



NATIONAL INSTITUTE OF TECHNOLOGY PUDUCHERRY
(An Institute of National Importance under MHRD, Govt. of India)
Arignar Anna Govt. Arts & Science College Campus, Nehru Nagar, Karaikal - 609 605.

Advt. No. NITPy/10/2012-2013

Date:10.02.2014

NIT Puducherry is one of the 10 new NIT's setup during XI plan period and is in its Fourth academic year. Applications are invited from Indian nationals, possessing excellent academic background, commitment to quality teaching, potential for carrying out outstanding research, and an inclination towards institutional development for the faculty positions at the level of Professor, Associate Professor and Assistant Professor in various disciplines of the Institute.

Institute reserves the right to call for interview all the eligible candidates or short listed candidates after screening by the Institute. The Institute also reserves the right to defer or cancel the selection process without assigning any reason whatsoever. The decision of the Institute in this regard will be final and binding on all the applicants who respond to this advertisement. No interim communication on the status of application will be entertained.

Reservation policy, including the age relaxation, shall be applicable as per Govt. of India's guidelines. Interested candidates may apply in the prescribed format of application form & summary sheet along with details of qualification, experience, processing fee and general conditions etc. which can be downloaded from the Institute website <http://www.nitpy.ac.in>

1. Number of posts and discipline-wise distribution:

Sl. No.	Name of the Teaching Post	Distribution of posts	Reservation				Total posts	Pay-Scales All Amounts in Rs.
			SC	ST	OBC	UR		
1.	Professor in Computer Science & Engineering	01	-	-	-	04	04	PB - 4 : Scale: (37,400-67,000/-) with AGP: Rs.10,500/-
	Electronics & Communication Engineering	02						
	Electrical & Electronics Engineering	01						
2.	Associate Professor in Computer Science & Engineering	03	-	-	-	11	11	PB - 4 : Scale(37,400-67,000/-) with AGP: Rs.9,500/-
	Electronics & Communication Engineering	04						
	Electrical & Electronics Engineering	04						
3.	Assistant Professor in Computer Science & Engineering	02	2	1	1	2	06	PB-3 with AGP of Rs.6,000/-; Rs.7,000/-; and Rs.8,000/-
	Electronics & Communication Engineering	01						
	Electrical & Electronics Engineering	01						
	English	01						
	Physics	01						

Govt. of India allowances as applicable to the NIT's from time to time shall be applicable.

2. The essential & desirable qualifications and experience & age criteria for the above post(s) are as under:

1	<p>Professor</p> <p>PB - 4 with AGP Rs.10,500/-</p>	<p>Essential Qualification: Ph. D.</p> <p>Relevant Experience: 10 Years after Ph. D. or 13 Years total [not counting Ph. D. enrolment period] out of which 07 years to be after Ph. D.; At least 04 years at Associate Professor level with AGP Rs.9,500/- or 07 years at Associate Professor level with AGP Rs.9,000/- in an institute of repute.</p> <p>Other Essential Requirements: Two Ph. D. degrees guided in career as sole or principal Supervisor. The following during the past 04 years:</p> <ul style="list-style-type: none"> (I) 03 papers in SCI Journals (II) One high value sponsored or consultancy project (III) Academic outreach activity equivalent to two self-financed courses offered as coordinator and main teacher (IV) Two experiments or computational design projects added to teaching laboratories, where appropriate. <p>Additional Desirable Requirements:</p> <ul style="list-style-type: none"> (i) One or more Patents. (ii) Supervised more than three students for Ph. D. (iii) Preparing E-learning material. (iv) At least 01 self-financed short-term course offered every year. (v) Strong liaison with industry. (vi) Offering significant support to institute management. (vii) High value sponsored or consultancy projects.
2	<p>Associate Professor</p> <p>PB - 4 with AGP Rs.9,500/-</p>	<p>Qualification: Ph. D.</p> <p>Relevant Experience: 06 Years after Ph. D. or 09 years total (not counting Ph. D. enrolment period) out of which 03 years should be after Ph. D. Minimum three years experience required at the level of Assistant Professor with AGP 8,000/- or equivalent in a reputed University, R&D lab. or relevant Industry.</p> <p>Other Essential Requirements:</p> <ul style="list-style-type: none"> (i) 04 papers in SCI journals after Ph. D; (ii) 01 Ph. D. guided as sole / principal supervisor & 01 continuing. (iii) 02 projects on-going / 01 on-going & one completed. (iv) 02 experiments or computational projects added to teaching laboratories where appropriate. (v) Academic outreach activity equivalent to two self financed short-term courses. <p>Additional Desirable Requirements:</p> <ul style="list-style-type: none"> (i) 01 or more patents. (ii) Supervising two or more students for Ph. D. (iii) Strong liaison with Industry. (iv) Offering courses through application of ICT.

