics and Computer Applications:**
   Faculty (Mathematics): Mathematics at graduation level and M.Sc./MS/M.A. in Mathematics/M.Sc. Data Science/M. Tech. in Mathematics and Data Science/Dual Degree B. Tech. and M. Tech. in Mathematics and Computing/Statistics and Data Science (BS-MS 5 Years)/Mathematics and Computing (BS-MS 5 Years)/Mathematics and Computing (M.Sc. 5 Years)/equivalent PG Degree, Ph.D. in relevant discipline.
   Faculty (Computer Applications): B.Sc./ B.Sc. (Hons) /BCA of minimum 3 years or B. Tech. (CSE/IT) four years full-time degree from a recognized university in relevant discipline and

MCA (minimum three years)/M.Tech. (CSE/IT) from a recognized university, Ph.D. in relevant discipline.

6. **Centre for Artificial Intelligence**: **B.E./B.Tech.** in any branch of Engineering, M.Tech. in Artificial Intelligence/ CSE/ IT and Ph.D. in relevant discipline related to AI.

All new entrants should have PhD in the relevant discipline and should have first class (60% or 6.5/10 CGPA) in preceding degrees. New entrant means a candidate who is not an existing faculty member of MANIT Bhopal.

For detailed requirements of different posts, please refer the enclosed Schedule 'E' of first statutes of NITs (Recruitment rules).

DEPARTMENT WISE SPECIALIZATIONS

- **Department of Computer Science & Engineering:-** System and Network Security, Artificial Intelligence and Machine Learning, Cloud Computing, High Performance Computing, Networking, Software System.
- **Department of Electrical Engineering:-** Instrumentation & Control, Machine, Power Electronics and Drives.
- **Department of Electronics & Communication Engineering:-** VLSI Design and Technology, Optical Networks, Embedded System, Wireless Sensor Networks.
- **Department of Mathematics, Bioinformatics and Computer Applications:-** Topology, Algebra, Data Science, Software Engineering, Quantum Computing
- **Department of Materials & Metallurgical Engineering:-** Ferrous and Nonferrous extractive metallurgy, Computational Material Science.
- **Centre for Artificial Intelligence:-** Artificial Intelligence, Deep Learning

GENERAL INSTRUCTIONS & INFORMATION

How to apply

1. Application form will be available in **online mode only** i.e.http://recruitment.manit.ac.in
2. Only the following emails to be used for any correspondence regarding Faculty Recruitment:
   a) Related to any Administrative matters - faculty.recruitment@manit.ac.in
   b) Related to any Technical issues of Online Application Portal - itsupport@staff.manit.ac.in

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 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 Bhopal websitehttp://www.manit.ac.in. 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	MoE F.No.33-9/2011/TS.III dated 16th April 2019	Annexure III
4	MoEF.No. 33-9/2011-TS.III dated 30th November 2017,	Annexure IV
5	MoEF.No. 33-9/2011-TS.III dated 20th April 2018	Annexure V
6	MoEF.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
8	Prescribed format for Category Certificate (SC/ST/OBC/EWS/PwD)	Annexure VIII
9	NIT (Amendment) Statutes 2023	Annexure IX

5. Candidates serving in Government/Semi-Government/PSUs/Universities/Educational Institutions should send their applications through Proper Channel. They may send an advance copy of the application form and relevant enclosures. However, they should mandatorily furnish a No Objection Certificate (NOC) and vigilance clearance from their employer/competent authority at the time of interview.
6. 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.
7. Since all the posts are to be filled-in by open advertisement only, internal candidates of advertised departments aspiring for higher posts/Pay Levels/Higher cadre may also apply subject to fulfilling eligibility criteria.

Application Fee:

8. Candidates belonging to Unreserved/OBC/EWS category have to pay application fee of **₹1500.00** (Rupees One Thousand Five Hundred Only) through *SBI Collect* which is non-refundable. The fee can be paid by accessing the relevant page on following path: State of Corporate/Institution: Madhya Pradesh; Type of Corporate/Institution: educational institutions→ Educational Institutions name: DIRECTOR-MANIT→ Recruitment Application Fee. **For the Indian Nationals applying from abroad & OCI Card-holders, an application fee of USD $60 is required to be paid**.

