राष्ट्रीय प्रौद्योगिकी संस्थान गोवा
(शिक्षा मंत्रालय, भारत सरकार के अधीन राष्ट्रीय महत्व का संस्थान)
NATIONAL INSTITUTE OF TECHNOLOGY GOA
(An Institute of National importance under Ministry of Education, Govt. of India)

Advt. No. NITGOA/RECT/2024/OW/001   **Dated: 01/01/2024**

ADVERTISEMENT FOR RECRUITMENT OF FACULTY POSITIONS

National Institute of Technology Goa is an Institute of National Importance under the aegis of the Ministry of Education- Government of India. NIT Goa invites applications in the prescribed format from Indian Nationals, possessing an excellent academic record along with the commitment to quality teaching, potential for carrying out outstanding research and inclination towards institutional development, for the posts of Professor, Associate Professor and Assistant Professor in its various departments.

(A) Details of Vacancies:

S. No.	Name of the Post	Group and level of pay	Number of Posts	Departments/ Disciplines where vacancies exist
1.	Professor	**Group A, Level-14A** (Entry Pay ₹159100/ as per 7th CPC)	Total Posts: 01 UR-01	Civil Engineering
2.	Associate Professor	**Group A, Level-13A2** (Entry Pay ₹139600/- as per 7th CPC)	Total Posts: 01 UR-01	Mechanical Engineering
3.	Assistant Professor Grade-I	**Group A, Level-12** (Entry pay ₹1,01,500/- as per 7th CPC)	Total Posts: 01 UR-01	Civil Engineering
4.	Assistant Professor Grade-II (On Contract)	**Group A, Level-10** (Entry pay ₹70,900/- as per 7th CPC)		

Note: (A. i) Number of vacancies shown above may change and vary at the time of selection/recruitment.

(A.ii) For the Departments which are not having any vacancy for the advertised post, 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 regular faculty members of the NIT Goa in the respective departments, as per Schedule 'E' of NIT Statutes amended 2017. [As prescribed in note 1, point no. 5 of Schedule 'E' of NIT Statutes (Amended 2017) (Ref. Gazette of India No. 651, dated July 24, 2017)]. **(Annexure I)**

(A.iii) As per the central educational institute (Reservation in Teachers" Cadre) Act, 2019, which shall be deemed to have come into force on the 7th day of March, 2019, reservation of posts is applicable in appointments by direct recruitment of persons belonging to the scheduled castes, the scheduled tribes, the other backward classes, and the economically weaker sections, to teachers" cadre in certain Central Educational Institutions established, maintained or aided by the Central Government and for matters connected therewith or incidental thereto. As per MHRD notifications No. F.No.33-3/2018-TS.III, dated 5th Nov. 2019, for the purpose of reservation of posts, Institution has been taken as one unit. The number of vacancies in all or any of the categories (including reserved vacancies) may be increased/decreased without any notification.

(A. iv) ''Experience will be considered as per Oversight Committee recommendations vide MHRD Letter F.No.33-9/2011-TS-III dated 16th April 2019 for the new entrants.

(A.v) Candidates should be cognizant of the following two notifications before start filling the application form:

- MHRD Notification under S.O. 947 (E) dated 24thJuly 2017 published in the Gazette of India: Extraordinary.

- Clarifications as per the recommendations of the Oversight Committee vide MHRD letter F. No. 33-9/2011-TS. III dated 16th April 2019.

(B) Prescribed Minimum Qualification and Experience for Professor, Associate Professor and Assistant Professors as per Gazette Notification NIT (Amendment) Act 2017 for the faculty positions prescribed by Ministry of HRD, Govt. of India, New Delhi vide their letter No.F.No.35-5/2017-TS.III dated 24th July, 2017 (Schedule 'E' of NIT Statutes):

