

NATIONAL INSTITUTE OF TECHNOLOGY, PUDUCHERRY

(An Institute of National Importance under MHRD, Govt. of India)

Nehru Nagar, KARAIKAL-609 605.

Advt. No. NITPy /06/2012-2013

NIT Puducherry is one of the 10 new NITs setup during XI plan period and is in its 3rd year. Applications are invited from Indian nationals, possessing excellent academic background, commitment to quality teaching, potential for carrying out outstanding research, and an inclination towards institutional development for the faculty positions at the level of Professor, Associate Professor and Assistant Professor in various Disciplines and administrative positions of the Institute.

Institute reserves the right to call for interview all the eligible candidates or short listed candidates after screening by the Institute. The Institute also reserves the right to defer or cancel the selection process without assigning any reason whatsoever. The decision of the Institute in this regard will be final and binding on all the applicants who respond to this advertisement. No interim communication on the status of application will be entertained.

The Govt. of India's Reservation policy including for age relaxation for SC/ST/OBC /PH shall be applicable to NIT, Puducherry. Interested candidates may apply in prescribed application form, which can be downloaded along with details of posts, qualification, experience and general conditions from the Institute website <http://www.nitpy.ac.in>

1. Number of posts and discipline-wise distribution:

Sl. No.	Designation	No. of posts	Reservation				Pay-Scales All Amounts in Rs.
			SC	ST	OBC	UR	
1.	Professor in (i)Electrical & Electronics Engg.-01 (ii)Electronics & Commn. Engg.-01 (iii)Computer Science & Engg.-01	03	-	-	-	03	PB 4 : 37,400-67,000/= With AGP 10,000/=
2.	Associate Professor in (i)Electrical & Electronics Engg.-02 (ii)Electronics & Commn. Engg.-02 (iii)Computer Science & Engg.-02	06	-	-	-	06	PB 4 : 37,400-67,000/= With AGP 9,000/=
3.	Assistant Professor in (i)Electrical & Electronics Engg.-02 (ii)Electronics & Commn. Engg.-02 (iii)Computer Science & Engg.-02 (iv)Mechanical Engg.-01 (v)Civil Engg.-01 (vi)Mathematics-02 (vii)Physics-01	13	01	01	02	09	PB 3 : 15,600-39,100/= With AGP Rs. 6,000/=, 7,000/=,8,000/=

	(viii)Chemistry-01 (ix)English-01						
4	Registrar	01	-	-	-	01	PB 4 Rs.37,400 – 67,000 Grade Pay (GP) 10,000/=
5	Deputy Registrar	01	-	-	-	01	PB3 Rs.15,600 – 39,100 GP 7,600/=
6	Assistant Registrar	01	-	-	-	01	PB 3 Rs.15,600 – 39,100 GP 5,400/=
7	Deputy Librarian	01	-	-	-	01	PB 3 Rs.15,600 – 39,100 GP 8,000/=
8	Students Activity & Sports(SAS) officer	01	-	-	-	01	PB 3 Rs.15,600 – 39,100 GP 6,000/=
9	Executive Engineer	01	-	-	-	01	PB 3 Rs.15,600 –39,100 GP 6,600/=
10	Superintendent	01	-	-	-	01	PB 2 Rs. 9,300 –34,800 GP 4,200/=
11	Tech. Assistant(System)	01	-	-	-	01	PB 2 Rs. 9,300 –34,800 GP 4,200/=
12	Junior Engineer (Civil)	01	-	-	-	01	PB 2 Rs. 9,300 –34,800 GP 4,200/=

Govt. of India allowances as applicable to the NITs from time to time shall be applicable.

