



FACULTY RECRUITMENT

Applications are invited in prescribed proforma for the regular position of Professor/Associate Professor/Assistant Professor from the eligible candidates as per AICTE norm in the Engineering & Technology, Architecture & Planning & Management disciplines of Institute and Student Counsellor.

➤ **Pay Scale:** (a) Professor/Associate Professor/Assistant Professor: As per AICTE norms implemented in the Institute.

(b) Student Counsellor: Pay Band of Rs.15600-39100 with GP of Rs.5400/-.

➤ **Positions:** (a) Professor/Associate Professor/Assistant Professor (as per Institute requirement) in the following departments of Institute:

(b) Student Counsellor.

Sr.No.	Name of the Department	Discipline/Branch of Undergraduate/Post Graduate Degree Programme	Requirement		
			Professor	Associate Professor	Assistant Professor
1.	Electrical Engineering	Internet of Things	No	No	Yes
2.	Electronics Engineering	Electronics Engineering	Yes	Yes	Yes
3.	Chemical Engineering	Chemical Engineering	Yes	Yes	Yes
4.	Information Technology	Internet of Things (IoT)	No	No	Yes
5.	Information Technology	Information Technology (Artificial Intelligence and Robotics)	No	No	Yes
6.	Engineering Mathematics & Computing	Mathematics & Computing	No	No	Yes
7.	Architecture & Planning	Architecture	No	Yes	Yes
8.	Management	MBA*	No	Yes	Yes

* Post Graduate Degree Programme

➤ **Details:** Detailed advertisement mentioning qualification, experience, age limit, selection procedure, detailed schedule, terms and conditions, are available on institute website www.mitsgwalior.in

➤ **Application process:** through offline mode as prescribed on Institute website (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:** 25th November 2020 to 4.00 p.m. on 30th December 2020.

➤ **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) **Professor/Associate Professor/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 interdisciplinary qualification and contribution/attitude in research and innovation:**

Cadre	Discipline/ Programme	Minimum qualification, experience, research contributions
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.
	Management	Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C. A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.
Associate Professor	Engineering & Technology/ Architecture & Planning/ Management	a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch AND b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals. AND c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.
Professor	Engineering & Technology/ Architecture & Planning / Management	a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch. AND b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor. AND c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion. OR At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

➤ **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.

(b) Student Counsellor:

Master's degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in a relevant/allied subject (Counselling/ Psychology/ Clinical Psychology/ Sociology or Social work/ mental health and social psychology/ psychiatry/ Human Development and family studies /equivalent) from an Indian University, or an equivalent degree from an accredited foreign university.

2 Additional Requirements/Desired Qualifications & Academic Performance Record:

(a) Professor/Associate Professor/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) Student Counsellor

- (i) Ph.D Degree from reputed Institute with two years relevant experience.
- (ii) Have training in Counselling technique and/or any therapeutic module
- (iii) Experience in Counselling students of highly competitive residential Institutes of higher learning
- (iv) Administrative experience in managing relevant Counselling service set-ups.
- (v) Social work with at least one year relevant clinical experience.
- (vi) Proficiency/ability in following job profile:
 - Psychological counselling of individuals for common conditions such as anxiety, adjustment disorder, depression, addiction;
 - Group therapy for certain conditions;
 - Developing and execute appropriate follow up procedure for monitoring progress;
 - Developing a standard operating procedure (SOP) to ensure a smooth operation of counselling activity including crisis management;
 - Designing and organising of regular workshops addressing a variety of subjects such as stress management, self-esteem, test anxiety, managing mood swings, enhancing study skills, stigma attached to accessing mental health care;
 - Counselling students on different challenges faced by them at regular intervals (peer pressure, relationships, academic stress, learning to make decisions, making responsible choices, knowing when to ask help for oneself and for others, family related issues, sexuality, identity, beliefs, time management, substance abuse, physically well-being etc.); (g) Training and guiding the team of student volunteers associated with counselling service; (h) Acting as an referral to the administration or hospital.
 - Performing duties including attending exigencies at all hours.

3. Age Limit: As per AICTE 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:

a) The candidate shall be entitled for salary & other benefits as per AICTE pay-scale implemented in Institute for regular employees.

7. Submission of Applications

Interested candidates are required to submit the application in prescribed proforma available on Institute website www.mitsgwaliior.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 **30/12/2020 upto 4:00 p.m.** in the A 4 size envelope.

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.	Name of the Department	Discipline/Branch of Undergraduate/Post Graduate Degree Programme	Vacancy											
			Professor				Associate Professor				Assistant Professor			
			UR	SC	ST	OBC	UR	SC	ST	OBC	UR	SC	ST	OBC
1.	Electrical Engineering	Internet of Things*	--	--	--	--	--	--	--	--	02	01	--	--
2.	Electronics Engineering	Electronics Engineering	--	--	01	--	--	--	02	--	01	--	02	--
3.	Chemical Engineering	Chemical Engineering*	01	--	--	--	01	01	01	--	01	--	01	--
4.	Information Technology	Internet of Things (IoT)*	--	--	--	--	--	--	--	--	02	--	--	01
5.	Information Technology	Information Technology (Artificial Intelligence and Robotics)*	--	--	--	--	--	--	--	--	01	--	01	01
6.	Engineering Mathematics & Computing	Mathematics & Computing*	--	--	--	--	--	--	--	--	02	01	--	--
7.	Architecture & Planning	Architecture	--	--	--	--	--	--	--	01	01	01	02	--
8.	Management	MBA ^{#*}	--	--	--	--	01	--	--	--	01	01	01	--

[#] Post Graduate Degree Programme

* Under Self Finance

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

(DIRECTOR)

Public Notice

Institute is filing Caveat before the Hon'ble High Court of Madhya Pradesh Bench at Gwalior , therefore any person aggrieved from the Recruitment Notification dated 19.11.2020 is directed to supply advance copy of the petition to the Institute before filing of any such petition before the Hon'ble High Court