

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 (other than Professor on Contract) are regular with a one year period of probation, except for Assistant Professor Grade II which is initially on Contract for three years.
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 diroffice@iiitg.ac.in, follow the instructions in the application form
11. For any other information, please contact diroffice@iiitg.ac.in

Qualifications, Positions, Pay and Pay Scales

Recruitment will be at all levels : Assistant Professor Grade II, Assistant Grade I, 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 for Assistant Professor Grade II and Grade I (all areas for Associate Professor and Professor):

- Computer Science and Engineering – all specializations, but following areas are specifically required: but specially Computer Architecture, Compilers, Data Analytics, DBMS, Big data, Machine Learning, and Software Engineering.
- Electronics and Communication Engineering – following areas are specifically required: Communications, VLSI, Embedded systems
- Mathematics –Probability and Statistics, Algebra, Analysis
- HSS - English Literature or Cultural Studies, Sociology

Pay Example for Assistant Professor

1. Starting Pay:

Position	Level	Starting Pay
Assistant Professor Grade II	10	70,900.00
Assistant Grade I	12	1,01,500.00
Associate Professor	13A2	1,39,600.00
Professor	14A	1,59,100.00
Professor (HAG)	15	1,82,200.00

2. Every January 1 or July 1, there will be an increment of 3% of the current pay. In the first year, those joining before July 1 will get their first increment on the following January 1.
3. Allowances as part of pay: DA – 12% of pay (currently), NE allowance – 10% of pay; Transport Allowance – Rs. 3600/-
4. Other major benefits: Medical support (100% out-patient; with limits, for hospitalization)
5. Increments, upgradations, promotion rules are given below in “Recruitment Rules of Faculty”.

Indian Institute of Information Technology Guwahati
Recruitment Rules of Faculty
(Revised May 2018 – 7th Pay Commission)

No	Heading	Information								
1.	NAME OF POST	Assistant Professor Grade II								
2.	NO. OF POSTS	As Approved from time to time; on flexible cadre system.								
3.	CLASSIFICATION	FACULTY								
4.	NATURE OF APPOINTMENT	On contract								
5.	SCALE OF PAY AND INITIAL PAY	<ol style="list-style-type: none"> 1. ₹ 70,900.00 (Cell 8, level 10).will be the initial pay. Increments if any, will be given from cell 3 level 11 onwards in level 11. 2. One increment and fixation at level 11 after one year of successful service. 								
6.	ALLOWANCES	As per Seventh 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 level 10. upgradation to level 11; one publication in an SCI / SCOPUS indexed journal or refereed conference after PhD required. 2. To Assistant Professor Grade I on meeting the requirements of that position. 								
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	Not applicable								
12.	METHOD OF RECTT. : DIRECT RECTT. / PROMOTION / DEPUTATION / ABSORPTION & % OF THE VACANCIES TO BE FILLED BY VARIOUS METHODS	100% Direct Recruitment, except for upgradations as indicated.								
13.	COMPOSITION OF SELECTION COMMITTEE	<table style="width: 100%; border: none;"> <tr> <td style="width: 70%;">(i) Director</td> <td style="width: 30%;">Chairman</td> </tr> <tr> <td>(ii) Two experts from the panel of experts approved by the Board</td> <td>Members</td> </tr> <tr> <td>(iii) One expert from the panel of experts approved by the Senate</td> <td>Member</td> </tr> <tr> <td>(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.</td> <td>Member</td> </tr> </table>	(i) Director	Chairman	(ii) Two experts from the panel of experts approved by the Board	Members	(iii) One expert from the panel of experts approved by the Senate	Member	(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.	Member
(i) Director	Chairman									
(ii) Two experts from the panel of experts approved by the Board	Members									
(iii) One expert from the panel of experts approved by the Senate	Member									
(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.	Member									
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	Assistant Professor Grade I
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	1. ₹ 101500 (cell 1 level 12)
6.	ALLOWANCES	As per Seventh Pay Commission Awards; Dearness Allowance as per Central Govt. Rates announced from time to time. Subscription to New Pension Scheme.
7.	UPGRADATIONS	to ₹ 131400 (cell 1 level 13A1), after three years; 1) three publications in SCI / SCOPUS indexed journals or refereed conferences after PhD required. 2) at least one sponsored project, 3) at least one PhD continuing or completed.
8.	WHETHER BENEFIT OF ADDED YEARS OF SERVICE ADMISSIBLE	Yes, if recommended by the Selection Committee. One year for every two years of relevant 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. 3) three years of experience including equivalent pre-PhD experience as per clause 8 4) Two publications in SCI / SCOPUS indexed journals or refereed conferences after PhD or as part of PhD work, required. Two experiments of computational objects added to teaching laboratories where appropriate.
11.	PERIOD OF PROBATION	One year, with a provision for extension multiple times.
12.	METHOD OF RECTT. : DIRECT RECTT. / PROMOTION / DEPUTATION / ABSORPTION & % OF THE VACANCIES TO BE FILLED BY VARIOUS METHODS	Direct Recruitment and upgradation from Assistant Professor Grade II as per eligibility.
13.	COMPOSITION OF SELECTION COMMITTEE	(i) Director (ii) Two experts from the panel of experts approved by the Board Chairman Members