2. The essential / desirable qualifications and experience / age criteria for the above post(s) are as under:

1	Professor	<p>Qualification: Ph.D. Experience: 10 Years after Ph.D. or 13 Years (not counting Ph.D. enrolment period) total out of which 7 years to be after Ph.D. including 3 years at Associate Professor level</p> <p>Other Essential Requirements:</p> <ul style="list-style-type: none"> (i) Two Ph.D. degrees guided in career as sole or principal supervisor, plus one on-going. (ii) Three papers in SCI Journals (in past 4 years) (iii) One high value sponsored or consultancy project (in past 4 years) (iv) Two self-financed or four govt. sponsored short term courses offered as coordinator and main teacher (in past 4 years) (v) Two experiments or computational design projects added to teaching laboratories, where appropriate(in past 4 years) <p>Additional Desirable Requirements:</p> <ul style="list-style-type: none"> (i) One or more patents. (ii) Supervised more than 3 students for Ph.D. (iii) Preparing E-learning material. (iv) At least one self-financed short-term course offered every year. (v) Strong liaison with industry. (vi) Offering significant support to institute management. (vii) High value sponsored or consultancy projects. <p>Age limit: Not Applicable</p>
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2	Associate Professor	<p>Qualification: Ph.D. Experience: 6 Years after Ph.D. or 9 Years total (not counting Ph.D. enrolment period) out of which 3 years to be after Ph.D. and as Assistant Professor or equivalent in a reputed Institute, Industry, R&D Laboratory.</p> <p>Other Essential Requirements:</p> <ul style="list-style-type: none"> (i) One Ph.D. degree guided in career as sole or principal supervisor. (ii) Four papers in SCI journals. (iii) Two projects on-going or one on-going plus one completed. (iv) One self-financed or two Govt. sponsored short term courses offered. (v) Two experiments or computational projects added to teaching laboratories where appropriate. <p>Additional Desirable Requirements:</p> <ul style="list-style-type: none"> (i) One or more patents. (ii) Supervising one or more students for Ph.D. (iii) Offering courses through application of ICT. (iv) Strong liaison with Industry. <p>Age limit: Not Applicable</p>
3 (i)	Assistant * Professor GP-8000	<p>Qualification: Ph.D. Experience: 3 years after Ph.D. or 6 years total (not counting Ph.D. enrolment period) after obtaining M.E. / M. Tech.</p> <p>Other Essential Requirements:</p> <ul style="list-style-type: none"> (i) Two papers in SCI Journals outside Ph.D. work. (ii) One sponsored project on-going for candidate from academia. (iii) Two experimental or computational projects added to teaching laboratories where appropriate. <p>Additional Desirable Requirements:</p> <ul style="list-style-type: none"> (i) One patent. (ii) Supervision of one student for Ph.D. on-going. (iii) Experience in Industry or R&D laboratories of repute. (iv) Supervision of M. Tech. /M. Sc./ B. Tech. projects on live Industrial problems. <p>Age limit: Not Applicable</p>
(ii)	Assistant * Professor GP-7000	<p>Qualification: Ph.D. Experience: Nil</p> <p>Other Essential Requirement: One paper accepted for publication in an SCI Journal.</p> <p>Additional Desirable Requirement: One patent or Two papers in SCI Journals (may be based on Ph.D. work)</p> <p>Age Limit: Preferably below 35 years</p>
(iii)	Assistant Professor (On Contract) GP-6000 PB3 + 2 increments	<p>Qualification: M. E. / M. Tech. Experience: Nil</p> <p>Additional Desirable Requirement: Advanced state of Ph.D. work in reputed Institute.</p> <p>Age Limit: Preferably below 30 years (on contract for three years likely to be extended for two more years and shall be continued on completion of Ph.D. only)</p>

*For Maths, Physics, Chemistry and English, Ph.D. degree in appropriate discipline is the essential qualification.