S. No.	Designation	Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
1	Professor	Level-14A (Entry Pay ₹159100/-) AGP ₹10,500/-	Ph. D.	10 years after Ph.D. or 13 years total working experience, out of which 07 years should be after Ph.D. At least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP 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
2.	Associate Professor	Level-13A2 (Entry Pay ₹139600/-) AGP ₹9500/-	Ph. D.	Six years after Ph.D. of which at least 03 years at the level of Assistant Professor with AGP ₹8000/- Or Nine years total working experience, of which 03 years should be after Ph.D., with at least 03 years at the level of Assistant Professor with AGP ₹8000/-.	50
3.	Assistant Professor (Grade-I)	Level-12 (Entry Pay ₹101500/-) AGP ₹8000/-	Ph. D.	Three years after Ph.D. or Six years total teaching and research experience in reputed academic Institute or Research and Development Labs or relevant industry.	20

4	Assistant Professor Grade II (On Contract)	Level-11 (Entry Pay ₹73,100/-) AGP ₹7000/-	Ph. D.	One year post Ph.D. experience of Teaching and Research in Institution of Repute/Industry.	10
5	Assistant Professor Grade II (On Contract)	Level-10 (Entry Pay ₹70900/-) AGP ₹6000/-	Ph. D.	NIL	NIL

(C) Credit point System as per Gazette Notification NIT (Amendment) Act 2017 for the faculty positions prescribed by the Ministry of HRD, Govt. of India, New Delhi vide their letter No.F.No.35-5/2017- TS.III dated 24th July, 2017 is given below (**Annexure I**)

S. No	Activity	Credit 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 be divided equally among other members)
2.	Consultancy Project	2 credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 Credit Points.
3.	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 paper in Science Citation Index or Scopus (Paid Journals not allowed)	4 points per paper since the last promotion. First author or Main supervisor will get 2 points and the 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 others.

6.	Head of the Department, Dean, Chief Warden, Professor In-charge (Training and Placement), Advisor (Estate), Chief Vigilance Officer, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a maximum of 16 credits points since the last promotion.
7.	Warden, Assistant Warden, 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 credit 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 semester up to a maximum of 3 credits points since the last promotion.
10.	Workshop or Faculty Development Program or short-term courses of minimum of 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 point 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 to a maximum of 6 credit 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 credit 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 in-charge 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 credit points since the last promotion.

(D) General Instructions and Information

D.1 : Essential Qualifications

i.   All the new entrants shall have PhD in the relevant/equivalent discipline and shall have First Class in the preceding degrees (Bachelor's Degrees Onward).

ii.   Essential educational qualifications, experience, credit points, and other terms and conditions shall be as per Schedule-E of the NIT Statute, published in the Gazette of India on 24th July 2017 (**Annexure-I**). The applicants are advised to refer the same before filling the online application form.

iii.   The credit point system for different designations/cadres, the pay bands, and academic grades shall be as per the documents given in **Annexure-I.**

iv.   The minimum educational qualifications and desirable areas of specialization in the departments which have vacancies are given in **Annexure-II.** However, the Institute reserves the right to select/ consider any area of specialization.

v.   All degrees acquired by the applicant should be from an Institute/University recognized by the UGC/AICTE/AIU/GoI.

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vi.   Candidates who have acquired essential qualifications, i.e., a Ph.D. and/or preceding degrees from abroad, shall be considered if the degree is offered by the national University/Institution of the respective country and/or offered by institutions, that are in the QS/THE World Ranking within 500.

vii.   In case "first class" is not mentioned on the preceding degrees certificates, then the candidates should have passed and secured at least a 6.5 CGPA (on a 10-point scale) or 60% marks in aggregate.

viii.   The candidate having result in CGPA (10-point scale) or percentage will be considered as mentioned in their grade card/ mark sheet. No conversion for equivalency from CGPA to percentage or vice versa will be allowed for determination of eligibility. The certificate issued by individual institute or university will not be considered/allowed for this purpose.

ix.   In case the candidate has secured a CGPA under any other point scale (other than the 10-point scale), then the certificate issued by the authorized signatory (not the Mentor/Supervisor/Head of the Department) of the Institute/University to the effect of having secured first class in such degree must be attached. Alternatively, the CGPA may be equivalently converted on a 10-point scale for determination of eligibility.

x.   Candidates having Ph. D. degree directly after UG degree in Engineering (4 year) from a reputed Institution/University are also eligible and they should have first class at Bachelor's degree. They must furnish an undertaking for the same as per the format given in **Annexure – III**.