3	Assistant Professor PB -3 with AGP Rs.8,000/-	Qualification: Ph. D. Relevant Experience: 03 years after Ph. D. or 06 years total (not counting Ph. D. enrolment period) after obtaining M. Tech./M. E./M. Sc./M. A. Degree Other Essential Requirements: (i) 02 papers in SCI Journals outside Ph. D. work. (ii) One on-going sponsored project for candidate from academia. (iii) Two experiments or computational projects added to teaching laboratories where appropriate. Additional Desirable Requirements: (i) One Ph. D. supervision on-going (ii) One Patent (iii) Experience in industry or R&D lab. of repute. (iv) M. Tech. /M. Sc./ B. Tech. Project supervision on live industrial problems.
	Assistant Professor (On contract) PB -3 with AGP Rs.7,000/-	Qualification: Ph. D. Relevant Experience: 01 year Other Essential Requirement: One paper accepted for publication in an SCI Journal. Additional Desirable Requirement: Two papers in SCI Journals or One patent; may be based on Ph. D. work
	Assistant Professor (On Contract) PB - 3 with AGP Rs.6,000/- + 07 additional non- compounded increments	Qualification: Ph. D./Pursuing Ph. D. Relevant Experience: None Other Essential Requirement: None Additional Desirable Requirement: One Publication in SCI Journal

3. Other Common Essential Requirements for Faculty Position

- (i) Very good academic record throughout the career.
- (ii) First class in B. Tech. / M. Sc. / M. A and in M. Tech.
- (iii) All degrees from reputed institutions, preferably from institution of National importance or University departments in India or abroad.
- (iv) Good oral and written presentation skills.
- (v) Strong command over fundamental subjects.

(vi) The following shall be considered as essential requirements, without which a faculty member will be deemed unfit for promotion or selection even if he has met or exceeded the prescribed qualification, experience and performance criteria.

<p>Teaching (For teachers of same or different institute)</p>	<p>a) At least 3 theory subjects (semester long) for each year of post -Ph.D.. experience in a teaching institution.</p> <p>b) Commensurate volume of written material for assisting students-lecture notes, problem sheets ppts etc. shared with the students.</p> <p>c) Consistently good (better than Institutes average) score in student feedback on courses taught.[Institutes shall introduce computerized student feedback system and make the summary results available on the internal web site or equivalent publication.]</p> <p>d) Question papers for different exams set by the faculty members to be examined by Selection Committee.</p> <p>e) Introduction of new courses or revision of existing syllabi.</p> <p>f) No adverse record in teaching e.g. negligence in classes or exams.</p>
<p>Institute and professional Activity (For teachers of same or different institute)</p>	<p>a) Reasonable record of responsibility and creative performance in management of the organization (commensurate with length of service) - responsibility of Dean, HOD, Chairman or Members of Committees.</p> <p>b) Support to extra academic activity of students – NCC, NSS, Sports, Cultural, Music and Quiz etc.</p> <p>c) Organization of student functions.</p> <p>d) Warden ship of hostels and work towards improvement of living conditions of the students.</p> <p>e) Leadership and guiding students in scientific and technical work outside class room.</p> <p>f) Assisting management in construction, maintenance, ICT, Lawns & Gardens and providing services in the institute.</p> <p>g) Assisting management in record keeping, website management, document preparation, management of convocation etc.</p>