4	I.	Name of the Post	Registrar
	II.	Number of Posts	01
	III.	Classification	Group – A
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-4 (Rs.37,400-67,000) with Grade Pay of Rs.10,000
	V.	Age Limit for Direct recruits	Preferably below 57 years
	VI.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>Masters’ degree in any discipline with at least 55% marks or its equivalent grade ‘B’ in the UGC 7 point scale from a recognized University/Institute</p> <p><u>Experience:</u></p> <p>(i) At least 15 years experience as Assistant Professor in the AGP of Rs.7000/= and above or with 8 years of service in the AGP of Rs.8000/= and above including Associate Professor along with experience in educational administration, or</p> <p>(ii) Comparable experience in research establishment and/or other institutions of higher education, or</p> <p>(iii) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or equivalent.</p> <p><u>Desirable</u></p> <p>(i) Qualification in area of Management/Engg. / Law.</p> <p>(ii) Experience in handling computerized administration/legal/financial/establishment matters.</p> <p>(iii) Proven experience in excellent human relations and successful personnel management, industrial relations, campus management and other aspects of administration, preferably in a large educational or R & D institution. All round ability to co-ordinate and lead a team of officers with varied expertise.</p>
	VII.	Method of Recruitment	Direct recruitment, failing which on deputation or contract basis for tenure of up to 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time.

	VIII.	In case of recruitment by deputation.	<p><u>Deputation or on Contract basis</u></p> <p>Officers under the Central/State Governments/ Universities/ Recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-</p> <p>A) I) Holding analogous post or II) with at least 3 years regular service in posts with GP of Rs.8,700 as per 6th Central Pay Commission or equivalent and</p> <p>B) Possessing educational qualification and experience as prescribed in Col.VI.</p>
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5	I.	Name of the Post	Deputy Registrar
	II.	Number of Posts	01
	III.	Classification	Group – A
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-3, Scale – (Rs.15,600-39,100) with Grade Pay of Rs.7,600. After eight years of service as Deputy Registrar with Grade pay of Rs.7,600 an incumbent will automatically move to the higher Grade Pay of Rs.8700 with the same designation.
	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Preferably below 45 years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>Masters’ degree in any discipline with at least 55% marks or its equivalent Grade ‘B’ in the UGC 7 point scale from a recognized University/Institute</p> <p><u>Experience:</u></p> <p>(i) 9 years’ experience as Assistant Professor in the AGP of Rs.6,000 and above with experience in educational administration, or</p> <p>(ii) Comparable experience in research establishment and/or other institution of higher education , or</p> <p>(iii) 5 years of administrative experience as Assistant Registrar or equivalent.</p>

			<p><u>Desirable</u></p> <p>(i) Qualification in area of Management/ Engineering/ Law (ii) Experience in handling computerized administration/legal/financial/establishment matters. (iii) A Chartered or Cost Accountant degree or diploma for the post of Deputy Registrar (Finance and Accounts) or Deputy Registrar (Internal Audit).</p>
VIII.	Period of probation		2 Years
IX.	In case of recruitment by deputation		<p><u>Deputation:</u></p> <p>Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU / Industry:</p> <p>A) i) holding analogous post or ii) With at least 5 years' services in the posts in the GP pay of Rs.6600/= as per Central Pay Commission or its equivalent having experience in administration, establishment and accounts matters.</p> <p>B) Possessing educational qualification and experience as prescribed in Col. VII.</p>

6	I.	Name of the Post	Assistant Registrar
	II.	Number of Posts	01
	III.	Classification	Group – A
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-3, Scale – (Rs.15,600-39,100) with Grade Pay of Rs.5,400 After eight years of services as Assistant Registrar with GP of Rs.5,400, an incumbent will be assessed by the DPC for moving to the higher GP of Rs.6,600 with the same designation.
	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 35 years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>Masters' degree in any discipline with at least 55% marks or its equivalent grade 'B' in the UGC 7 point scale from a recognized University/Institute with excellent academic record.</p> <p style="text-align: center;">OR</p>

		<p>Employees of the institute serving as Superintendent SG-II or Secretary (Selection Grade II) for at least 6 years at Grade Pay of Rs.4,800 or higher with Master's degree, and exemplary performance record. (Age bar not applicable; no relaxation in educational qualification)</p> <p><u>Desirable</u></p> <p>i) Qualification in area of Management/Engineering/Law</p> <p>ii) Experience in handling computerized administration/legal/financial/establishment matters</p> <p>iii) A Chartered or Cost Accountant degree or diploma for the post of Assistant Registrar (Finance and Accounts).</p>
VIII.	Period of probation	2 Years
IX.	In case of recruitment by deputation	<p><u>Deputation:</u></p> <p>Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU / Industry:</p> <p>a) Holding analogous post or</p> <p>b) Possessing educational qualification and experience as prescribed in Col. VII.</p>

