



# ACHARYA NARENDRA DEV COLLEGE

(University of Delhi)

Govindpuri, Kalkaji, New Delhi 110 019

NAAC Accredited: 'A' Grade

Dr. Ravi Toteja  
Officiating Principal

Ref.:ANDC/2021  
Dated: 19.04.2021

**Advt No. ANDC/Teaching/2021/01**

**Dated: 19.04.2021**

Online applications are invited in the prescribed Application Form available at online link <https://colrec.du.ac.in/> from the eligible candidates for appointment to the post of **Assistant Professor** on permanent basis in the following departments of the college at Academic Pay Level 10 of the 7<sup>th</sup> Central Pay Commission Pay Matrix with entry pay level of Rs. 57,700/- plus other allowances as per UGC/University of Delhi norms. **The last date for receipt of online application is four weeks from the date of publication of the advertisement in the Employment Newspaper or on the college website whichever is later.**

S. No.	Department	Assistant Professor						
		UR	SC	ST	OBC	EWS	PwBD*	Total
1.	Biomedical Science	01	01	-	02	-	-	04
2.	Botany	03	-	-	01	01	-	05
3.	Chemistry	01	-	01	-	-	-	02
4.	Commerce	01	02	-	01	-	01 (VI)	05
5.	Computer Science	-	-	-	03	01	01 (VI)	05
6.	Electronics	01	-	-	-	-	-	01
7.	Mathematics	01	01	01	01	-	01 (LD)	05
8.	Physics	-	02	01	04	02	-	09
9.	Zoology	02	01	-	02	-	-	05
<b>Total</b>		<b>10</b>	<b>07</b>	<b>03</b>	<b>14</b>	<b>04</b>	<b>03</b>	<b>41</b>

**Note:** UR=Unreserved, SC=Scheduled Caste, ST=Schedule Tribe, OBC=Other Backward Classes, PwBD=Persons with Benchmark Disability, EWS= Economical Weaker Section VI=Visually Impairment including blindness and low vision, LD= Locomotor Disability including cerebral palsy leprosy cured. dwarfism, acid attack victims and muscular dystrophy.

The qualifications & age for the above posts are in accordance with the UGC Regulations 2018 and their subsequent amendments as adopted by the University of Delhi, For details please visit the College Website <http://andcollege.du.ac.in>.

**Any addendum/ corrigendum shall be posted only on the College website.**

Sd/-  
Officiating Principal

## **Qualifications for Assistant Professors in the University Colleges**

The qualifications for Assistant Professors in Colleges are in accordance with the UGC regulations 2018 and their subsequent amendments as adopted by the University of Delhi.

### **For the disciplines of Commerce and Science:**

#### **Eligibility A or B**

##### **A.**

1. A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
2. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Notes to this ordinance).

##### **OR**

##### **B.**

The Ph.D has been obtained from a foreign University/Institution with a ranking among top 500 in the world University Ranking (at any time) by one of the following: (i) Quacquarelli Symonds (QS) (ii) The Times Higher Education (THE) or (iii) The Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

##### **Notes:**

1. The academic scores as specified in Annexure VI-A (Table VI-Ac) for the department of University, and Annexure VI-A (Table VI-Ad) for colleges shall be considered for short-listing of the candidates for interview only, and the selection shall be based only on the performance in the interview.
2. Any other stipulation prescribed by UGC/University from time to time for the position of Assistant Professor shall be mandatory.

##### **General Note:**

- (i) The direct recruitment to the posts of Assistant Professors in the Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committee.
- (ii) The National Eligibility Test (NET) shall be the minimum eligibility for the appointment of Assistant Professor.

*Provided* that the Candidates, who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of Assistant Professor or equivalent positions of University/ Colleges/ Institutes.

*Provided* further, the award of degree to candidates registered for the M.Phil/Ph.D. programme prior to 11 July 2009, shall be governed by the provisions of then existing Ordinances/ Bylaws/ Regulations of the Institutions awarding the degree and the Ph.D. candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutes subject to the fulfillment of the following conditions:

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners;
- (c) An open Ph.D. viva voce of the candidate had been conducted;
- (d) Candidate has published two research papers from/based on his/her Ph.D. work out of which at least one must in a referred journal;
- (e) Candidate has made at least two presentations in conferences/ seminars; based on his/her Ph.D. work.

The fulfillments are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor/ Dean (Academic Affairs)/ Dean (University Instructions).

Note: NET shall not be required for such Master's Degree Programmes in disciplines for which NET or a similar test accredited by the UGC is not conducted.

- (iii) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

A relaxation of 5% may be provided at the Graduate and Masters level for the Scheduled Caste/Scheduled Tribes/ Differently-abled (Physically and Visually differently-abled) / Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to faculty positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

- (iv) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September 1991.
- (v) Relevant grade which is regarded s equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- (vi) The period taken by the candidates to acquire M.Phil. Degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/ research experience to be claimed for appointment to the faculty positions.

