

POLICY ON HIRING OF OUTSIDE NISER FUNDED POSTDOCTORAL FELLOWS AND SCIENTISTS

(A) Postdoctoral Fellows

Funding sources: SERB, CSIR, DBT etc

1. They are selected through an independent external committee, no further academic evaluation will be carried out at NISER side. Only matching of the research interest of the candidate and school will be judged.
2. The chairperson will ask the candidate about the potential mentor in the school. In some exceptional cases the post doctoral fellow may work independently.
3. The application gets discussed in the school. The recommended cases are sent by the chairperson to the standing committee for post doctoral fellows, along with the following information : CV, mentor name, and a certificate that the required logistics for the research work of the post doctoral fellow will be provided by the school or through the mentor.
4. The leave and medical benefits will be governed by the existing provisions for NISER postdocs.
5. The appointment letter will be issued by DOFA office, the leave etc will be maintained by the school and salary component will be taken care by DORD office. Any financial matters related to this fellowship needs consent of the candidate, mentor and the school chairperson.
6. The candidate cannot claim for any academic position merely based on this association with the school. They have to follow the regular process of selection in NISER.

(B) Scientists

Types: DST Inspire, Ramanujam, Ramalingaswamy, DBT Welcome Trust , SERB young scientist etc

1. They are selected through an independent external committee, no further academic evaluation will be carried out at NISER side. Only matching of the research interest and area of the candidate and those required in the school will be judged.
2. The chairperson will ask the candidate about the potential mentor or research group within the school for association. In some exceptional cases the candidate may work independently.
3. The application gets discussed in the school. The recommended cases are sent by the chairperson to the standing committee for post doctoral fellows, along with the following information : CV, mentor/research group name, and a certificate that the required logistics for the research work of the scientist will be provided by the school or through the

mentor/group. Hiring of such candidates in a research group in principle should not be used to claim for additional research space.

4. The leave and medical benefits will be governed by the existing provisions for NISER faculty.
5. They can be allowed to assist in teaching courses if the mentor and school decide.
6. The endorsement letter will be issued by Director office, after following the due process. The appointment letter will be issued from DOFA office upon receiving the sanction order from the funding agency. The leave etc will be maintained by the school, salary and project component will be taken care by DORD office. Any financial/Leave etc matters related to this fellowship needs consent of the candidate, mentor and the school chairperson before being forwarded to DORD/DOFA/Directorate.
7. The candidates could be considered for co-supervision of PhD students, provided the tenure of the fellowship is 5 years or more. However they need to follow the guidelines by HBNI.
8. The candidate cannot claim for any academic position merely based on this association with the school. Automatic faculty or scientific position in the institute during or after completion of the tenure is not possible. They have to follow the regular process of selection in NISER.
9. In case the candidate leaves at the end of the tenure of the fellowship, the research facility created will belong to NISER.