7	I.	Name of the Post	Deputy Librarian
	II.	Number of Posts	01
	III.	Classification	Group – A
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-3, Scale – (Rs.15,600-39,100) with AGP of Rs.8,000. After five years of service as Deputy Librarian with AGP of Rs.8,000 an incumbent will automatically move to the higher GP of Rs.9,000 with the same designation.
	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Preferably below 45 years: age bar relaxed for employees of NIT serving as Asst. Librarian
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>(i) Master's Degree in Library Science/Information Science/Documentation with CGPA of 6.5 in 10 point scale or at least 60% of the marks or its equivalent grade</p>

		of 'B' in the UGC seven point scale and a consistently good academic record. (ii) Ten years experience as an Assistant University Librarian/out of which at least 5 years to be in a post with AGP of Rs.7000/= or an equivalent post. (iii) Evidence of innovative Library Service and organization of published work and professional commitment, computerization of library.
VIII.	Period of probation	2 years
IX.	In case of recruitment by deputation.	Deputation: Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU : A)(i)Holding analogous post or (ii) With at least 5 years' service in posts in the GP of Rs.6,600 as per Central Pay commission or its equivalent and having experience in administration, establishment and accounts matters. B) Possessing educational qualification and experience as prescribed in Col. VII.

8	I.	Name of the Post	Students Activity & Sports (SAS) Officer
	II.	Number of Posts	01
	III.	Classification	Group A
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-3, Scale – (Rs.15,600-39,100) with Grade Pay of Rs.6,000/-. After 5 years of service as SAS Officer with AGP of Rs.6,000/- an incumbent will automatically move to the higher GP of Rs.7,000/- with the same designation.
	V.	Mode of recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 35 Years
	VII.	Educational and other qualifications required for direct recruits	Essential: i)First Class Master's Degree in Physical Education or Master's Degree in Sports Science with at least 60% marks (or Equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record; Record of having represented the University/College at the inter-University/Inter-Collegiate competitions or state and/or national championships;

		<p>Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations.</p> <p style="text-align: center;">OR</p> <p>First Class Master's Degree in Fine Arts or Performing/Visual Arts, Journalism and Mass Communication or First Class Master's degree in Arts or Science or Bachelor's degree in engineering followed by a diploma of at least one years' duration in Fine Arts or Visual / Performing Arts.</p> <p>ii) Record of strong involvement and proven track record of participating in sports, drama, music, films, painting, photography, journalism, event management or other student / event management activities during college/university studies.</p> <p>iii) Record of organizing such events as student convener or in later part of life.</p> <p><u>Desirable:</u></p> <p>Experience in guiding groups of students in creative activities.</p>	
	VIII.	Period of probation	2 Years
	IX.	In case of recruitment by deputation.	<p><u>Deputation or Contract Basis:</u></p> <p>Officers of the Central /State or similar services / semi-Govt. /PSU / Statutory or Autonomous organizations or University / Institutions of national importance.</p> <p>a) Holding analogous post, and b) Possessing educational qualification and experience as prescribed in Col.VII</p>

9	I.	Name of the Post	Executive Engineer
	II.	Number of Posts	01
	III.	Classification	Group – A
	IV.	Scale of Pay(Grade Pay, Band Pay)	PB-3, Scale – (Rs.15,600-39,100) with Grade Pay of Rs.6,600.