D.2 : Vacancy Details

i.   The Institute reserves the right to modify/defer or cancel full/part of the advertisement/recruitment at any stage of processing without assigning any reason. Number and nature of posts shown above may change and vary at the time of selection/recruitment. Further, the Institute reserves the right not to fill any post(s).

ii.   In case of those Departments where no vacancy exists for the advertised post, serving regular faculty members of those Departments may apply, in terms of Para 5, Note I of Schedule E of NIT Statutes, subject to fulfilment of eligibility criteria, for movement in higher Academic Grade Pay or cadre as per specified selection process.

D.3 : Reservation and Age Relaxation/Limit

i. Candidates belonging to SC/ST/OBC (non-creamy layer)/EWS categories should attach photocopy of the certificate obtained from Competent Authorities not below the rank of Tahasildar or from a First Class Magistrate of the place of domicile of the candidates clearly authenticating the category to which they belong. Non-creamy layer OBC certificate / Income and Asset Certificate for EWS shall be obtained on or after 01/04/2023. For the purpose of reservation of post, the Institution will be regarded as one unit.

ii. Reservation policy will be as per Government of India norms. Instructions from MoE/ MHRD issued till the date of interview will be applicable.

iii. The persons with disability (PWD) shall be required to produce medical certificate in the prescribed form issued by the competent medical authorities for the purpose of employment. Persons suffering from not less than 40% of the disability in a,b,d & e category as per Department of Personnel & Training Office Memorandum No. 36035/02/2017-Estt(Res), dated 15th January 2018 shall only be eligible for the benefit of reservation, if any, and other relaxations as permissible under the rules.

iv. As per Ministry of Social Justice and Empowerment Office Memorandum F. No. 20013/03/2018-BC-II, dated 17th January 2019 reservation of Economically Weaker Sections (EWSs) is 10% shall be eligible for the benefit of reservation, if any, and other relaxations as permissible under the rules.

v. Age relaxation will be as per the Government of India norms/rules applicable to SC/ST/OBC, PwD and women candidates.

vi. Direct appointment beyond the age of 60 years is discouraged, except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research project.

D.4 : Short-Listing and Eligibility Criteria

i. The selection process will consist of scrutiny of applications for eligibility of applicants as per Gazetted notification 24th July 2017 schedule E, Statute 23(5)(A) **(Annexure I)** and Clarifications as per the recommendations of the Oversight Committee vide MHRD letter F. No. 33-9/2011-TS. III dated 16th April 2019.

ii. Short-listing of eligible applicants will be based on their credit point score subsequently followed by presentation and interview.

iii. In the case of a large number of applicants, for short-listing of applications, the Institute has the right to set higher norms for scrutiny than minimum prescribed norms or to conduct a written examination

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for short-listing of candidates.

iv. Mere fulfilment of minimum qualifications and experience requirements does not entitle any candidate for a call to the Interview. Short-listing criteria may be set higher than the minimum requirement if required.

v. In addition, the area of specialisation and the post/level applied for will be taken in consideration during short listing, giving due consideration to the specific requirement of an individual department. Hence, different department may set different short-listing criteria which may vary with different post within same department. The preferable priority of short-listing criteria for new entrants shall be in the following order and may be ceased based on the number of applications:

- *All three degree from IISc / IITs /QS500*

- *Any two degree from IISc /IITs /QS500 and one degree from NITs/CFTIs/ Govt. Institute (Govt. Institutes which are ranked within NIRF 100 in last three years)*

- *Any two degree from IISc / IITs / QS500*

- *One degree from IISc / IIT/ QS500 and two degrees from NITs /CFTIs / Govt. Institute (Govt. Institute which are ranked within NIRF 100 in last three years)*

- *All three degrees from NITs/CFTI/Govt. Institute (Govt. Institutes which are ranked within NIRF 100 in last three years).*

- *Any two degree from CFTIs/ Govt. Institutes (Govt. Institutes which are ranked within NIRF 100 in last three years).*

QS500 means degrees from abroad, shall be considered if the degree is offered by the national University/Institution of the respective country and/or offered by institutions, that are in the QS/THE World Ranking within 500.

