



FACULTY RECRUITMENT

Applications are invited in prescribed proforma for the regular position of **Assistant Professor** from the eligible candidates as per AICTE norms in the Engineering & Technology disciplines of Institute.

- **Pay Scale:** As per AICTE norms implemented in the Institute.
- **Positions:** Assistant Professor (as per Institute requirement) in the following departments of Institute:

Sl. No.	Name of the Department	Vacancy			
		UR	SC	ST	OBC
1.	Civil Engineering	01	0	02	01
2.	Mechanical Engineering	01	01	01	01
3.	Electrical Engineering	01	0	02	01
4.	Computer Science & Engineering	01	01	02	01
5.	Information Technology *	02	0	03	01

* Under self finance.

- **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:** 10th December 2020 to 15th January 2021 upto 4:00 PM.
- **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:**

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
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.

➤ **Equivalence for Ph.D.**

Equivalence for Ph.D 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 atleast 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 %

➤ **Other**

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:

- (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.

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:

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.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 **15.01.2021 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

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

(DIRECTOR)