	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 40 years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>(i) First class degree or equivalent grade in Engineering (Electrical/Civil Engg.) from a recognized University/Institute.</p> <p>(ii) 5 years' experience in relevant field as Engineer/Asst. Engineer (in PB-3 and GP of Rs.5400/=) from CPWD/State PWD or similar organized services/semi-Govt./PSU/Statutory or Autonomous organization / Universities/ reputed Institute of organizations under Central / State Govt.</p> <p><u>Desirable</u></p> <p>Knowledge of Computer-aided Design (CAD) and latest Management Technology / other relevant software.</p> <p>(i) Proven track record of handling projects / works in reputed organization of relevant magnitude and qualities.</p> <p>(ii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, designing and estimation, construction management etc., as relevant to the profession.</p>
	VIII.	Period of probation	2 Years
	IX.	In case of recruitment by deputation.	<p><u>Deputation:</u></p> <p>a) Officers of the CPWD / State PWD or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization/ University, Institutes of national Importance, holding analogous post on regular basis; or</p> <p>b) Possessing educational qualification and experience as prescribed in Col. VII.</p>

10	I.	Name of the Post	Superintendent
	II.	Number of Posts	01
	III.	Classification	Group C
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-2, Scale – (Rs.9,300– 34,800) with Grade Pay of Rs.4,200.

	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 30 years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential</u></p> <p>(i) First class (Hons) Bachelor's Degree or equivalent grade from a recognized University or Institute in any discipline (In Universities without a system of Honours degree, equivalent number of courses)</p> <p style="text-align: center;">OR</p> <p>(i) Master's Degree from a recognized University or Institute with excellent academic record. (ii) Knowledge of Computer applications viz .Word processing, Spread Sheet.</p>
	VIII.	Period of probation	2 Years

11	I.	Name of the Post	Technical Assistant (Systems)
	II.	Number of Posts	01
	III.	Classification	Group B
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-2, Scale – (Rs.9,300 – 34,800) with Grade Pay of Rs.4,200
	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 30 Years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential:</u></p> <p>First Class Bachelor's Degree in Computer Science & Engg.or equivalent grade from a recognized University / Institute</p> <p style="text-align: center;">Or</p> <p>Post-graduate degree in science or B.E. / B.Tech. in relevant field from a recognized University or Institute.</p> <p><u>Desirable:</u></p> <p>PGDCA or Equivalent from a recognized Institution.</p>
	VIII.	Period of probation	2 Years

12	I.	Name of the Post	Junior Engineer (Civil)
	II.	Number of Posts	01
	III.	Classification	Group B
	IV.	Scale of Pay (Grade Pay, Band Pay)	PB-2, Scale – (Rs.9,300 – 34,800) with Grade Pay of Rs.4.200.
	V.	Mode of Recruitment	By Selection
	VI.	Age Limit for Direct recruits	Not exceeding 30 Years
	VII.	Educational and other qualifications required for direct recruits	<p><u>Essential:</u></p> <p>First Class Diploma in Engineering in relevant field with excellent academic record.</p> <p style="text-align: center;">Or</p> <p>Post-graduate degree in science or B.E. / B.Tech. in relevant field from a recognized University or Institute.</p> <p><u>Desirable:</u></p> <p>PGDCA or Equivalent from a recognized Institution.</p> <p>Minimum 2 years experience in reputed Institute in civil maintenance department.</p>
	VIII.	Period of probation	2 Years

3. OTHER COMMON ESSENTIAL REQUIREMENTS (for faculty positions)

- (i) Superior academic record at all levels from high school onwards.
- (ii) First class in B. Tech / M. Sc. / M. A. and in M. Tech.
- (iii) All degrees from reputed institutions, preferably from institution of National importance or university departments in India or abroad.
- (iv) Good oral and written presentation skills.
- (v) Strong command over fundamental subjects.
- (vi) The following shall be considered as essential requirements, without which a faculty member will be deemed unfit for promotion or selection even if he has met or exceeded the prescribed qualification, experience and performance criteria.