vi. MoE guidelines received from time to time for recruitment will be followed. The decision of the Institute related to all matters pertaining to the recruitment shall be final and binding on the applicants.

vii. Serving Regular Faculty members of NIT Goa shall be eligible to apply to higher positions in their own department irrespective of their specialization.

viii. As per Schedule "E" of the Statutes of NIT vide Gazette of India No.651 dated July 24, 2017,previous experience must be from the Institute of repute as per oversight committee resolution (MoE vide F.No.33-9/2011/TS.III dated 16th April 2019-). The above definition of Institute of repute shall only

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be considered to determine eligibility and calculation of credit points. However, the above criterion does not apply for serving regular faculty members of NIT Goa. For the serving regular faculty members of NIT Goa, previous experience irrespective of above conditions will be considered.

ix. The Screening Committee shall shortlist the eligible and most desirable candidates to be called for presentation/interview from amongst the applicants, based on specialization, availability of candidates and requirements of the departments. In doing so, it shall not be bound by the options exercised by the applicants.

x. Any application which is not in prescribed form / without relevant supporting enclosures will be out rightly rejected. No correspondence shall be entertained in this regard.

D.5 : Experience:

i. Experience based on clarification no. 7, GoI, MHRD, F.No.33-9/2011-TS.III, dated 16th April, 2019 (including prior to implementation of NIRF) in the following Institutions will be considered.

- Fully Funded Central Educational Institutions.
- IIMs & Other management Institutions ranked by NIRF up to 50 for any two years.
- State Educational Institutions funded by respective State Government.
- Other Educational Institutions ranked by NIRF up to 100 in Overall, Universities, Engineering and 10 for Architecture, for any two years.

ii. Experience as post –Doctoral fellow based on clarification no. 2, GoI, MHRD, F.No.33-9/2011-TS.III, dated 16th April, 2019 in the following will be considered.

- International / National experience Post-Doctoral Fellowship offered by National Agencies of respective countries will be considered for the post of Assistant Professor (AGP 7000 (Level-11) and 8000 (Level-12))
- Post-Doctoral Fellowships offered by Institutions, which are in QS / THE World Rankings up to 500 will be considered for the post of Assistant Professor (AGP 7000 (Level-11) and 8000 (Level-12))

iii. Experience as mentioned above and as per RRs in an Institution/ organization shall only be considered for calculating total experience. However, this criterion does not apply for serving regular faculty member of the NIT Goa. For the serving regular faculty members of NIT Goa, previous experiences irrespective of above conditions will be considered.

iv. More than six months of continuous experience in regular/contract/Adhoc position in the above mentioned organization will only be considered as valid experience. The candidates must submit proof

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of their teaching/research/industrial experience issued by the competent authorities of the respective organization, clearly mentioning the exact duration of service, designation, and pay scale of the candidate at each previous position held by the candidate.

v. The period of experience rendered by a candidate on part-time basis, daily wages, guest faculty / visiting faculty will not be counted while calculating the valid experience for shortlisting the candidates.

vi. The industrial experience in any PSU or private industry with a turnover of more than Rs. 500 crore will be considered. The total experience will be the addition of teaching/research and industrial experience.

D.6 : Selection Process

i. The selection process will consist of scrutiny of applications for eligibility of applicants as per Gazetted notification 24/07/2017 schedule E, Statute 23(5)(A), shortlisting of eligible applicants is based on their credit point score, experience and research/ academic performance, followed by presentation and interview.

ii. The shortlisted candidates will also be required to deliver a lecture in the department on core (UG) subject using black/white board in addition to the personal interview.

iii. Facility of Technical Presentation and Interview through video conferencing for candidates residing abroad is available at their own risk as Institute is not responsible for any technical issue related to internet connectivity resulting in failure to appear before the presentation/ selection committee.

iv. The appointment of the selected candidates is subject to being found medically fit as per the requirements of the Institute.

v. All documents in original and valid photo ID proof (Passport/Voter ID/PAN Card/Aadhar Card/ Any Government issued Id) along with a photocopy will have to be produced at the time of presentation and interview. In case the candidate does not produce any valid ID proof mentioned above then she/he will not be allowed to attend the same.

vi. The Institute reserves the right to reject or accept the candidature of any applicant at any stage.