- (vii) The number of candidates to be called for interview for the post of Assistant Professor in the colleges, shall be determined after screening of applications in accordance with the guidelines laid down by the Executive Council in this regard.
- (viii) No person shall be appointed to the post of Assistant Professor in the colleges, if such person does not fulfill the requirements as to the qualifications laid down in the Ordinance XXIV of the Ordinances of the University.
- (ix) Those entering the service as Assistant Professor having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and aproven credentials, may be eligible for discretionary award of advance increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor who are entitled for grant of advance increments for having acquired a Ph.D., M.Phil or M.Tech and LLM degree.

- (x) For those entering the service in the College, other stipulations prescribed by the UGC/University shall be mandatory for all posts.

Officiating Principal

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## General Instructions for Applicants

**All applicants are required to apply online in the prescribed format with complete and correct information and attachments. The applicant will be solely responsible for the authenticity of the information.**

Applicants should possess the prescribed qualifications and experience as on the closing date of application, as prescribed by the University from time to time for the respective posts. All the above posts carry UGC pay scales plus admissible allowances. Applicants are required to produce specific certificates as per the eligibility conditions. The posts are being advertised keeping in view the broad areas of specialization in subjects. However, the College concerned may have specific requirement of specialization.

The applications received shall be screened as per screening guidelines attached with the advertisement for short listing and recommending the applicants to be called for interview.

Merely fulfilling the minimum qualifications or the eligibility criteria does not entitle an applicant to be necessarily considered or called for interview.

Publications 'under submission' or submitted to referees will not be considered towards calculation of points for publication criteria. Further, all the items for which points are claimed should be strictly in accordance with the screening guidelines attached with the advertisement.

The minimum points requirement for short-listing of applicants for the post of Assistant Professor will be as indicated in the screening guidelines.

Application fes and forms are to be submitted as per details given below:

- Fees for Assistant Professor (if applicable)
- Rs.500/- for UR/OBC/EWS category

No application fee will be charged from applicants from SC, ST, PwD and Women Applicants.

Fees once paid will not be refunded under any circumstances.

**Application forms have to be filled only in online mode, as available on the website of the College/University along with the present advertisement, within the prescribed time limit indicated in the advertisement. No offline forms would be accepted. Payment should be made online only, through credit/debit card/ Net Banking.**

Applications with incomplete information or without requisite fee shall be rejected.

Applicants applying for more than one post/department must apply separately and pay fees separately.

The reservation for applicants from OBC (non-creamy layer), SC, ST and Persons with Disability (PwD) categories will be applicable as per UGC norms. Applicants seeking reservation benefits available for SC/ST/OBC/PwD categories must upload the necessary documents justifying the claim of respective reservation as per Govt. of India lists/rules/norms. The certificate uploaded should be in the format prescribed by the Union Government.

In case the applicant wants to claim benefits under the PwD category, the applicant's relevant disability should not be less than 40 per cent. Proof to this effect in the form of a valid Disability Certificate must be uploaded with the application.

Applicants applying for the post(s) reserved for OBC must upload certificate of OBC (non-creamy layer) in the prescribed form issued by Competent Authority. The certificate should be of the current financial year, in accordance with instructions issued by the Union Government in this respect from time to time. Applicants should ascertain that they belong to the reserve categories (caste) enlisted in the Central List.

If the relevant certificates for respective reserved categories are **not** uploaded with the application, the application shall be rejected and no appeal against its rejection will be entertained.

Consequent upon adoption of self-certification provisions as required by the Govt. of India, the University shall process the applications entirely on the basis of information/documents uploaded with the application. In case the information/ documents are found to be false/incorrect by way of omission or commission, the responsibility shall lie solely with the applicant and the applicant shall be liable for action as per law.

**The Short-listed candidates called for interview should report along with all the testimonials/certificates in original along with photo ID. A set of photocopy of certificates/testimonials with respect to the qualifications and experience indicated in the online application form, duly certified by the applicant should be submitted at the time of interview.**

Applicants serving in the Government/Public Sector Undertakings (including Boards/Autonomous Bodies) are required to submit 'No Objection Certificate' from the employer, at the time of interview, if not uploaded with the online application earlier.

All correspondence from the College including interview letter, if any, shall be sent only to the e-mail address provided by the applicant in the online application form.

Canvassing in any form will be treated as a disqualification.

Applications which do not meet the eligibility criteria given in this advertisement and / or are incomplete in any respect shall be summarily rejected.

Applicants must NOT furnish any particulars that are false, tampered or fabricated, or suppress any material / information while submitting the online application and uploading self-certified copies/testimonials.

