राष्ट्रीय प्रौद्योगिकी संस्थान आंध्रप्रदेश
NATIONAL INSTITUTE OF TECHNOLOGY ANDHRA PRADESH
Near National Highway No. 16, Kadakatla, Tadepalligudem – 534101
West Godavari District, Andhra Pradesh, India

Advertisement No. NIT Andhra/AS/2021/01 dated 18.05.2021

Recruitment of Academic Staff at National Institute of Technology Andhra Pradesh

NIT Andhra Pradesh (An Institute of national importance declared as such under the National Institutes of Technology Act) invites applications from candidates with an established record of independent high-quality research and commitment to teaching for Academic Staff at the cadre/ level of:

1. PROFESSOR

Minimum Basic Pay: Rs. 1,59,100/- (Pay Level 14A and Cell 1 of the Pay Matrix of 7th CPC)

2. ASSOCIATE PROFESSOR

Minimum Basic Pay: Rs.1,39,600/- (Pay Level 13A2 and Cell 1 of the Pay Matrix of 7th CPC)

3. ASSISTANT PROFESSOR GRADE – I

Minimum Basic Pay: Rs. 1,01,500/- (Pay Level 12 and Cell 1 of the Pay matrix of 7th CPC)

4. ASSISTANT PROFESSOR GRADE – II

Minimum Basic Pay: Rs.73,100/- (Pay Level 11 and Cell 3 of the Pay matrix of 7th CPC)

5. ASSISTANT PROFESSOR GRADE – II

Minimum Basic Pay: Rs.70,900/- (Pay Level 10 and Cell 8 of the Pay matrix of 7th CPC)

The applications are invited in the following departments against the proposed vacancies at the cadre/ level of Assistant Professor/ Associate Professor/ Professor:

Table 1: Departments and proposed vacancies

S. No.	Name of Department	Number of proposed Vacancies
1	Civil Engineering	1
2	Computer Science & Engineering	5
3	Electrical Engineering	5
4	Electronics & Communication Engineering	6
5	Materials & Metallurgical Engineering	1
6	Mechanical Engineering	2

The eligible and serving faculty in the existing Departments/Schools at NIT Andhra Pradesh other than the Departments/Schools listed above may also apply for movement in higher Academic Grade Pay or cadre as per existing regulations in NITs.

The number of vacancies mentioned above is indicative only. Further, consequent vacancies across all cadres and categories may also be filled. The institute reserves the right to fill or not to fill any of the vacancies. Reservations shall be implemented as per the Government of India norms as received from Ministry of Education, Government of India time to time.

The posts carry allowances such as DA, HRA, Transport Allowance (TA) and other allowances as per the rules of the Institute, which at present correspond to those admissible to Central Government employees stationed at Tadepalligudem, Andhra Pradesh.

The reservation policy of the Ministry of Education, Government of India regarding SC/ST/OBC(NCL)/EWS & Persons with Disabilities (PwD) will be applicable. Necessary supporting certificates must be enclosed along with the application form. Instructions from Ministry of Education (MoE), Government of India (GoI) issued till the date of interview shall be applicable.

I. **Qualification and other terms and conditions of appointment of Academic Staff:**

The Qualifications and other terms and conditions of appointment of Academic Staff is as specified in Schedule 'E' of National Institutes of Technology, Science Education and Research Act, 2007 (29 of 2007).

Table 2: Qualification and other terms and conditions of appointment of Academic Staff

Sl. No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
(1)	(2)	(3)	(4)	(5)
1.	**Assistant Professor (Grade II)*** Pay Level 10 and Cell 8 of the Pay matrix of 7th CPC	Ph.D.	NIL	NIL
2.	**Assistant Professor (Grade II)*** Pay Level 11 and Cell 3 of the Pay matrix of 7th CPC	Ph.D.	one year post Ph.D. experience of Teaching and Research in Institution of repute or Industry	10
3.	**Assistant Professor (Grade I)** Pay Level 12 and Cell 1 of the Pay matrix of 7th CPC	Ph.D.	Three years after Ph.D. or six years total teaching and research experience in reputed academic Institute / Research and Development Labs or relevant industry.	20
4.	**Associate Professor** Pay Level 13A2 and Cell 1 of the Pay Matrix of 7th CPC	Ph.D.	Six years after Ph.D. Of which at least three years at the level of Assistant Professor with Academic Grade Pay of Rs. 8000 **Or** Nine years total working experience, of which three	50