D.7 : Communication and Interim Inquiry

i. No correspondence whatsoever will be entertained from the candidates regarding the application's postal delays, the result of the interview, and reasons for not being called for interview or selection.

ii. By submission of an application, the candidate will not get any right to be called for an presentation or interview. If a candidate is called for a presentation or interview, she/he will not get any right for selection and appointment. **There is no system or practice to send any written**

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communication to all those candidates who are not called for an interview or who are not selected after the interview, indicating the reasons for rejections.

iii. Applicants are advised to mention their **correct and active email ID** in the application so that any other information will be **communicated through email only.** Institute will not be responsible for non-receipt of intimation via e-mail due to any technical reason/problem not attributable to the Institute.

iv. Candidates should check their email including SPAM folder regularly. No separate intimation will be sent by post or any other mode.

v. In case of any corrigendum/addendum pertaining to this advertisement, the same shall be published on the Institute website only. Accordingly, all applicants in their own interest, are advised to keep track of the Institute website: https://www.nitgoa.ac.in/

vi. In case of any inadvertent omission in advertisement/selection process discovered even after issuance of appointment letter, the institute reserves all rights to withdraw/cancel/modify any communication made to the candidates.

vii. The institute reserves the right to alter / insert any corrections / additions in the advertisement / website in the event of any typographical error etc. before the last date of submission of application form, for which the candidates are advised to be in the lookout for announcements on the institute website: https://www.nitgoa.ac.in

viii. The schedule of selection process for the shortlisted applicants will be uploaded on the Institute website in due course of time. Applicants are advised to keep visiting the Institute website https://www.nitgoa.ac.in on regular basis.

ix. The decision of the Institute in all matters/rules related to this recruitment shall be final. No correspondence/interim inquiries will be entertained from the candidates in connection with the process of selection/interview.

x. For queries related to difficulty in submission of the online application form, the candidate may send an email to recruitment@nitgoa.ac.in with complete details. However, inquiries/queries related to eligibility for the post/interpretation of rules will not be entertained.

xi. **No Interview call letters/e-mail will be sent to individual candidates**. The list of short listed candidates will be displayed on the Institute website. Candidates are advised to visit the NIT Goa website https://www.nitgoa.ac.in regularly.

D.8 : Responsibility of Information Submitted and Jurisdiction

i. Any dispute with regard to the selection/recruitment process will be subject to Courts/Tribunals having jurisdiction over Goa.

ii. It is the responsibility of the applicant to assess her/his own eligibility for the post(s) for which she/he is applying in accordance with the advertisement. If it is found at any time in the future that during the process of selection or even after appointment, the applicant was not eligible as per the prescribed RRs, which could not be detected at the time of selection for whatever reason; her/his candidature/appointment shall be liable to be cancelled/terminated.

iii. The applicant will be responsible for the authenticity of submitted information, other documents, and photographs. Furnishing of any false information and/or the suppression/concealment of facts shall lead to the rejection/cancellation of the selection/appointment.

iv. In case, it is found that the candidate has undesirable clandestine antecedents/background and has suppressed the said information, then her/his candidature will be cancelled.

v. Canvassing in any form will be treated as disqualification.

D.9: How to apply

i. Applicants are required to apply only through the online recruitment portal of the institute's website: http://www.nitgoa.ac.in. Applicants may click on the online application link, read the instructions carefully, and fill up the online application form. The online application link will be closed at 5:00pm on 26th January 2024.

ii. Before filling the Application Form, the candidate must ensure her/his eligibility for the post in respect of qualification and other requisite criteria.

iii. Candidates serving in Government/Semi-Government/PSUs/Universities/Educational Institutions should send their applications through **Proper Channel**. They may send an advance copy of the application form and relevant enclosures. However, they should furnish **NOC and vigilance clearance** from their employer/competent authority at the time of interview.

iv. Forwarding of Application or submission of NOC is not required for serving regular faculty members of NIT Goa.

v. Candidates should apply sufficiently in time without waiting for last date, no request for any extension of last date will be considered on any ground whatsoever.

vi. Candidate should pay a non-refundable Application fees per Department per post applied through

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online payment as below:

- Rs.1500 (Rupees One Thousand Five Hundred Only) for General/OBC candidates and Rs. 500 for women candidates.
- SC/ST/PwD/EWS candidates exempted from application fees
- USD $ 50 for Indian National applying from abroad for all categories.