	<p>h) Departmental activities – T&P, Seminars, projects, Library etc.</p> <p>i) Collaboration with other Institutions in India and abroad.</p> <p>j) Organizing conferences, symposia and activities of professional societies.</p> <p>k) Strictly no adverse record of negligence or dishonesty in discharging one's responsibility</p>
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A faculty member is not expected to excel in all the fields, but he must contribute in at least two areas with visible contribution to each. Poor record under any of the above items, in terms of dishonesty, negligence, harassing beneficiaries, indifference or not taking up a responsibility will be viewed seriously by the selection committees. When an assignment is given by the administration, the faculty member must show initiative and work pro-actively towards improvement of his work environment instead of simply holding on to a position.

It is also expected that faculty members will take positive initiatives to be visible at the Institute-level so that they win the trust of the higher management and get assignments to contribute to institutional progress.

4. Specialization (for faculty positions)

Preference will be given to following specialization at Undergraduate and postgraduate levels against faculty position in each discipline as mentioned below:

Discipline	Undergraduate Degree	Postgraduate Degree
Electrical Engineering	B. Tech. / B. E. in Electrical Engineering / Electrical and Electronics Engineering/any other branch related to Electrical Engg.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Electronics and Communication Engineering	B. Tech. / B.E. in Electronics and Communication Engineering / any other branch related to Electronics and Communication Engg.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Computer Science Engineering	B. Tech / B. E. in Computer Science & Engineering / Computer Technology / Information Technology / any other branch related to Computer Science and Engg. / Information technology.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Physics	B. Sc.	M. Sc. in Physics
English	B.A / B. Sc.	M. A in English Literature / English Language Teaching / Linguistics

5. Applicants for Faculty Positions from Organizations other than Educational Institutes like Industries

Candidates who do not have experience in Educational Institutions in past 05 years or more, their overall professional work will be valued by selection committee as equivalent to essential / desirable qualification. This will also be applicable to candidates whose experience in past 5 years is in institutions which do not offer P.G. or Doctoral program.

Candidates from industries having substantial professional and R&D experience, but not having a Ph. D. degree, the requirement of Ph. D. degree may be waived if they have good number (say 10) of publications in leading journals of the field and the candidates are the lead author. In all other cases, such a candidate may be taken on contract till he completes the Ph. D. degree.

6. Selection Procedure for faculty posts:

It is expected that the NITs recruit faculty who have earned their degrees from Institutes of high-standing in India or abroad. The Scrutiny Committee and the Selection Committee are expected to judge the quality of the training that the candidates received during their own academic careers from the standards of the Institutes from where they earned their degrees. It will be within the power and responsibility of these Committees to reject candidates from Institution of low-standing even if their degrees and grades are above the required level. This consideration is applicable to candidates at Assistant Professor Level.

- I. Faculty, who are appointed on contractual basis, shall be for a fixed period not exceeding five years.
- II. No person, (i) who had entered into or contracted a marriage with a person having a spouse living; or (ii) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post; provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.
- III. Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the SC/ST/OBC/Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall not affect the recruitments already made or for which recruitment process has already commenced; but any appointment or promotion to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.
- IV. The other conditions of service of the Faculty for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, as applicable as per the First Statutes of the NITs and the subsequent amendments.

For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.