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			years should be after Ph.D., with at least three years at the level of Assistant Professor with Academic Grade Pay of Rs. 8000.	
5.	**Professor** Pay Level 14A Cell 1 of the Pay Matrix of 7th CPC	Ph.D.	Ten years after Ph.D. Or thirteen years total working experience, out of which seven years should be after Ph.D. At least three years at the level of Associate professor with Academic Grade Pay of Rs.9500 or four years at the level of Associate Professor with Academic Grade Pay of Rs.9000 or combination of Rs.9000 and Rs.9500 or equivalent in an Institution of repute or Research & Development lab or relevant industry.	80

* Note:

i. In case of designation at S. No. 1 & 2, the existing terms and conditions and nature of appointment shall be as applicable as per OM No. 15-4/2017-TC dated 27.10.2017 and Schedule 'E' of NITSER Act, 2007.

ii. Due to existing regulations in place OM No. 15-4/2017-TC dated 27.10.2017 i.e., due to the reasons of discontinuing the non-performers, different pay level and the nature of appointments at the level of Assistant Professor, the internal faculty working at the level of Assistant Professor Grade-II shall not apply for the higher position until unless they possess the required experience at NIT Andhra Pradesh to fulfill the experience gap to the post they are seeking for. However, under order No. 28020/1/2010-Estt.(C) dated 17.08.2016, the internal faculty members with eligible past experience in a Government organization(s) may apply.

II.   **Credit Point System to Calculate Cumulative Essential Credit Points:**

Table 3: Credit Point System

S. No.	Activity	Credits points
1.	One external Sponsored Research and Development Projects completed or ongoing or Patent granted	8 credit points per project or 8 credit points per patent as inventor (in case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to the divided equally among other members)
2.	Consultancy projects	2 credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points
2	Ph.D. completed (including thesis submitted cases)	8 credit points per Ph.D. student (in case there are more than one supervisor, then the Guide (1st Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor
4.	One Journal papers in Science Citation Index or Scopus (Paid Journals not allowed)	4 point per paper. First author or Main supervisor will get 2 point and rest will be divided among others.
5.	One Conference paper indexed in Science Citation Index or Scopus or Web of science Conference or any internationally renowned conference	1 credit points per paper up to a maximum of 10 credit points. First author or Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	Head of the Department, Dean, Chief Warden, Professor Incharge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman or Convener institute academic committees, Faculty In charge Computer Center or Information and Technology Services or Library or Admission or student activities and other Institutional activities	1 credit point per semester up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty in-charges (Each for one year duration) of different Units or equivalent	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.
9.	Departmental activities identified by Head of the Department like lab in charges, or department level committee for a minimum period of one year.	0.5 credit point per Semesters up to a maximum of 3 credits points since the last promotion.

10.	Workshop or Faculty Development Program or short-term courses of min 05 working days duration offered as coordinator or convener	2 credit points per course up to a maximum of 8 credits points since the last promotion.
11.	For conducting national programs like Global Initiative of Academic Networks etc. as course coordinator Program of two weeks duration Program of one week duration	2 credit points per course up to a maximum of 4 credit points since the last promotion. 1 credit point per course up to a maximum of 2 credit points since the last promotion.
12.	National or International conference organized as Chairman or Secretary	3 credit points per program up a maximum of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per semester with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credit point or credit hrs. up to a maximum of 6 credit points since the last promotion.
16.	Post Graduate Dissertation guided	0.5 credit point per project to a maximum of 10 points since the last promotion.
17.	Under Graduate Projects	0.25 credit point per project up to a maximum of 4 points since the last promotion.
18.	Text or Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a maximum of 18 points since the last promotion.
19.	Text or Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points per unit up to a maximum of 6 points since the last promotion.
20.	Significant outreach Institute out activities	1 credit point per activity up to a maximum of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points

22.	Placement percentage (only for the placement cell officers or Faculty incharge of Placement)		
	Above 85%		4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total number of students passing out and single job offer)		2 credit points per year upto a maximum of 10 points since the last promotion.

III.   Specializations for Appointment of Academic Staff:

The Essential Minimum Academic Qualifications for Posts of Assistant Professor/Associate Professor are PhD in respective discipline and shall have First Class (at least 6.5 CGPA on a scale of l0 or equivalent or 60% aggregate) in the preceding Degrees. Candidates having Ph.D. degree directly after B.Tech. are also eligible and they should have obtained First Class at Bachelor's level.