<p>Teaching (For teachers of same or different institute)</p>	<p>a) At least 3 theory subjects (semester long) for each year of post-Ph.D. experience in a teaching institution.</p> <p>b) Commensurate volume of written material for assisting students-lecture notes, problem sheets, ppts etc. shared with the students.</p> <p>c) Consistently good (better than Institutes average) score in student feedback on courses taught.[Institutes shall introduce computerized student feedback system and make the summary results available on the internal web site or equivalent publication.]</p> <p>d) Question papers for different exams set by the faculty members to be examined by Selection Committee.</p> <p>e) Introduction of new courses or revision of existing syllabi.</p> <p>f) No adverse record in teaching e.g. negligence in classes or exams.</p>
<p>Institute and professional Activity (For teachers of same or different institute)</p>	<p>a) Reasonable record of responsibility and creative performance in management of the organization (commensurate with length of service) - responsibility of Dean, HOD, Chairman or Members of Committees.</p> <p>b) Support to extra academic activity of students – NCC, NSS, Sports, Cultural, Music and Quiz etc.</p> <p>c) Organization of student functions.</p> <p>d) Warden ship of hostels and work towards improvement of living conditions of the students.</p> <p>e) Leadership and guiding students in scientific and technical work outside class room.</p> <p>f) Assisting management in construction, maintenance, ICT, Lawns & Gardens and providing services in the institute.</p> <p>g) Assisting management in record keeping, website management, document preparation, management of convocation etc.</p> <p>h) Departmental activities – T&P, Seminars, projects,</p>

	<p>Library etc.</p> <p>i) Collaboration with other Institutions in India and abroad.</p> <p>j) Organizing conferences, symposia and activities of professional societies.</p> <p>k) Strictly no adverse record of negligence or dishonesty in discharging one's responsibility</p>
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A faculty member is not expected to excel in all the fields, but he must contribute in at least two areas with visible contribution to each. Poor record under any of the above items, in terms of dishonesty, negligence, harassing beneficiaries, indifference or not taking up a responsibility will be viewed seriously by the selection committees. When an assignment is given by the administration, the faculty member must show initiative and work proactively towards improvement of his work environment instead of simply holding on to a position.

It is also expected that faculty members will take positive initiatives to be visible at the Institute-level so that they win the trust of the higher management and get assignments to contribute to institutional progress.

4. Specialization (for faculty positions)

Preference will be given to following specialization at Undergraduate and postgraduate levels against faculty position in each discipline as mentioned below:

Discipline	Undergraduate Degree	Postgraduate Degree
Electrical and Electronics Engineering	B. Tech. / B. E. in Electrical Engineering / Electrical and Electronics Engineering/any other branch related to Electrical Engg.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Electronics and Communication Engineering	B. Tech. / B.E. in Electronics and Communication Engineering / any other branch related to Electronics and Communication Engg.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Computer Science & Engineering	B. Tech / B. E. in Computer Science & Engineering / Computer Technology / Information Technology / any other branch related to Computer Science and Engg. / Information technology.	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)

Mechanical Engineering	B. Tech. / B. E. in Mechanical Engineering	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Civil Engineering	B. Tech. / B. E. in Civil Engineering	Postgraduate degree in appropriate branch of Engg. / Technology. (Preference will be given to core courses over interdisciplinary course)
Mathematics	B. Sc.	M. Sc. in Mathematics
Physics	B. Sc.	M. Sc. in Physics
Chemistry	B. Sc.	M. Sc. in Chemistry
English	B.A / B. Sc.	M. A in English Literature / English Language Teaching / Linguistics

5. Applicants for faculty positions from Organizations other than Educational Institutes like Industries

Candidates who do not have experience in Educational Institutions in past 5 years or more, their overall professional work will be valued by selection committee as equivalent to essential / desirable qualification. This will also be applicable to candidates whose experience in past 5 years is in institutions which do not offer P.G. or Doctoral program.

Candidates from industries having substantial professional and R&D experience, but not having a Ph.D. degree, the requirement of Ph.D. degree may be waived if they have good number (say 10) of publications in leading journals of the field and the candidates are the lead author. In all other cases, such a candidate may be taken on contract till he completes the Ph.D. degree.

6. Selection Procedure for faculty posts:

It is expected that the NITs recruit faculty who have earned their degrees from Institutes of high-standing in India or abroad. The Scrutiny Committee and the Selection Committee are expected to judge the quality of the training that the candidates received during their own academic careers from the standards of the Institutes from where they earned their degrees. It will be within the power and responsibility of these Committees to reject candidates from Institution of low-standing even if their degrees and grades are above the required level. This consideration is applicable to candidates at Assistant Professor level.