The number/category of post advertised may vary, and the College reserves the right not to fill up some or all posts advertised.

Any consequential vacancies arising at the time of Interview may also be filled up from the available shortlisted candidates.

The College shall verify the documents submitted by the antecedents of the applicant at the time of appointment or anytime during the tenure of the service. In case it is found that the documents/information submitted by the candidate are false or the candidate has suppressed relevant information, the services of the candidate shall be terminated without prejudice to any other action initiated by the University.

In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the College reserves the right to modify/withdraw/cancel any communication made to the applicant.

In case of any dispute/ambiguity that may occur in the process of selection, the decision of the College shall be final. Applicants are advised to satisfy themselves before applying that they possess the essential qualifications laid down in the advertisement.

No TA/DA shall be paid to candidates for attending interview.

Last date for submission of application is as indicated in the present advertisement uploaded on the University website.

In case of any dispute, legal jurisdiction will be Delhi.

Officiating Principal

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**Guidelines for Screening of candidates for appointment to the post of Assistant Professor in the University and its Colleges.**

As per the provisions of Ordinances XI, & XII & XXIV of the University, all posts of teachers shall be filled after advertisement and by open recruitment.

In order to restrict the number of candidates to be called for interview so as to enable the Selection Committee to have a comprehensive assessment of the candidates, applications received for the teaching posts shall be screened on the basis of the academic and other credentials of the candidates through the following criteria:

For the post of Assistant Professor, the criteria for evaluation of the candidates for determining their eligibility of short-listing shall be on based on a 100 point scale. The distribution of points will be as follows:

I. Criteria for short listing of candidates for Interview for the post of Assistant Professors in Colleges of the University.

S. No.	Academic Record	Score			
1.	Graduation	80% & above = 21	60% less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduate	80% & above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/OwD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07		55% to less than 60% = 05	
4.	Ph.D.	25			
5.	NET/NET-JRF	10			
6.	NET	08			
	Research Publications (2 marks for each research publications published in Peer- Reviewed or UGC- listed Journals)	06			



7.	Teaching/Post Doctoral Experience (2 marks for one year each) #	10
8.	Awards: International/National Level (Awards given by Govt. of India/Govr. of India recognised National Level Bodies)	03
9	State-Level (Awards given by State Government)	02

**#However, if the period of Teaching/Post-doctoral experience is less than one year, then the marks shall be reduced proportionately.**

**Note: Maximum score shall be as follows:**

(A)	(i)	M.Phil + Ph.D	Maximum	-	25 Marks
	(ii)	JRF/NET	Maximum	-	10 Marks
	(iii)	In awards category	Maximum	-	03 Marks
(B)		Academic Score		-	84
		Research Publications		-	06
		Teaching Experience		-	10
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					100
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## **II. Short listing of candidates: Criteria and process:**

All the applications received shall be scrutinized by a Committee consisting of the following and a list of all the candidates fulfilling the minimum eligibility qualifications shall be prepared (department/subject wise) and points be awarded to all such candidates shall be calculated on the basis of the above criteria:

### **For Colleges:**

- Principal of the College - Chairperson
- Two teachers from relevant subject plus one from a relevant Department to be nominated by the Principal
- An academician representing SC/ST/ OBC/Minority/Women/Persons with Disability to be nominated by the Principal, if any of the candidates representing these categories is an applicant and if any of the above members of the Screening Committee does not belong to that category.

At least three members shall form the quorum.

- After allocation of points to all the eligible candidates, the Screening committee will draw a list of all candidates indicating the points scored by them in the descending order i.e. starting from the candidate getting the highest points towards the candidates getting the lower points.
- In case of tie in the points of two or more candidates, the candidates having the higher/highest marks at the Master's level shall be ranked above the other(s).
- For appointment in the College, all candidates securing 60 points and above shall be called for interview for posts of Assistant Professors. A minimum of 50 candidates for the first vacancy and 20 candidates for every additional vacancy shall be called for interview in order of their ranks in the list prepared by the Screening Committee on the basis of points scored by the candidates. In case of the minimum number of candidates as specified above is not available, the benchmark of 60 points may be progressively lowered as required, until the minimum eligibility as specified in Ordinance XXIV is reached so that this minimum number of candidates shall be called for interview.
- The point awarded to the candidates during the process of screening of applications shall not have any weight age/credit or merit during assessment/interview of the candidates by the Selection Committee as these points shall be used only for screening/shortlisting purposes.
- The period taken by candidates to acquire M.Phil. Degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/research experience to be claimed for short listing/ appointment to the teaching positions.
- In case of any dispute with regard to screening of the applications, the decision of the Screening Committee shall be final.
- The College shall display the criteria for short listing/ screening of applications on their respective websites.

Officiating Principal

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