9. Candidates belonging to SC/ST/PwD categories and Women candidates are exempted from application fee.
10. Candidates will be required to submit separate Application Form for each post and each Department/Centre with separate application fee.
11. Application fee once submitted is not transferable, is non-refundable and is non-adjustable for any future vacancy.
12. In case of candidates applying for multiple posts, they are required to fill separate forms and have to pay the application fee separately for each post.

Vacancy Details:

13. The Institute reserves the right to modify/defer or cancel full/part of the advertisement/recruitment at any stage of processing without assigning any reason. Number and nature of posts shown above may change and vary at the time of selection/recruitment.

14. The Institute reserves the right not to fill any post(s).

Short-Listing and Eligibility Criteria:

15. The selection process will consist of scrutiny of applications for eligibility of applicants as per Gazetted notification 24/07/2017 schedule E, Statute 23(5)(A). Short-listing of eligible applicants will be based on their credit point score subsequently followed by presentation and interview, as per stages given in Table III.

Table III: Shortlisting Criteria

Stage	Criteria	Remarks
I	Qualifying criteria - Credit Points as per NIT RRs	i. As per NIT RRs. ii. In case of large number of applications received, the shortlisting will be done based on Credit Points, and candidates will be called for presentation (Stage-II) iii. For each post to candidate ratio of 1: 6 to 12 will be followed
II	Presentation (Stage-II) **Part I** - Research presentation – to *assess research potential* **Part II**- Fundamental aspects on any topic of interest to *assess teaching-learning*	i. 10 minutes OPEN presentation on each (Part I & II), followed by question answer session **ii. Assessment will be done by duly constituted committee**. Qualifying marks for the recommendation to next stage (Stage III) will be 50% for UR/OBC/EWS & 40% for SC/ST/PwD and post to candidate ratio of 1: 4 to 6 times will be followed.
III	Personal interaction/interview (Stage-III)	Candidates recommended by assessment committee will be called for personal interview at a later date via a notice on the institute website at least 10 days in advance. The minimum interview score required to qualify for inclusion in the final merit list shall be: 50% for UR/OBC/EWS & 40% for SC/ST/PwD. However, scoring marks beyond cut off marks does not confer any right to any candidate for selection.

16. 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, for short-listing of candidates, in addition to steps listed in Table III above. Mere fulfillment of the required qualifications, experience, credit points, etc., does not entitle a candidate to be called for presentation/interview/selection. Short listing criteria for calling for presentation/interview may be higher than those advertised.

17. 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/centre. In addition, short listing criteria may vary for different posts intra-department and inter-department as per specific requirements of each department. Ministry of Education 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 all applicants.

18. Serving Regular Faculty members of advertised departments/centre shall be eligible to apply to higher positions in their own department/centre (**only for the departments/centre mentioned in the advertisement**) irrespective of their specialization, if they satisfy other advertised criteria.

19. 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 (MoE 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 of the institute**. For such **serving regular faculty members,** previous experience irrespective of above conditions will be considered.

Selection Process:

20. 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.
21. It is mandatory for the candidates to appear in person for Technical Presentation and Interview.
22. 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.

23. SC/ST outstation candidates will be paid to and fro travelling allowance of sleeper 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.

24. All documents in original and valid photo ID proof (Passport/Voter ID/PAN Card/Aadhar 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 valid ID proof mentioned above then he/she will not be allowed to attend the same.

25. Institute reserves the right to reject or accept the candidature of any applicant at any stage.

Communication and Interim Inquiry

26. All general communications in regard with recruitment will be made through Institute website only, and communications addressed to specific candidates will be by Email only. Candidates should check their email including SPAM folder regularly. No separate intimation will be sent by post or any other mode.

27. Candidates are advised in their own interest to provide their working e-mail id and to white-list the e-mail id faculty.recruitment@manit.ac.in so that communication 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.

28. Schedule of Presentation of shortlisted applicants 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 on regular basis.

29. 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.

30. The institute reserves the right to alter / insert any corrections / additions in the advertisement / website in the event of any typographical error etc. before the last date of submission of application form, for which the candidates are advised to be in the lookout for announcements on the institute website: www.manit.ac.in

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

32. 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/result etc.

Period of Probation and Age of Superannuation:

33. Subject to the provisions of the Act and the Statutes, all appointments to the post of Assistant Professor Grade – I under the Institute shall be made on probation for a period of one year wherever applicable. On completion of probation period the appointee, if confirmed, shall continue to hold his/her office subject to the provisions of the Act and the Statutes, till the end of the month in which he/she attains the prescribed superannuation age for teaching posts. The appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as it may deem fit.