Application processing fee once paid will not be refunded under any circumstances. The application fee is exempted for serving regular faculty members of NIT Goa.

Application fees have to be paid through the link provided in online recruitment portal only.

vii.   Candidates will be required to submit separate Application Form for each post and each Department with separate application fee. If candidate applies for more posts (department/cadre) in one application, her/his form will be summarily rejected.

viii.   Candidates should carefully fill up all details required in the online application form, including the credit point summary sheet, credit point detailed sheet etc., and pay the required application fee.

ix.   Incomplete application will be summarily rejected.

x.   Institute will not be responsible for any postal delay at any stage.

xi.   Self-attested relevant documents shall be attached with the application.

xii.   Candidates should enclose only very specific documents in support of claims and should refrain from enclosing redundant or irrelevant documents (e.g. Ph.D. thesis, complete published papers etc.). Such irrelevant documents will be separated from application dossier and shall be discarded, and Institute shall not be responsible in any way if some relevant document is discarded too in the process.

After submission of the online application form, the candidates must print a copy of the same, fill the relevant annexures/enclosures and attach all the supporting documents. The hard-copy of the application form along with self-attested enclosures, credit point sheets, supporting and relevant documents should be sent by speed/registered post to "**The Registrar, NIT-GOA Campus, Kottamoll Plateau, Cuncolim Municipal Area, Salcete Taluka, South Goa District, State of Goa, Pin–403703**". The envelope must be super-scribed as "Application for <Name of the Post> in the Department of <Name of the department> <month> 2024 vide Advt. no.NITGOA/RECT/2024/OW/001". No soft-copy through email will be accepted from candidate working in India.

The candidate shall know the following last dates:

Last date for Submission of Online application form	26th January, 2024
Last date of receiving hardcopy of application form along with supporting documents	5th February, 2024

xiii. The applicant must keep a copy of the online submitted application, which will be required to produce as and when asked.

xiv. Applications received after the stipulated date due to postal delay or any other reasons or found incomplete in any respect shall not be considered. No further query will be entertained in this regard.

xv. No additional document(s)/certificate(s)/corrections will be accepted after submission of the final application form.

xvi. Request for individual acknowledgements shall not be considered.

xvii. Only applicants who are currently residing abroad can submit a scanned copy of filled in application from with all supporting and relevant document to e-mail: recruitment@nitgoa.ac.in; however they also need to send the hard copy by the courier, not later than 5th February, 2024. Non-receipt of the hard copy may result into non consideration of such application.

D. 10 : Other Instructions :

   i. Candidate who has been arrested, prosecuted, kept under detention, or bound down/fined/convicted by a court of law for any offence or debarred/disqualified by any Public Service Commission from appearing at its Exam/Selections or debarred from taking any Exam/rusticated by any University or any other Educational authority/Institution or if any case pending against in any court of law, University or any other educational authority/Institution, should provide complete details in separate sheet.

   ii. To avoid in-breeding, candidates who have obtained their most recent degree (Ph.D.) from this Institute normally will not be considered for recruitment, except where there is a 3 years gap between award of Ph.D. degree (provisional or final) and the last date of submission of application forms under this advertisement. This condition is not applicable to candidates who are on the rolls of the Institute and are pursuing a higher degree.

iii. Contribution to Institute/Department Administration shall be recommended by concerned Head and approved by the Head of the Institution. Otherwise, weightage of Administrative experience for evaluating the credit points may not be considered for determining the eligibility. No correspondence shall be entertained in this regard. [As prescribed in note 1, point no. 4 of Schedule 'E' of NITs Statutes (vide Gazette of India No. 651, dated July 24, 2017)] **(Annexure I)**.

iv. The vacancies reserved for the EWS category will not be carried to the next recruitment year/ cycle as backlog. Therefore, in case the vacancies reserved for EWS could not be filled up due to non-availability of suitable eligible candidate (s) belonging to EWS category, such vacancies shall be filled by UR candidates in next recruitment year / cycle.