		(iii) One expert from the panel of experts approved by the Senate (iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.	Member Member
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	₹ 139600 (cell 1 level 13A2)
6.	ALLOWANCES	As per Seventh 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 as Asst. Professor Grade I, or equivalent, (5) four publications in SCI / SCOPUS indexed journals or refereed 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	<table border="0"> <tr> <td>(i) Director</td> <td>Chairman</td> </tr> <tr> <td>(ii) Two experts from the panel of experts approved by the Board</td> <td>Members</td> </tr> <tr> <td>(iii) One expert from the panel of experts approved by the Senate</td> <td>Member</td> </tr> <tr> <td>(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.</td> <td>Member</td> </tr> </table>	(i) Director	Chairman	(ii) Two experts from the panel of experts approved by the Board	Members	(iii) One expert from the panel of experts approved by the Senate	Member	(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.	Member
(i) Director	Chairman									
(ii) Two experts from the panel of experts approved by the Board	Members									
(iii) One expert from the panel of experts approved by the Senate	Member									
(iv) Head of the Department/ Centre concerned, if the post for which selection is made is lower in status than that occupied by the Head of the Department/Centre.	Member									
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	₹ 159100 (cell 1, level 14A)
6.	ALLOWANCES	As per Seventh 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,</p> <p>(2) First Class at the degree preceding PhD.</p> <p>(3) Experience of 10 years in teaching, research and / or industry, out of which at least 4 years at the level of associate Professor (level 13A2) or at least seven years at the level of associate Professor (level 13A1) or equivalent grade.</p> <p>(4) Two Phd students who have submitted their thesis. The following while as an Associate Professor:</p> <p>(5) three publications in SCI / SCOPUS indexed journals or refereed conferences</p>

		(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.
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) One nominee of the Visitor Members (iii) Two experts from the panel of experts approved by the Board Member (iv) One expert from the panel of experts approved by the Senate Member
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	₹ 182200 (cell 1 level 16)
6.	ALLOWANCES	As per Seventh 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 Professor (level 14 or 14A)

		<p>(4) Four Phd students who have submitted their thesis, at least one of which must be after becoming a Professor.</p> <p>The following in the last six years:</p> <p>(5) four publications in in SCI / SCOPUS indexed journals or refereed conferences</p> <p>(6) at least two high value project / consultancy completed or ongoing,</p> <p>(7) participation in at least three outreach programmes such as short courses as co-ordinator and main teacher.</p> <p>(8) Three experiments of computational objects added to teaching laboratories where appropriate.</p> <p>(9) Significant contribution to Institute Management through personal initiative in responsible positions (for those in the Institute as Associate Professor).</p> <p>(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% Promotion
12.	COMPOSITION OF SELECTION COMMITTEE	<p>(i) Director Chairman</p> <p>(ii) at least three members from outside the Institute, to be chosen by the Director from a panel of names approved by the Board. At least one member must be an expert in the area of the candidate being considered. Members</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.