S. No.	Name of Department	Specialization
1.	Civil Engineering	B.Tech. in Civil Engineering with M.Tech. and Ph.D. in relevant areas of specialization
2.	Computer Science & Engineering	B.Tech. in Computer Science & Engineering or Information Technology with M.Tech. and Ph.D. in relevant areas of specialization
3.	Electrical Engineering	B.Tech. in Electrical Engineering/ Electrical & Electronics Engineering with M.Tech. and Ph.D. in relevant areas of specialization.
4.	Electronics & Communication Engineering	B.Tech. in Electronics & Communication Engineering with M.Tech. and Ph.D. in relevant areas of specialization
5.	Materials & Metallurgical Engineering	B.Tech. in Metallurgical and/or Materials Engineering with M.Tech. and Ph.D. in relevant areas of specialization
6.	Mechanical Engineering	B.Tech. in Mechanical Engineering/ Production Engineering and/or Industrial Engineering with M.Tech. and Ph.D. in relevant areas of specialization

IV.   **General Instructions & Information**

1.   Permanent faculty positions are open to Indian Nationals, Persons of Indian Origin (PIO) and overseas citizens of India (OCI).

2.   Online applications are invited in the prescribed format for recruitment of faculty in various Departments of the Institute against the advertisement (Advt. No. NITAP/TS/2021-22/001). Detailed educational qualifications, experience and other criteria for selection shall be as per the Schedule "E" of the statutes of NIT Andhra Pradesh (Ref. Gazette of India Extraordinary Part II-Sec.3(i) dated August 2nd, 2017) and clarifications received from MHRD vide F. No. 33-9/2011-TS.III dated 16th April, 2019 in the recruitment rules for faculty of NITs based on the recommendations of the Oversight Committee or any other relevant notifications issued by MHRD till the date of interview. Also visit the website of the institute: https://www.nitandhra.ac.in.

3.   Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these rules. So, for the departments which are not having any vacancy, movement in higher Academic Grade Pay or cadre shall be carried out as per specified selection process but it will be restricted to only for serving faculty members of the respective departments.

4.   Due to existing regulations in place OM No. 15-4/2017-TC dated 27.10.2017 i.e., due to the reasons of discontinuing the non-performers, different pay level and the nature of appointments at the level of Assistant Professor, the internal faculty working at the level of Assistant Professor Grade-II shall not apply for the higher position until unless they possess the required experience at NIT Andhra Pradesh to fulfill the experience gap to the post they are seeking for. However, under order No. 28020/1/2010-Estt.(C) dated 17.08.2016, the internal faculty members with eligible past experience in a Government organization(s) may apply.

5.   The non-refundable application fee is Rs.2000/- per application for General & OBC candidates. However, non-refundable application fee is Rs.1000/- per application for SC/ST/PWD candidates. Also, the application fee payable by Indian Nationals applying from abroad is Rs.5000/- per application for all categories. The application fee shall be paid only through online banking towards the **State Bank of India Account Number 37722875550, Satyavathi Nagar, Tadepalligudem Branch (IFSC SBIN0016305)** on the name of **The Director, NIT Andhra Pradesh**. The reference proof of credit document shall be collected to enter the transaction details in the online application portal and attach the copy of proof with hardcopy of application form. Demand Drafts (DDs) are not accepted.

6.   Separate online application must be submitted for each cadre/grade/department along with prescribed fee.

7.   Online application portal commences from 20.05.2021. Last date for filling and submission of **online application** is **16.06.2021** up to **04:00PM**. Last date for receipt of PDF printout of the online application along with all relevant documents is **17.06.2021.**

8. The PDF printout of the online application along with all relevant documents should be sent in a sealed envelope marked as "Application for the post of ………… in the Department of …………... at NIT Andhra Pradesh" to the address **The Director, National Institute of Technology Andhra Pradesh, Kadakatla, Tadepalligudem - 534101, West Godavari, Andhra Pradesh, India** through Speed Post/ Registered Post so as to reach on or before **17.06.2021.** Late applications will be rejected.

9. The candidates must at-least submit the provisional certificate of his/her PhD Degree as a proof of qualification before the closing date for submission of online application i.e., 16.06.2021. No relaxation or queries are entertained for the proof of obtaining PhD degree.

10. The cutoff date of determining eligibility of candidates in all aspects is the closing date for submission of online application i.e., 16.06.2021. No further queries or relaxations are entertained in this regard.