Pay-protection:

34. Pay – Protection shall be considered as per institute norms.

Reservation:

35. Reservation policies will be as per Government of India norms as applicable to NITs.

36. Relevant caste/category (SC/ST/OBC/EWS/PwD) certificates in prescribed format are required to be attached with the application form and the same must also be produced at the time of presentation/interview, if shortlisted. Prescribed formats are hosted at Institute website as **Annexure VIII** with the advertisement. **OBC (NCL) Certificate and EWS Certificate issued on or after 01.04.2024 would only be considered**.

Responsibility of Information Submitted & Jurisdiction

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

38. 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 at any stage.

39. 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.

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

Closing date of application and check list

41. Closing date for submission of online application and receipt of hard copy along with annexures shall be as stated in Table II. The cutoff date for determining eligibility of candidates is the closing date as stated in Table II.

42. Completely filled application form along with credit point sheet, summary sheet and all enclosures in support of educational qualification, experience, category, documents for credit points claimed etc. must reach to **"The Registrar, MANIT Bhopal, Link Road Number 3, Near Kali Mata Mandir, Bhopal (M.P.) – 462003"** on or before 27th December 2024 **only through Speed Post/Registered Post**. Application sent through Private Courier shall be considered only in case of candidates applying from abroad. The copy of payment proof should be attached with hardcopy of application form.

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

44. **Candidates should enclose only very specific documents in support of claims and should refrain from enclosing redundant or irrelevant documents (e.g. Ph.D. thesis etc). Such irrelevant documents will be separated from application dossier and shall be discarded, and Institute shall not be responsible in any way if some relevant document is discarded too in the process.**

45. Institute will not be responsible for any postal delay at any stage. Request for individual acknowledgements shall not be considered. Applications received after last date will be liable to be summarily rejected. Applications submitted through e-mail will not be considered.

46. Institute strives to have a workforce which reflects gender balance and women candidates are encouraged to apply.

47. Documents/Records of the candidates, who are not selected after declaration of final result, shall not be preserved beyond Six (06) months from the date of declaration of the result of selection.

Place : Bhopal

Date : 20/11/2024

Sd/-

REGISTRAR

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 MoE ORDERS /GUIDELINES RELEVANT FOR CANDIDATES

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

Attention of candidates is invited to following further clarification/changes affected in Recruitment Rules by Ministry of Education/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 MoE 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 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 MoE 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. 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 **(MoE clarification vide F.No. 33-9/2011-TS.III dated 20th April 2018**).

8. 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)].**

9. The consultancy amount of 5 lakh can be in single assignment or can be in cumulative amount of multiple assignments **[ibid, para 3(15)].**

10. As per RR, the new entrants are required to have Ph.D. in relevant or equivalent discipline and shall have first class in the preceding degrees. In this context, the new entrant means a candidate who is not existing faculty of concerned NIT. Therefore, existing faculty will not be considered as new entrant. Apart from this, there will not be any distinction between the external and internal candidates with regard to the requirement of qualification experience **[MoE letter F.No. 33-9/2011-TS.III dated 31 January 2018].**

11. The date of effect of recruitment will be the date of approval of BoG**[MoE 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), as further amended vide MoE dated 04 December 2017].** Research experience as Post-Doctoral as approved in **[F.No33-9/2011-TS.III dated 16 April 2019, Pt 2],** Research experience in Institute of Repute/ National Agencies of the country like government major R&D lab (CSIR, ICAR, DAE, ISRO, DRDO etc) / Industrial experience with industries having turnover more than 100 Crores/ for Architecture applicants, experience in Architecture Firms having Projects of more than 20 Crores per annum.

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 (MANIT Bhopal) 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 short-listing criteria as it deems fit. Such short- listing 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)   Specialization, including micro-specialization,

      (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 all documents as per checklist mentioned in online application form, all documents for which Credit points are claimed and only First page of publications where the journal and authors name are mentioned.

22. The short listed candidates will be invited by the Chairman, ACoFAR or the Registrar for seminar presentation and personal interview with the selection committee constituted in accordance with the NITSER Act, 2007 and the Statutes of the Institute. The seminar presentation in the Departments, and/or any other form of academic interaction with the faculty 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].**

Sd/-
REGISTRAR