



Ref. No.: Advt./HR/2021/1

Date: 01.07.2021

## FACULTY RECRUITMENT

Applications are invited in prescribed proforma for the regular position of Assistant Professor from the eligible candidates as per AICTE norm in the Engineering & Technology, Architecture & Planning disciplines of Institute, System Analyst and Programmer.

### ➤ Positions:

S. No.	Post	Name of the Department	Discipline/Branch of Undergraduate Degree Programme
(a)	Assistant Professor	Electrical Engineering	Electrical Engineering Internet of Things <sup>#</sup>
		Electronics Engineering	Electronics & Telecommunication Engineering
		Computer Science & Engineering	Computer Science & Engineering
		Information Technology	Information Technology Internet of Things (IoT) <sup>#</sup>
			Information Technology (Artificial Intelligence and Robotics) <sup>#</sup>
		Engineering Mathematics & Computing	Mathematics & Computing <sup>#</sup>
		Architecture & Planning	Architecture
(b)	System Analyst	Institute Level	
(c)	Programmer	Institute Level	

### # Emerging Area programmes

**Note: Candidates who have applied earlier against the faculty recruitment notification No. Advt./Estb./R/2020 for the post of Assistant Professor in emerging area programmes [Internet of Things/ Internet of Things (IoT)/ Information Technology (Artificial Intelligence and Robotics)/Mathematics & Computing] and interview for the same are pending need not to apply again, however such applicants may submit the relevant documents for updation in qualification/academic credential if any.**

### ➤ Pay Scale:

(a) **Assistant Professor:** As per AICTE norms implemented in the Institute.

(b) **System Analyst:** Pay Band of Rs.15600-39100 with AGP of Rs.6000/-.

(c) **Programmer:** Pay Band of Rs.15600-39100 with GP of Rs.5400/-.

➤ **Details:** Detailed advertisement mentioning qualification, experience, age limit, selection procedure, detailed schedule, terms and conditions, are available on Institute website [www.mitsgwalior.in](http://www.mitsgwalior.in)

➤ **Application process:** through offline mode as prescribed on Institute website ([www.mitsgwalior.in](http://www.mitsgwalior.in)). Candidates applying for more than one post or more than one department/Discipline/Branch shall be required to submit separate application forms along with required processing fee for each post in the prescribed manner.

➤ **Timelines:** 01<sup>th</sup> July 2021 to 4.00 p.m. on 07<sup>th</sup> August 2021.

➤ **Written test/Interviews for shortlisted candidates:** The schedule of written test/Interview will be notified on Institute website along with the list of shortlisted candidates invited for personal interview. No individual communication will be done to the candidates. No request for postponement of the date of interview would be entertained.

**1. Minimum Qualifications experience & research contributions:**

**(a) Assistant Professor:** As per AICTE norms and any amendments made in qualification by AICTE from time to time will be applicable. Minimum qualification shall not be considered as mandatory clause for shortlisting, **preference will be given to deserving candidates having higher, interdisciplinary qualification and contribution/attitude in research and innovation:**

Cadre	Discipline/ Programme	Minimum qualification & Experience
Assistant Professor	Engineering & Technology	B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.
	Architecture	B. Arch. and M. Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession. OR B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

**Minimum qualification, experience & research contribution for the post of Assistant Professor in Emerging Area Programmes:**

Sr.No.	Name of the Department	Undergraduate Degree Programme	Qualification	Expected Specialization/Research Contribution
1.	Electrical Engineering	Internet of Things	Candidates possessing B.Tech. & M.Tech. Degree in Electrical Engineering or allied discipline with Ph.D. degree in relevant field.	Specialization/Research Contribution in the area of Internet of Things
2.	Information Technology	Internet of Things (IoT)	Candidates possessing B.Tech. & M.Tech. Degree in CSE/IT/Electronics & Communication Engineering or allied discipline with Ph.D. degree in relevant field.	Specialization/Research Contribution in the area of Internet of Things
3.	Information Technology	Information Technology (Artificial Intelligence and Robotics)	Candidates possessing B.Tech. & M.Tech. degree in CSE/IT/Electronics & Communication Engineering or allied discipline with Ph.D. degree in relevant field.	Specialization/Research Contribution in the area of Artificial Intelligence and Robotics
4.	Engineering Mathematics & Computing	Mathematics & Computing	<ul style="list-style-type: none"> <li>NET/SLET/SET Qualified candidates possessing Masters Degree with Mathematics or Applied Mathematics or allied discipline and Ph.D. degree in Mathematics or equivalent field.</li> <li>Candidates possessing B.Tech. &amp; M.Tech. degree in CSE/IT or allied discipline with Ph.D. degree in relevant field.</li> </ul>	Specialization/Research Contribution in the area of Mathematics & computing