- V. Fresh appointments 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.
- VI. There shall be no distinction between external and internal candidates with regard to the requirements of qualification and experience.
- VII. The period of probation will be of one year which may be extended by the respective Board of Governors, on recommendation of the Director.
- VIII. A Ph. D. degree shall be a minimum qualification for a regular faculty position in NIT.
- IX. Personal prospects as well as responsibilities assigned by the administration in an Institute of higher learning shall be decided on academic merit, scholastic contribution and performance, rather than by service seniority.
- X. A single individual is not expected to meet all the essential performance criteria. But in the judgment of the Selection Committee, the sum total of his contribution should exceed the sum total of the essential requirements given in the essential requirements table in terms of scholastic effort necessary.
- XI. Experience will be counted only when it is earned in a reputed institute, University, industry or laboratory on a job relevant to the department to which a candidate is applying. Experience shall normally mean the experience earned after the award of M. Tech. degree.
- XII. The Selection Committee shall consider publications in journals of reasonable standing, ignoring publication in very weak journals. Professional judgment of experts in this matter shall not be questioned.
- XIII. A publication shall normally mean publications which are covered by the Science Citation Index (SCI)/SCI-Expanded where ever applicable. Papers accepted for publication and actually published will be seen to be at par.
- XIV. In case of joint publications and joint Ph. D. guidance in an institution where there is no concept of "Principal Supervisor", the Scrutiny Committee and the Selection Committee shall assign fractional credit. The Committee's decisions on such matters shall be final in respective domains.
- XV. In Institutes without significant postgraduate or doctoral programme, as a temporary measure, the selection committees may consider and evaluate publication of text books, sponsored projects from funding agencies, formal lecture notes, M. Tech and M. S. projects guided and collaborative work with industry as scholastic work in lieu of experience in guiding Ph. D degree/s.
- XVI. The "essential qualifications "and" other essential requirement" are bare minimum for eligibility to be considered for appointment.

- XVII. If suitable candidates are not available for positions of Professor or Associate Professor, the positions may, at the discretion of the Board, be utilized for recruiting faculty in lower positions.
- XVIII. All applications shall be scrutinized and incomplete applications will be rejected.
- XIX. The Institute reserves the right to place a reasonable limit on the total number of candidates to be called for test and/or interview. Mere fulfillment of qualification per se does not entitle a candidate to be called for test and/or interview.
- XX. Institute reserves the right to call for interview all the eligible candidates or short listed candidates after screening by the Institute. The Institute also reserves the right to defer or cancel the selection process without assigning any reason whatsoever. The decision of the Institute in this regard will be final and binding on all the applicants who respond to this advertisement. No interim communication on the status of application will be entertained.
- XXI. The Institute reserves the right to offer a lower post including entry level post of the cadre to any candidate if sufficiently qualified and experienced candidates with commensurate performance in trade test and interview are not available at higher GP/AGP.

HOW TO APPLY

1. Candidates willing to apply for one or more posts are requested to download format of application & summary sheet from our institute website www.nitpy.ac.in
2. Candidates already employed in NIT Puducherry under 3-tier rigid faculty structure can move to 4-tier flexible faculty structure only by applying afresh and by undergoing the selection process.
3. Candidates shall complete the form in all respects without leaving any mandatory column blank. Incomplete applications in any respect, will be rejected. **Enter dash if the information sought is not applicable to you.**
4. Candidates are advised to fill the application completely and carefully. No appeal will be considered to correct the information given in Application Form & Summary sheet.
5. Self attested copies of certificates, mark sheets, testimonials etc. should be attached with the application and the originals must be produced at the time of interview and at the time of joining, if selected. The selected candidates shall produce in original Matriculation or equivalent certificate as proof of the date of birth. No other evidence will be accepted.
6. For those who have registered for Ph. D., but Ph. D. is not awarded, are required to attach a copy of Registration Letter and a letter from Supervisor that candidate's registration is still valid and his / her progress is satisfactory.

7. The candidates applying for more than one department / discipline /post must use separate application form for each department / discipline/ post and send them in separate covers superscribed with the name of the department / discipline applied for. Although, application format and summary sheet for Professor / Associate Professor / Assistant Professor is common, separate screening process will be applicable for each discipline/post. Decision regarding designation and academic grade pay to be offered shall be of the Selection Committee if the candidate is selected.
8. Processing fee of Rs.300/- only (For SC/ST/PWD/Women/Unemployed Ex-Serviceman, processing fee of Rs.300/- is waived off subjected to enclosing sufficient and valid proof along with each application form separately) by demand draft drawn in favour of **Director, NIT Puducherry** payable at **Karaikal**, should be dispatched along with completely filled in Application Form, summary sheet and all necessary enclosures be sent in a sealed cover superscribed with "Application for the Post of , in the discipline of , to "The Registrar, National Institute of Technology Puducherry, Arignar Anna Govt. Arts and Science College Campus, Nehru Nagar, Karaikal-609 605, India by Speed/Registered Post.
9. Candidates applying for more than one discipline / post should enclose separate processing fee with each application.
10. NO APPLICATION WILL BE ENTERTAINED BEYOND THE SCHEDULED DATE.