- I. A single individual is not expected to meet all the essential performance criteria. But in the judgment of the Selection Committee, the sum total of his contribution should

exceed the sum total of the essential requirements given in the essential requirements table in terms of scholastic effort necessary.

- II. Experience will be counted only when it is earned in a reputed institute, university, industry or laboratory on a job relevant to the department to which a candidate is applying. Experience shall normally mean the experience earned after award of M. Tech. degree.
- III. The Selection Committee shall consider publications in journals of reasonable standing, ignoring publication in very weak journals. Professional judgment of experts in this matter shall not be questioned.
- IV. A publication shall normally mean publications which are covered by the Science Citation Index (SCI) where ever applicable. Papers accepted for publication and actually published will be seen to be at par.
- V. In case of joint publications and joint Ph.D. guidance in an institution where there is no concept of "Principal Supervisor", the Scrutiny Committee and the Selection Committee shall assign fractional credit. The Committee's decisions on such matters shall be final in respective domains.
- VI. In Institutes without significant postgraduate or doctoral programme, as a temporary measure, the selection committees may consider and evaluate publication of text books, sponsored projects from funding agencies, formal lecture notes, M. Tech and M.S. projects guided and collaborative work with industry as scholastic work in lieu of experience in guiding Ph. Ds.
- VII. The "essential qualifications "and" other essential requirement" are bare minimum for eligibility to be considered for selection/promotion. An average faculty member is expected to generate performance output higher than the minimum prescribed
- VIII. If suitable candidates are not available for positions of Professor or Associate Professor, the positions may, at the discretion of the Board, be utilized for recruiting faculty in lower positions.
- IX. All applications shall be scrutinized and incomplete applications will be rejected.
- X. The Institute reserves the right to place a reasonable limit on the total number of candidates to be called for test or interview. Mere fulfillment of qualification per se does not entitle a candidate to be called for test or interview.

XI. Institute reserves the right to defer or cancel the advertisement at any stage of processing without assigning any reasons, if required.

HOW TO APPLY

1. Candidates willing to apply for one or more posts are requested to download Application Form from the Website www.nitpy.ac.in (Form I for teaching and Form II for non-teaching along with respective summary sheet).
2. Candidates shall complete the form in all respects without leaving any mandatory column blank. Incomplete applications will be rejected. Please enter dash if the information sought is not applicable to you.
3. Candidates are advised to fill the application form and Summary sheet either in their own handwriting or neatly typed. No appeal will be considered to correct the information given in application form.
4. Self attested copies of certificates, mark sheets, testimonials etc should be attached with the application and the originals must be produced at the time of interview and at the time of joining, if selected. The selected candidates shall produce in original Matriculation or equivalent certificate as proof of the date of birth. No other evidence will be accepted.
5. For those who have registered for Ph.D., but Ph.D. is not awarded, attach a copy of registration letter and a letter from Supervisor that candidate's registration is still valid and his / her progress is satisfactory.
6. Applications in the prescribed format along with DD of Rs 200/- only, drawn in favour of Director, NIT, Puducherry payable at Karaikal, (For SC/ST/PH, processing fee of Rs 200/- is waived off) should be dispatched through Speed/Registered Post in a sealed envelope, superscribed with "**Application for the Post of..... Discipline:.....**" and addressed to "**The Director, National Institute of Technology Puducherry, Arignar Anna Govt. Arts and Science College Campus, Nehru Nagar, Karaikal-609 605, India.**"

Last Date of Application – 5th December, 2012 Time: 3.00pm

Candidates applying for more than one engineering discipline / post should enclose the processing fee with each application form.

7. The candidates applying for more than one department / discipline (Serial No. 1 to 3) must use separate application form for each department / discipline and send them in separate

covers superscribed with the name of the department / discipline applied for. However, application for Professor / Associate Professor / Assistant Professor is common and applicant shall be considered for appropriate designation during screening process for each discipline separately. Decision regarding designation and grade pay to be offered shall be of the Selection Committee if the candidate is selected.