**(b) System Analyst:**

Master Degree (M.E./M.Tech.) in Computer Science/Computer Engineering/Software Engineering/Computer Science & Engineering/Data Science or equivalent from recognized university with at least 3 years working experience in the electronic data processing work.

Candidates are expected to have a working knowledge of programming as well as analytical skills including SQL, Sequel, Visual Basic, C++ , Python and Java, Unified Modelling Language (UML), SAP business software applications, Web-based technologies and MIS administration.

**(c) Programmer:**

Master Degree (M.E./M.Tech.) in Computer Science & Engineering or MCA or equivalent from recognized university with at least 10 years working experience in computing, Linux Server administration with open source applications, cloud application and good knowledge of the Network administration.

➤ **Equivalence for Ph.D.**

Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization. Alternatively, the person should have obtained at least two patents or contributed to the increased productivity in the place of work recognized at state or national level or elected as a Fellow of any of the national academies.

➤ **Eligibility of direct Ph.D. after B.E./ B.Tech**

The qualification of Ph.D acquired for the various level of posts directly after B.E/ B.Tech. is applicable, provided degree of Ph. D awarded is in relevant discipline by a recognised University following the process of registration, course work and evaluation etc. as prescribed by UGC or has been awarded by the Institutes of national importance (i.e. IITs/IISc/ NITs etc.), duly recognized by the MHRD. Further, candidate should have obtained at least first class at Bachelor's level in Engineering /Technology.

➤ **Class / Division**

If a class / division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class / division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below.

Grade Point	Equivalent Percentage
6.25	55%
6.75	60 %
7.25	65 %
7.75	70 %
8.25	75 %

➤ **Others**

The other norms for **Faculty Cadre and Qualifications/ Nomenclature of relevant degrees/ Incumbent faculty Members with previous qualifications/ Faculty Members on deputation** will be as per AICTE Regulations on Pay Scales, Service Conditions and Minimum Qualifications for the Appointment of Teachers and Other Academic Staff such as Library, Physical Education and Training & Placement Personnel in Technical Institutions and Measures for the maintenance of Standards in Technical Education - (Degree) Regulation, 2019 and subsequent amendments/ new Regulations issued by AICTE from time to time.

➤ **Research Publications**

In order to ensure quality of publications for recruitment, a minimum standard would be ensured through the following.

- a) For the purpose of recruitment, candidates must have published research papers in SCI journals OR UGC approved Journals OR AICTE approved list of journals OR jointly approved by AICTE with respective councils / Institute such as Council of Architecture / Institute of Town Planners, India.
- b) In case Architecture & Planning, 1 live case study, 1 live industry project as research / consultancy or 1 exceptional design having credential of very high standing / obtained high level recognition would be recognized as equivalent to 1 publication.

**2 Additional Requirements/Desired Qualifications & Academic Performance Record:**

**(a) Assistant Professor**

- (i) Bachelors/Masters/Ph.D. degrees from reputed Institutes like IITs/IISc/NITs/ IIM/IS/ SPA/CEPT etc.
- (ii) Post Ph.D. Research Publication in SCI/SCOPUS/Web of Science Indexed Journals of high impact factor.
- (iii) Significant record of Research, Innovation & Development Projects Completion
- (iv) Publication of Technical Books/IPR/Patent.
- (v) Evidence of successful Guidance as Supervisor / Co-supervisor to Ph.D. scholars.
- (vi) Design & Development of MOOC courses/online courses/web courses.
- (vii) Involvement in Design & Development Projects & Consultancy projects.