Last date of receiving Application – 31st March, 2014

OTHER TERMS AND CONDITIONS

1. For appointment, preference will be given to the persons with disability (PWD) if such candidates are available. The candidature shall be considered only if the disability of the candidate is permissible for the post, the candidate has applied.
2. NIT Puducherry strives to have a workforce which reflects an all-India character and hence candidates from all over the country are encouraged to apply.
3. Candidates belonging to SC / ST / OBC categories are required to attach the caste Certificate duly signed by competent authority in the format as prescribed by the Government of India. Candidates belonging to OBC category shall also submit photocopy of Non – creamy Layer Certificate of the year 2013-14 without which they will be considered only for OPEN category. The Institute follows the central Govt. approved list for SC/ST/OBC.

4. Although the vacancies have been shown discipline wise for internal administrative purpose, the institute reserves the right to assign / transfer the vacancy elsewhere and appointment will be offered accordingly.
5. The qualification and experience criteria has been kept strictly as per Model Recruitment Rules put by the MHRD on website and subsequent change if any, in the model RRs/RRs by the MHRD shall be applicable at the time of final short-listing/selection.
6. As mentioned in the detailed Advertisement, editing / modification / addition is not possible after submission of form. Hence, candidates should be very careful while filling the applications.
7. Persons serving in Govt. / Semi Govt. Organizations / Autonomous Bodies should send their application either through proper channel. Alternatively, "No-objection Certificate" obtained from the employer be furnished at the time of interview. If original application is routed through proper channel, a copy of the application should be sent in advance before the prescribed / stipulated last date.
8. Those who are serving in State/Central Govt. Establishment / NITs / IITs /Universities etc. may have their previous services considered as per Institute rules applicable to new recruits from time to time and as per GOI guidelines.
9. Allowances like Dearness, House Rent and Transport are applicable to Central Govt. employees of all posts. Other service benefits allowance like Group Insurance Scheme, LTC, Medical Reimbursement, Leave, Pension / PF etc are admissible as per Institute rules applicable to new recruits from time to time and as per MHRD/Board of Governors guidelines.
10. Any misleading or wrong information supplied may lead to rejection of application/appointment, if found subsequently.
11. Canvassing in any form by or on behalf of a candidate will be a disqualification.
12. Additional sheets may be attached, in the same format, wherever the space allocated in the application form is felt to be insufficient.
13. Mere fulfillment of minimum qualification and experience requirements for a post does not entitle the candidate to be called for an interview. Institute reserves the right to shortlist and restrict the number of candidates for interview to a reasonable limit, on the basis of qualifications and experience. The number and / or level of positions / posts may also vary as per the need of the Institute at the time of recruitment.
14. Depending on availability and merit of qualified candidates, different departments may set different short listing criteria.
15. Minimum requirement of experience may be relaxed for outstanding candidates.

16. Experienced and/or meritorious candidates may be granted higher than starting pay on recommendation of selection committees.
17. Screening Committee reserves the right to call or not to call candidates for interview.
18. Name of shortlisted candidates will be displayed in the Institute website www.nitpy.ac.in Besides, individual intimation will also be sent by Ordinary Post and/or e-mail. However, Institute will not be liable for any delay or non-receipt of call letter. Further updates will be posted only in the Institute website.
19. Enclosures such as Publications, Demand Draft towards processing fee, Summary sheet and Self attested copies of Certificates and Testimonials etc. as stated in the application form should be sent along with the application.
20. Applications received late after last date of receiving due to Postal / Speed Post delay will not be considered. Incomplete applications or without proper testimonials or short fall of papers in applications will not be considered.
21. No correspondence whatsoever will be entertained from the candidates regarding postal delays, conduct and result of interview and reasons for not being called for interview or selection.
22. Application received on or before 31th March 2014 will be taken up for processing for appointment against the post advertised.

Registrar(i/c)