For the non teaching posts (Serial No.4 -12), the candidate applying for more than one post must use separate application form(Form-2) for each post and send them in separate covers super scribed with the name of the post applied for.

OTHER TERMS AND CONDITIONS

1. For appointment, preference will be given to the persons with disability (PWD) if such candidates are available. The candidature shall be considered only if the disability of the candidate is permissible for the post, the candidate has applied.
2. Candidates belonging to SC / ST / OBC categories are required to attach the caste certificate duly signed by competent authority in the format as prescribed by the Government of India. Candidates belonging to OBC category shall also submit photocopy of Non – creamy Layer Certificate of the year 2012-13 without which they will be considered only for OPEN category. The Institute follows the central Govt. approved list for SC/ST/OBC.
3. Age relaxation in different categories as per Govt. of India guidelines shall be applicable – viz. SC/ST – 5 Years; OBC – 3 Years; PWD – 5 Years (10 Years for SC/ST, 8 Years for OBC) for all posts.
4. Although the vacancies have been shown discipline wise for internal administrative purpose, the institute reserves the right to assign / transfer the vacancy elsewhere and appointment will be offered accordingly.
5. Persons serving in Govt. / Semi Govt. Organizations / Autonomous Bodies should send their application either through proper channel or “No-objection Certificate” obtained from the employer be furnished at the time of interview. If original application is routed through proper channel, a copy of the application should be sent in advance before the prescribed / stipulated last date.
6. Preference may be given to those applicants who are willing to join on deputation terms for the posts of Registrar/ Deputy Registrar/ Assistant Registrar from IITs/NITs/Centrally funded technical institutions and Govt. Departments dealing with Education.

7. Those who are serving in State/Central Govt. /PSU Establishment/NITs/ IITs /Universities etc. may have their previous services considered as per Institute rules applicable to new recruits from time to time and as per GOI guidelines.
8. Allowances like Dearness, House Rent and Transport are applicable to Central Govt. employees of all posts. Other service benefits allowance like Group Insurance Scheme, LTC, Medical Reimbursement, Leave, Pension / PF etc are admissible as per Institute rules applicable to new recruits from time to time and as per MHRD/Board of Governors guidelines.
9. Any misleading or wrong information supplied may lead to rejection of application/appointment, if found subsequently.
10. Canvassing in any form by or on behalf of a candidate will be a disqualification.
11. Additional sheets may be attached, in the same format, wherever the space allocated in the application form is felt to be insufficient.
12. Mere fulfillment of minimum qualification and experience requirements for a post does not entitle the candidate to be called for an interview. Institute reserves the right to shortlist and restrict the number of candidates for interview to a reasonable limit, on the basis of qualifications and experience. The number and / or level of positions / posts may also vary as per the need of the Institute at the time of recruitment.
13. Depending on availability and merit of qualified candidates, different departments may set different short listing criteria. Candidates with specialization in greater need by the department shall be given preference.
14. Minimum requirement of experience / other requirements may be relaxed for outstanding candidates.
15. Experienced and/or meritorious candidates may be granted higher than starting pay on recommendation of selection committees.
16. Screening Committee reserves the right to call or not to call candidates for interview.
17. Enclosures such as Publications, Demand Draft towards processing fee, Summary sheet and Self attested copies of Certificates and Testimonials etc. as stated in the application form should be sent along with the application.
18. Referees may be requested by the candidate to send their reports in confidence to the director NIT Puducherry, Arignar Anna Arts and Science College, Nehru Nagar, Karaikal -609 605.

19. Applications on plain paper or received late after last date of receiving due to Postal / Speed Post delay will not be considered. Incomplete applications or without proper testimonials or short fall of papers in applications will not be considered.
20. No correspondence whatsoever will be entertained from the candidates regarding postal delays, conduct and result of interview and reasons for not being called for interview or selection.
21. Application received on or before 5th December 2012 will be taken up for processing for appointment against the post advertised.

DIRECTOR