**(b) System Analyst:**

- (i) Experience of working with information technologies and systems analysis.
- (ii) Strong computer, hardware, software, and analytical skills.
- (iii) Proven ability to assess Institution needs and translate them into relevant solutions.
- (iv) Strong understanding and knowledge of the principles and practices associated with database maintenance and administration.
- (v) Experience in installing, configuring, documenting, testing, training, and implementing new applications and systems.
- (vi) Working knowledge of a wide variety of programming languages.
- (vii) Excellent analytical skills.
- (viii) Proficiency/ability in following job profile:
  - Deploy, maintain, and troubleshoot applications needed for educational system, including application servers, associated hardware, endpoints, and databases.
  - Meet and coordinate with internal and external stakeholders to establish scope, Institute goals, and requirements.
  - Manage the set-up and configuration of systems.
  - Define and coordinate the execution of testing procedures, and develop test cases to serve the overall quality assurance process.
  - Provide documentation of all processes as needed.

- Develop and implement maintenance procedures, monitor systems health, gather system statistics, and troubleshoot reported errors and alarms.
- Perform design, implementation, and upgrades of information systems to meet the Institution needs.
- Implement best practices for scalability, supportability, ease of maintenance, and system performance.
- Performing duties including attending exigencies at all hours.

**(c) Programmer:**

Proficiency/ability in following job profile:

- Coding and debugging.
- Designing and testing computer structures & Troubleshooting system errors.
- Writing computer instructions.
- Managing database systems and maintaining operating systems.
- Providing tech support.
- Strong aptitude for computing.
- Advanced knowledge of Computing, IT skills and operating systems.
- Analytical and problem-solving skills.
- Java, C++, SQL, python and HTML.
- Aptitude for learning new technology.
- Attitude for End user-oriented results & deadline driven.

**3. Age Limit:** As per AICTE/UGC & MP State Government norms implemented in the Institute.

**4. Reservation :** Reservation shall be provided to SC/ST/OBC/Women/PH Candidates as per the norms of the State Govt. of Madhya Pradesh. SC/ST/OBC candidates of States other than Madhya Pradesh shall be considered under unreserved category.

**5. Processing/Application Fee:** Rs. 2000/- (Rs. 1500/- for SC/ST of MP Domicile) to be paid as application processing fee (non-refundable). However, in case of unavailability of sufficient number of applications in particular cadre/department, Institute has reserved the right to cancel the advertisement and Application fee will be refunded to the candidates through RTGS/NEFT mode.

**6. Salary & other Benefits:**

The candidate shall be entitled for salary & other benefits as per AICTE pay-scale implemented in the Institute for regular faculty. The salary & other benefits of System Analyst & Programmer will be as per approved norms of Institute.

**7. Submission of Applications**

Interested candidates are required to submit the application in prescribed proforma available on Institute website [www.mitsgwalior.in](http://www.mitsgwalior.in) along with the necessary enclosures and a Demand Draft (Non Refundable) of Rs. 2000/- (Rs. 1500/- for SC/ST of MP Domicile) drawn in favour of “**Director, MITS, Gwalior**” to the office of the **Director** on or before **07/08/2021 upto 4:00 p.m.** in the A 4 size envelope. Applications submitted through e-mail will not be considered.

## **8. Selection Procedure:**

- a) The schedule of Interview will be notified on Institute website along with the list of shortlisted candidates invited for personal interview. In case of large number of application, Institute may conduct the written test, the schedule of written test will be notified on Institute website.
- b) The candidates invited for interview, shall bring his original certificates in respect of educational qualification, date of birth, relevant experience, Aadhar card, PAN card etc. Candidates coming without original certificates will not be permitted for appearing in the interview.
- c) Candidates shall deliver a teaching demonstration/Power Point Presentation during personal interview. For teaching demonstration candidate might chose a topic among a pool of topics which will be made available to candidates in due course of time. The selection committee shall assess each shortlisted candidate for the following.
  - Content of presentation/demonstration
  - Teaching skills
  - Depth of subject knowledge
  - Impact of Research & Development/Publication/IPR/Patent
  - Responsiveness & Overall Impact

