

INDIAN INSTITUTE OF INFORMATION TECHNOLOGY GUWAHATI

GENERAL CONDITIONS / INSTRUCTIONS

for Appointment of Faculty by Selection

1. There is no application fee. Candidates will be called for interview if they are in India. Only candidates in India will be called for interview. Candidates abroad will be interviewed through video conferencing (VC). Candidates in India may also be interviewed through VC if there are genuine reasons for their inability to attend an interview. Candidates attending an interview will be paid to / fro air fare by the cheapest route available (from their current place of residence).
2. Only Indian Nationals can apply for a regular post. Others can be considered for appointment on contract.
3. **Persons who have super-annuated as a faculty recently and are below 70 years, may apply for an appointment on contract.**
4. Reservations will apply as per Govt of India Rules.
5. The Institute reserves the right to fill or not to fill any or all the posts advertised.
6. All posts are regular with a one year period of probation, except for Professor on Contract.
7. Minimum qualification is a Ph.D degree. Submission of the PhD thesis is sufficient. Those who are about to submit may also apply. But mere possession of the minimum qualification does not entitle a candidate to be called for interview.
8. Persons presently employed in Govt. / Semi-Govt. / PSUs / Autonomous bodies will have to get released by their organization before they can join.
9. Incomplete applications, and applications NOT in the prescribed format or without copies of certificates / mark sheets, proof of date of birth, etc. and application not signed (except those sent electronically) may be rejected.
10. Send your applications by email or by post. If sending by email to rec@iiitg.ac.in, follow the instructions in the application form
11. For any other information, please contact rec@iiitg.ac.in

Qualifications, Positions, Pay and Pay Scales

Recruitment will be at all levels : Assistant Professor, Associate Professor, Professor. The recruitment rules of each of the posts are given below.

Retired Professors are encouraged to also apply. They can be placed on a consolidated salary or re-appointed as Professors on contract as per rules.

Areas of Specialization:

- Computer Science and Engineering – all specializations, but following areas are specifically required: machine learning, AI, theoretical computer science, database management systems, architecture..
- Electronics and Communication Engineering – all specializations, but following areas are specifically required: VLSI, Digital Signal Processing, Embedded systems
- Mathematics – Analysis, Probability and Statistics – 1 post
- Sociology / Psychology - 1 post

Pay Example for Assistant Professor

1. *Pay Revision as per 7th Pay Commission Recommendations have been announced. They are likely to be implemented from August 2018, with arrears from January 1 2016.*
2. Pay Band :` 15600 – 37400; Academic Grade Pay :` 6000; Seven non-compounded increments will be given. So the starting pay will be 20140 + 6000 = 26140 + allowances (= ` **65,906/-** excluding HRA). Under **7th Pay Commission** pay, the minimum at the entry level for an Assistant Professor is ` **86,515/-** excluding HRA.
3. Every July 1, there will be an increment of 3% of the current band pay + academic grade pay. In the first year, this increment will take place only if the joining date is before January 1.
4. Allowances as part of pay: DA – 139% of pay (currently), NE allowance – 12.5% of pay; House Rent Allowance (HRA) – 20% of pay (if not staying in Institute provided accommodation);
5. Other major benefits: Medical support (100% out-patient; with limits, for hospitalization), Leave Travel Concession (as per Govt rules).
6. Take Home Pay for a fresh PhD without HRA: $(26140 * (1 + 1.39 + .125)) + \text{transport allowance} - \text{tax deduction at source (10\%)} - \text{Pension contribution (10\% of (pay + DA))} - \text{licence fee for accommodation} = 69566 - 6957 - 6247 - 1500 = ` **54862 (take home income)**. (minor allowances and professional tax deductions not included – will make no major difference). HRA will not be given if the Institute hires flats (unfurnished) and allots to the faculty and charges a “licence fee” from the employee (about Rs. 1500/- per month).$
7. Increments, upgradations, promotion rules are given below in “Recruitment Rules of Faculty”.

