

Brief Recruitment Guidelines for Faculty members of NISER

Procedure for Selection:

1. Faculty members can be recruited in general by invitation of application (Except for the post of Professor) from candidates through targeted and rolling advertisements. The essential qualification required for the candidates is given in the table below.

Designation/ Pay	Qualification & Experience	Other essential requirement	Additional Desirable requirements	Age
Assistant Professor PB-3, GP- Rs. 7600	Ph.D with 3 years experience	High quality publications. Expertise in the specific academic/research areas, to be decided by the institute at the time of the advertisement.	To be decided by the institute considering the requirements of the schools.	36 years
Reader-F PB-4, GP-Rs. 8700	Ph.D with 5 years experience	High quality publications. Demonstrated capability to lead independent research program.	Experience in supervising PhD and/or undergraduate students.	40 years
Associate Professor PB-4, GP-Rs. 8900	Ph.D with 8 years experience	High quality publications. Demonstrated record of having successfully led independent research programs and have scholarly achievement in the respective field of research.	Experience of guiding Ph.D and undergraduate students.	45 years
Professor* PB-4, GP-10000	Ph.D with 12 years experience	High quality publications. Internationally and/or Nationally recognized for academic achievements.	Experience of guiding Ph.D, undergraduate students and PDFs	55 years

*Professor positions will be filled up by invitation from Board of Governors (BoG).

2. Application may be received on paper, on-line or both, depending on the technological resources available.
3. Applications, when received, will be organised, relevant information sent to the schools by the Dean of Faculty Affairs (DOFA) for short listing.
4. Shortlisted candidates would be invited to a seminar presentation in the schools. They will also be required to have an academic interaction with the faculty. The seminar 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 from this process will be communicated to a screening committee/selection committee. These interaction can take place through video conferencing incase the potential candidate has expressed some genuine reasons of not being available to be physically present at NISER the desired time.

5. The Screening committee recommendations shall be placed before the Director for the final short-listing. The final list of candidates to meet the Selection Committee will be arrived at in a combined meeting of the Director, the Dean Faculty Affairs & the Chairperson of School.
6. The DOFA will organise collection of references and review of publications by independent referees for the short listed candidates. The chairperson has to organize the collection of references as suggested by the candidate in the CV and those from the internal members of school.
7. The short listed candidates will be invited by the Dean Faculty Affairs for personal interview with a selection committee constituted in accordance with the Bye-laws of the Institute. Candidates located outside the country or otherwise not in a position of attending personal interview before the selection committee, may be interviewed over video conferencing or be selected in absentia at the discretion of the selection committee.
8. On completion of the interview, the selection committee will record its final recommendations with signature of every member present. The Director, as Chairman of the committee will be responsible for writing the recommendation. The selection committee will also recommend the salary for the faculty candidate selected including the number of advance increments to be given. The number of increments given at the time of entry will be according to the Bye-Law of the Institute.
9. The Selection Committee, at its discretion, may recommend to retaining the panel for a maximum period of one year or next round of selection for the School, whichever comes earlier, so that the needs of the school can be addressed during this period in order of merit.
10. Recommendation of the selection committees will be placed before the BoG, along with details of sanctioned post for final approval and subsequent issue of appointment orders by the Director.