## **9. Terms & Conditions of Appointment:**

- (i) Professional code of conduct
  - a) Any lapses in performing his/her duties as assigned by the Institute from time to time
  - b) Inciting students against other students, colleagues or administration (this does not interfere with the right of a teacher to express his/her difference of opinion on principles in seminars and other places where students are present) or any other such actions which are against the interest of the Institute.
  - c) Indulging in communal activities, or making inappropriate remarks on caste, creed, religion, race or sex in his/her relationship with his/her colleagues and trying to use the above considerations for improvement of his/her prospects or any other such actions which are against the interest of the Institute
  - d) Refusal to carry out the decisions by appropriate administrative and academic bodies and/or functionaries of the Institute without giving reason
  - e) Indulging in plagiarism of any sort within the legal meaning, interpretation and expression of the term
- (ii) Teaching days, work load and leave rules: The rules and conditions governing number of teaching days, work load and leave rules shall be as prescribed by the AICTE/or Institute's norms from time to time.
- (iii) Variations in terms and conditions of engagement: Every faculty shall be bound to act in conformity with the Statutes, Ordinances, Regulations and rules of the Institute as well as a code of professional ethics as may be formulated by the AICTE/University.
- (iv) In case of any dispute, the place of Gwalior will be the jurisdiction.

## **10. Other Instructions:**

- a) Appointed candidates will be governed by Institute's prevalent rules and service conditions.
- b) The application submitted without required certificates will be rejected and no communication will be entertained to that effect.
- c) The candidates shall ensure the readiness of following documents before appearing for interview:
  - Age proof (school leaving certificate/Birth Certificate/High School certificate)
  - Educational qualifications certificates (High school /10+2 Higher Secondary/UG/PG/Ph.D)
  - Two Photographs (passport size)
  - Experience certificates
  - Research papers/Books published/Copyright/Patent etc.,
  - Proof of R&D projects Completed
  - Record of Ph.D. Students Guided
  - Aadhar card
  - PAN card.
  - NOC from present employer (if any)
  - Caste certificate from competent authority (if required)
  - Physically Handicapped certificate from competent authority (if required)
- d) Number of posts indicated are tentative and may increase or decrease as per the requirement of the Institute at the time of Interview / Appointment.
- e) The Institute will have the right to restrict the number of candidates for interview in proportion to number of vacancy.
- f) No TA/DA will be admissible to the candidates for appearing in the interview.
- g) If any information submitted by the candidate in application form is found inconsistent or inaccurate, appropriate action shall be initiated against the candidate.
- h) Canvassing in any form and/or bringing in any influence political or otherwise will be treated as a disqualification for the post.
- i) No interim enquiries/correspondence/communication of any sort will be entertained on the matter.
- j) Application incomplete in any respect and not accompanied by relevant certificates/documents/photograph/required fee may be rejected.
- k) All qualifications, experience will be considered as on the last date of the submission of application form.

### 11. Vacancy Details:

Sr. No.	Post/Position	Name of the Department	Discipline/Branch of Undergraduate Degree Programme	Vacancy			
				UR	SC	ST	OBC
1.	Assistant Professor	Electrical Engineering	Electrical Engineering	01	--	02	01
			Internet of Things*	02	01	01	01
2.		Electronics Engineering	Electronics & Telecommunication Engineering*	02	--	02	01
3.		Computer Science & Engineering	Computer Science & Engineering	01	--	02	--
4.		Information Technology	Information Technology*	02	--	01	01
			Internet of Things (IoT) *	02	--	01	01
			Information Technology (Artificial Intelligence and Robotics) *	02	--	01	01
5.		Engineering Mathematics & Computing	Mathematics & Computing*	02	01	01	01
6.		Architecture & Planning	Architecture	01	01	02	--
7.	System Analyst	Institute Level		01			
8.	Programmer	Institute Level*		01			

\* Under Self Finance

**Important Note:- Candidates are advised to visit the Institute website regularly for further information/update.**

**(Dr. R.K. Pandit)**  
**Director**