Indian Institute of Information Technology Guwahati

BYE LAW NO. 2 Recruitment Rules of Faculty

No	Heading	Information
1.	NAME OF POST	Assistant Professor
2.	NO. OF POSTS	As Approved from time to time; on flexible cadre system.
3	CLASSIFICATION	FACULTY
4.	NATURE OF APPOINTMENT	On contract while on Academic Grade pay 6000/- and 7000/-, regular on AGP 8000/-.
5.	SCALE OF PAY AND INITIAL PAY	<ol style="list-style-type: none"> 1. PB3 `15600 - 39100, Academic Grade Pay : ` 6000; initial pay: seven non-compounded increments (` 20140.00 + ` 6000.00). 2. 20140.00 plus one increment and AGP of ` 7000: one years' post PhD experience or equivalent pre-PhD experience as per clause 8. 3. 30,000.00 and AGP of ` 8000: 3 years' of post PhD experience or equivalent pre-PhD experience as per clause 8.
6.	ALLOWANCES	As per Sixth Pay Commission Awards; Dearness Allowance as per Central Govt. Rates announced from time to time. Subscription to New Pension Scheme.
7.	UPGRADATIONS	<ol style="list-style-type: none"> 1. After one year of satisfactory performance in AGP 6000/- upgradation to AGP 7000/-. One publication in an SCI / SCOPUS indexed journal or conference after PhD required. 2. after two years of satisfactory performance in AGP 7000/-, or three years of experience including equivalent pre-PhD experience as per clause 8, upgradation to AGP 8000/- and band pay of 22500/-. If recruited directly at this level, then band pay will be 30,000.00 . Two publications in SCI / SCOPUS indexed journals or conferences after PhD required. Two experiments of computational objects added to teaching laboratories where appropriate.
8.	WHETHER BENEFIT OF ADDED YEARS OF SERVICE ADMISSIBLE	Yes, if recommended by the Selection Committee. One increment for every year of experience after submission of PhD thesis. One increment for every two years of experience before PhD, not including that obtained concurrently with the PhD programme.
9.	AGE LIMIT	None
10.	EDUCATIONAL & OTHER QUALIFICATION REQUIRED FOR DIRECT RECRUITS	(1) PhD in an appropriate Discipline (submission of thesis is sufficient, but the appointment will be cancelled if the thesis is rejected), (2) First Class at the degree preceding PhD.
11.	PERIOD OF PROBATION	One year (for grade pay 30,000/- and above), with a provision for extension multiple times.
12.	METHOD OF RECTT. : DIRECT RECTT. / PROMOTION / DEPUTATION / ABSORPTION & % OF THE	100% Direct Recruitment, except for upgradations as indicated.

	VACANCIES TO BE FILLED BY VARIOUS METHODS	
13.	COMPOSITION OF SELECTION COMMITTEE	(i) Director Chairman (ii) Two nominees of the Board, one Members being an expert, but other than a member of the Board. (iii) One expert nominated by the Senate Member (iv) Head of the Department/ Centre Member concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.
14.	RESERVATIONS	As per Rules
15.	REMARKS	Termination with three months' notice by either employer or employee.
16.	APPOINTING AUTHORITY	The Board of Governors. Chairman may approve appointments which will be ratified by the Board.
17.	DISCIPLINARY AUTHORITY	Director to initiate and complete disciplinary proceedings. Punishment to be given by the Board.

No	Heading	Information
1.	NAME OF POST	Associate Professor
2.	NO. OF POSTS	As Approved from time to time; on flexible cadre system.
3.	CLASSIFICATION	FACULTY
4.	NATURE OF APPOINTMENT	Regular
5.	SCALE OF PAY AND INITIAL PAY	PB4 `37400 - 67000, Minimum Grade Pay of ` 42,500, Academic Grade Pay : ` 9500
6.	ALLOWANCES	As per Sixth Pay Commission Awards; Dearness Allowance as per Central Govt. Rates announced from time to time. Subscription to New Pension Scheme.
7.	WHETHER BENEFIT OF ADDED YEARS OF SERVICE ADMISSIBLE	Yes. One increment for every year of experience beyond the minimum required if recommended by the Selection Committee
8.	AGE LIMIT	None
9.	EDUCATIONAL & OTHER QUALIFICATION REQUIRED FOR DIRECT RECRUITS	(1) PhD in an appropriate Discipline, (2) First Class at the degree preceding PhD. (3) Experience of 6 years in teaching, research and / or industry at the level of Assistant Professor or equivalent grade (4) Experience of three years at the AGP of Rs. 8000/- or equivalent, (5) four publications in SCI / SCOPUS indexed journals or conferences after PhD

		(6) at least one Phd student who has submitted his / her thesis OR one student likely to submit within six months and one continuing for at least two years. (7) at least two sponsored projects / consultancies completed or ongoing, (8) Two experiments of computational objects added to teaching laboratories where appropriate. (9) participation in at least one outreach programme such as short courses. (10) Good feedback in teaching from students.
10.	PERIOD OF PROBATION	One year, with a provision for extension multiple times.
11.	METHOD OF RECTT. :	100% Direct Recruitment
12.	COMPOSITION OF SELECTION COMMITTEE	(i) Director Chairman (ii) Two nominees of the Board, one Members being an expert, but other than a member of the Board. (iii) One expert nominated by the Senate Member (iv) Head of the Department/ Centre Member concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.
13.	RESERVATIONS	Not applicable
14.	REMARKS	Termination with three months' notice by either employer or employee.
15.	APPOINTING AUTHORITY	The Board of Governors. Chairman may approve appointments which will be ratified by the Board.
16.	DISCIPLINARY AUTHORITY	Director to initiate and complete disciplinary proceedings. Punishment to be given by the Board.