11. Reservation policy for faculty positions at entry level will be applicable as per the directives issued by Department of Higher Education, Ministry of Education, Government of India.

12. Mere fulfillment of minimum qualifications and experience does not entitle any candidate to receive call letter for selection.

13. Contribution to Institute Administration shall be recommended by concerned Head or chairman and approved by the Director. Contribution to departmental Administration shall be recommended by concerned Head and approved by the Director.

14. To limit applicants to a reasonable number, the Institute has the right to set higher norms for scrutiny than minimum prescribed above. The areas of specialization and the post/level applied for will be taken into account while short listing, giving due consideration to the specific requirements of the individual Departments. Hence, different Departments may have different short-listing criteria which may vary for different posts within the same Department. The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.

15. Priority of short listing with regard to qualifying degrees, for each category may be as under.
    i. Top 500 institutions in QS World University Rankings/ IITs/ IISERs.
    ii. NITs/ Other Centrally Funded Institutions.
    iii. All State Funded Institutions/ Top 100 institutions in NIRF latest ranking in any of overall/ university/ engineering category i.e., in the year 2020.
    iv. All other institutions which do not fall in the above.

16. Upper age limit of the candidates may be one of the priority while shortlisting. However, this shall not be applicable for internal candidates.

17. While scrutiny, the previous experience as regular faculty in Centrally Funded Institutions or State Funded Institutions shall be considered. Also, in case of the other institutions, institutions ranked by NIRF upto 100 in overall, Universities, Engineering for **any two years** (i.e., as per NIRF rankings from year 2016 to 2020) shall only be considered for the purpose of experience. In all the above cases, experience shall be considered if and only if the pay is either UGC or CPC scales as applicable to ensure regular service of an employee as per MoE/UGC guidelines.

18. Until unless the experience is valid as per clause (17) above, the exhaustible credit points acquired during the tenure shall not be counted.

19. Post-doctoral experience in international/national Post-Doctoral Fellowships offered by National Agencies of respective countries will be considered (Certificate issued by the respective sponsoring agency shall only be considered). Also, Post-Doctoral Fellowships offered by Institutions which are in QS World University Rankings upto 500 in the year 2020 will be considered.

20. Selection will be done in two phases. In the first phase the shortlisted candidates are required to give a seminar in the area of their specialization before the experts of respective department/ Selection Committee. The second phase involves personal interview by the Selection Committee.

21. The list of short-listed candidates for selection process (seminar presentation and interview) will be displayed on the website of the Institute. Candidates are advised to visit the website https://www.nitandhra.ac.in regularly. Call letters shall only be sent through Email communication.

22. No TA/DA will be paid for attending test/interview.

23. Candidates serving in any Government or Semi-Government organizations/ institutions and PSUs should route and send their applications either THROUGH PROPER CHANNEL or furnish a NO OBJECTION CERTIFICATE from the competent authority at the time of interview. However, they may send advance copy of completed application form before closing date of application.

24. For SC/ST candidates, the application form should be submitted with a copy of the relevant caste certificate. The OBC/ EWS candidates should produce valid Non – Creamy Layer OBC/ family income certificate respectively by the competent authority empowered for the purpose and issued **on or after 01.04.2021**. If valid certificate is not attached, the application will be considered under General Category.

25. The persons with disability (PWD) with 40% and above shall be required to produce medical certificate in the prescribed from issued by the competent medical authorities for the purpose of employment.

26. Original documents and Photo ID proof (Aadhaar /Passport/Voter ID/PAN Card) will have to be produced at the time of interview; else the candidate will not be allowed to attend the interview.

27. The Scrutiny/ Selection Committee may shortlist/offer lower faculty position, than the cadre/ level applied for.

28. The Institute reserves the right to modify / defer or cancel the advertisement/ recruitment at any stage of processing without assigning any reasons.

29. Legal disputes, if any, with National Institute of Technology Andhra Pradesh, will be restricted within the jurisdiction of Honorable High Court of Andhra Pradesh.

30. The candidate is responsible for the correctness of the information provided in the application. If it is found at a later date that any information given in the application is incorrect / false, the candidature / appointment is liable to be cancelled / terminated at any stage even after joining the institute.

31. No correspondence will be entertained with the candidates, who are not called for selection process.

32. Canvassing in any form will result in disqualification of his/her candidature.

Sd/-
DIRECTOR