v. The recruitment is governed by the four-tier flexible faculty recruitment rules as per NIT Statutes. The number of positions for serving regular faculty members at NIT Goa is not restricted by the number of positions advertised at various levels/cadres/departments. However, the total number of faculty positions will not exceed the sanctioned positions for the institute. The relevant instructions/clarifications issued from the Ministry of Education (MoE), Govt. of India, and the same issued till the date of interview shall be applicable to this recruitment process.

vi. For the departments which are not having any vacancies, movement in higher academic grade pay or cadre shall be carried out as per the specified selection process, but it will be restricted to only for the serving regular faculty members of the respective department in the institute. (Schedule „E" of the NIT Statutes (Amended 2017) (Ref. Note-1(5) the Gazette of India, No.651, dated 24th July 2017)) **(Annexure I)**.

vii. New entrant means a candidate who is not existing faculty of NIT Goa. Faculty members appointed in NIT Goa through duly prescribed selection process will be considered as existing/serving regular faculty member of NIT Goa.

viii. Selected candidates to the above faculty positions will be fixed in the minimum basic pay as per norms, and only the regular service at NIT Goa will be counted for any purpose thereafter.

ix. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute or quality improvement programme, the enrolment period of Ph.D. will be counted as teaching experience.

x. **Period of Probation and Age of Superannuation**: Subject to the provisions of the Act and the Statutes, all appointments under the Institute shall be made on probation for a period of one year, wherever applicable. On completion of the probation period, the appointee, if confirmed, shall

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continue to hold their office subject to the provisions of the Act and the Statutes till the end of the month in which they attain the prescribed superannuation age for teaching posts. The appointing authority shall have the power to extend the probation period of any Institute employee for such periods as it may deem fit. The age of superannuation for various classes and categories of the employees of the Institute shall be as specified by the MoE, GoI.

xi. Since all the posts are to be filled in by open advertisement only, serving regular faculty members of NIT Goa aspiring for higher posts/designations/cadres, pay bands, and academic grade pay shall also apply through the online portal only, subject to fulfilling eligibility criteria.

xii. The minimum essential qualifications and desirable areas of specialization mentioned in **Annexure II** are for new entrants only. The serving regular faculty members of NIT Goa shall be eligible to apply for higher posts/designations/cadres, pay bands, and academic grade pay in their departments, irrespective of their qualifications and specializations, if they satisfy other criteria.

xiii. Institute strives to have a workforce which reflects gender balance and women candidates are encouraged to apply.

xiv. Institute reserves the right to reject or accept the candidature of any applicant at any stage.

xv. All recruitment and pay-fixation shall be done by the Board of Governors (BoG) of the Institute only on the recommendations of duly constituted Selection Committees. The decision of the Appointing Authority shall be final. Higher starting pay may be offered to deserving candidates on the recommendation of the Selection Committee upon approval of the Board of Governors.

xvi. The recruitment process may be cancelled by the Competent Authority at any time and no candidate will have any claim for issue of appointment letter, as a matter of right, even after recommendations by the Selection (Interview) Committee.

xvii. The Institute also reserves the right to modify/defer or cancel full/part of the advertisement/recruitment process at any stage without assigning any reason thereof. The decision of the Institute in this regard will be final and binding on all the applicants who responded to this advertisement. No interim correspondence or unsolicited query will be entertained.

xviii. No TA/DA will be paid to the shortlisted candidates for attending the Interview and giving presentation at the Department. All the candidates have to make their own arrangements for the accommodation.

xix. Any other rule, as applicable will be followed, although not mentioned above.

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xx.   The date for determining eligibility of candidates in every respect shall be considered as on the closing date, i.e. the last date of the submission of application form.

xxi.   Documents/Records of the candidates, who are not be selected after declaration of result, shall not be preserved beyond three (03) months from the date of declaration of the result of selection.

xxii.   In case of any inadvertent mistake in the selection process, which may be detected at any stage, even after the issue of the offer of appointment, the Institute reserves the right to withdraw/cancel any/all communication made with the applicants.

Sd/-
REGISTRAR