No	Heading	Information
1.	NAME OF POST	Professor
2.	NO. OF POSTS	As Approved from time to time; on flexible cadre system.
3.	CLASSIFICATION	FACULTY
4.	NATURE OF APPOINTMENT	Regular
5.	SCALE OF PAY AND INITIAL PAY	PB4 `37400 - 67000, minimum grade pay of ` 48000, Academic Grade Pay : ` 10500
6.	ALLOWANCES	As per Sixth Pay Commission Awards; Dearness Allowance as per Central Govt. Rates announced from time to time. Subscription to New Pension Scheme.
7.	WHETHER BENEFIT OF ADDED YEARS OF SERVICE ADMISSIBLE	Yes. One increment for every year of experience beyond the minimum required if recommended by the Selection Committee
8.	AGE LIMIT	None

9.	EDUCATIONAL & OTHER QUALIFICATION REQUIRED FOR DIRECT RECRUITS	<p>(1) PhD in an appropriate Discipline, (2) First Class at the degree preceding PhD. (3) Experience of 10 years in teaching, research and / or industry, out of which at least 4 years at the level of associate Professor (AGP of 9500/-) or at least seven years at the level of associate Professor (AGP of 9000/-) or equivalent grade. (4) Two Phd students who have submitted their thesis. The following while as an Associate Professor: (5) three publications in in SCI / SCOPUS indexed journals or conferences (6) at least one high value project / consultancy completed or ongoing, (7) participation in at least two outreach programmes such as short courses as co-ordinator and main teacher. (8) Two experiments of computational objects added to teaching laboratories where appropriate. (9) Significant contribution to Institute Management through personal initiative in responsible positions (for those in the Institute as Associate Professor). (10) Good feedback in teaching from students.</p>
10.	PERIOD OF PROBATION	One year, with a provision for extension multiple times.
11.	METHOD OF RECTT. :	100% Direct Recruitment
12.	COMPOSITION OF SELECTION COMMITTEE	<p>(i) Director Chairman (ii) Two nominees of the Board, one Members being an expert, but other than a member of the Board. (iii) One expert nominated by the Senate Member (iv) Head of the Department/ Centre Member concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.</p>
13.	RESERVATIONS	Not applicable
14.	REMARKS	Termination with three months' notice by either employer or employee.
15.	APPOINTING AUTHORITY	The Board of Governors. Chairman may approve appointments which will be ratified by the Board.
16.	DISCIPLINARY AUTHORITY	Director to initiate and complete disciplinary proceedings. Punishment to be given by the Board.

No	Heading	Information
1.	NAME OF POST	Professor (HAG Scale)
2.	NO. OF POSTS	As Approved from time to time; on flexible cadre system.

3	CLASSIFICATION	FACULTY
4.	NATURE OF APPOINTMENT	Regular
5.	SCALE OF PAY AND INITIAL PAY	₹67000 - 79000
6.	ALLOWANCES	As per Sixth Pay Commission Awards; Dearness Allowance as per Central Govt. Rates announced from time to time. Subscription to New Pension Scheme.
7.	WHETHER BENEFIT OF ADDED YEARS OF SERVICE ADMISSIBLE	No.
8.	AGE LIMIT	None
9.	EDUCATIONAL & OTHER QUALIFICATION REQUIRED FOR DIRECT RECRUITS	(1) PhD in an appropriate Discipline, (2) First Class at the degree preceding PhD. (3) Experience of 6 years in teaching, research and / or industry, at the level of associate Professor (AGP of 10000/- or 10500/-). (4) Four Phd students who have submitted their thesis, at least one of which must be after becoming a Professor. The following in the last six years: (5)four publications in in SCI / SCOPUS indexed journals or conferences (6) at least two high value project / consultancy completed or ongoing, (7) participation in at least three outreach programmes such as short courses as co-ordinator and main teacher. (8) Three experiments of computational objects added to teaching laboratories where appropriate. (9) Significant contribution to Institute Management through personal initiative in responsible positions (for those in the Institute as Associate Professor). (10) Good feedback in teaching from students.
10.	PERIOD OF PROBATION	One year, with a provision for extension multiple times.
11.	METHOD OF RECTT. :	100% Promotion
12.	COMPOSITION OF SELECTION COMMITTEE	(i) Director Chairman (ii) at least three members from outside the Institute, to be chosen by the Director from a panel of names approved by the Board. Members At least one member must be an expert in the area of the candidate being considered.
13.	RESERVATIONS	Not applicable
14.	REMARKS	Termination with three months' notice by either employer or employee.
15.	APPOINTING AUTHORITY	The Board of Governors. Chairman may approve appointments which will be ratified by the Board.

16.	DISCIPLINARY AUTHORITY	Director to initiate and complete disciplinary proceedings. Punishment to be given by the Board.
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