



भारतीय विज्ञान शिक्षा एवं अनुसंधान संस्थान कोलकाता
INDIAN INSTITUTE OF SCIENCE EDUCATION AND RESEARCH KOLKATA
Mohanpur – 741 246, West Bengal

Advt. No: IISER-K/RA/DoFA/2018/1

Date: 24-8-2018

ROLLING ADVERTISEMENT FOR FACULTY POSITIONS

The Indian Institute of Science Education and Research (IISER) Kolkata was established by the Ministry of Human Resource Development (MHRD), Government of India in the year 2006. The basic mandate of the IISERs is to provide quality science education and to carry out research in basic and frontier areas of science involving both undergraduate and postgraduate students. Through borderless and flexible education programmes, IISERs provide an opportunity for young students to experience the excitements of research in science. In essence, IISERs are devoted to both teaching and research in an integrated manner – thus nurturing both curiosity and creativity.

IISER Kolkata invites applications from Indian nationals, who are dynamic with strong motivation and a flair for teaching and research for the post of Assistant Professor, Associate Professor and Professor in the following Departments:

- ✚ Department of Biological Sciences
- ✚ Department of Chemical Sciences
- ✚ Department of Earth Sciences
- ✚ Department of Mathematics & Statistics
- ✚ Department of Physical Sciences

IISER Kolkata encourages interdisciplinary research, where members of Faculty can have primary affiliation to one department and be associated with other department of their choice.

Application Process:

The hard-copy of the application in the [prescribed format](#) should be sent to the following address, subscribing “Application for the post of _____”:

The Dean of Faculty Affairs

Indian Institute of Science Education and Research Kolkata

Mohanpur – 741 246, Dt. Nadia, West Bengal

Email: dofa_fa@iiserkol.ac.in

An e-copy the said application should be sent to the Head of the respective department(s):

- Head, Department of Biological Sciences (Email: dbs.chair@iiserkol.ac.in)
- Head, Department of Chemical Sciences (Email: dcs.chair@iiserkol.ac.in)
- Head, Department of Earth Sciences (Email: des.chair@iiserkol.ac.in)
- Head, Department of Mathematics & Statistics (Email: dms.chair@iiserkol.ac.in)
- Head, Department of Physical Sciences (Email: dps.chair@iiserkol.ac.in)

Application formats for all the positions can be downloaded from the website of IISER Kolkata, or can be obtained from the office of the Dean of Faculty, on request.

At least three reference letters from persons well acquainted with candidate's work are essential for consideration of candidature.

Candidates have to ensure that reference letters reach IISER Kolkata by post/email at least 1 week before the date of interview for consideration of their candidature. The applicant should request the referees to send the reference letters directly to the Dean of Faculty Affairs by post/email on the above mentioned address. Electronic copies of the application and/ or reports from the referees will be considered only on receipt of hard copies of the application.

Selection Process:

Faculty at different levels are recruited in various Departments through Rolling Advertisement. Positions are also advertised in newspapers. The applications received in respective Departments are screened by the Faculty of the concerned Department. The Department Faculty Advisory Committee (DFAC) meets regularly to short-list the candidates, based on, area required, research and academic performance, future research plans, efficiency of communication, discussion and quality/aptitude for teaching, research papers published in reputed journals, other publications (books, chapters in book, other than refereed journal articles), potential as researcher/creative worker etc. The short-listed candidates can be called for presentation and interaction with the faculty of concerned department(s). The Institute

Faculty Advisory Committee (IFAC) reviews all applications, along with the DFAC recommendations, and shortlists candidates for appearing before the selection committee. The eligibility criteria shall be as on date of the IFAC meeting. Only shortlisted candidates will be informed by the Institute (by email), about the schedule of interviews as and when conducted.

Based on the requirement of the department concerned, applications received will be processed through duly constituted selection committees at regular intervals.

Eligibility, Pay and Service Conditions:

1) Assistant Professor Grade-II (to be recruited on contract):

Eligibility criteria:

PhD with first class or equivalent (in terms of grades, etc.) at the preceding degree in the appropriate branch, with a very good academic record throughout.

Salary Structure:

- Academic Pay Level 10 with initial pay of Rs. 70,900/-.
- After one year of post PhD experience, the candidates shall be placed in Academic Pay Level 11 with an initial pay of Rs. 73,100/-, subject to evaluation of performance and antecedents.

2) Assistant Professor Grade-I:

Eligibility criteria:

- a) PhD with first class or equivalent (in terms of grades, etc.) at the preceding degree in the appropriate branch, with a very good academic record throughout.
- b) At least 3 years of teaching/research /industrial experience, excluding the experience gained while pursuing PhD.

Salary Structure:

- a) Academic Pay Level 12 with initial pay of Rs. 1,01,500/-.
- b) On completion of 3 years of regular service as Assistant Professor Grade-I at Academic Pay Level 12, shall be considered for moving to Level 13A1 with an initial pay of Rs. 1,31,400/-, subject to evaluation of performance and antecedents and will, however, continue to be designated as Assistant Professor Grade-I.

3) Associate Professor:

Eligibility criteria:

- a) PhD with a first class at the preceding degree and a very good academic record throughout.
- b) Minimum 6 years of teaching/research experience of which at least 3 years should be at the level of Assistant Professor/ Senior Scientific Officer/ Senior Design Engineer.

Salary Structure:

Academic Pay Level 13A2 with an initial pay of Rs. 1,39,600/-.

4) Professor:

Eligibility criteria:

- a) PhD with a first class at the preceding degree and a very good academic record throughout.
- b) Minimum 10 years of teaching/research experience of which at least 4 years should be at the level of Associate Professor in IITs, IISc Bangalore, IIMs, NITIE Mumbai and IISERs.

Salary Structure:

Academic Pay Level 14A with an initial pay of Rs. 1,59,100/-.

Following fringe benefits are also available for the regular faculty members as per the Institute norms:

1. In addition to the pay (as mentioned above), other allowances like DA, HRA, TA, and Employer's contribution towards New Pension Scheme (NPS) shall be as per the Govt norms from time to time. For further queries you may please contact Office of the Faculty Affairs (dofa.office@iiserkol.ac.in).
2. Leave Travel Concession (LTC) by Air for home town and anywhere in India as per Govt. of India rules along with leave encashment facility.
3. Children Education Allowance as per rules.
4. Reimbursement of medical expenses of self and dependent family members as per Institute rules.

5. Cumulative professional development allowance (CPDA) of Rs. 3.0 lakhs for period of 3 years may be available to every member of the faculty to meet the expenses for participating in both National and International Conferences, paying membership fees for professional bodies, buying books and contingency expenses.
6. Reimbursement of Relocation charges: maximum relocation expenses upto Rs. 1.25 lakhs or actual whichever is less from abroad and the admissible amount as per TA on Transfer Rules of Govt. of India for others.
7. State-of-the-art equipments for teaching and research.
8. Attractive start up and matching research grants.
9. Computers and accessories, stationeries and books, consumables and minor equipments, travel support for academic visits and collaborative works, etc. as a part of the Academic Research Fund.
10. Reimbursement of telephone bills to faculty members up to a ceiling of Rs. 1,500/- per month.

General information for the applicants:

1. Applicants who are employed in Government, Semi-Government Organizations or Institutions should send their applications THROUGH PROPER CHANNEL else they will be required to produce a NO OBJECTION CERTIFICATE from their employer at the time of interview.
2. Mere fulfilling the minimum eligibility criteria mentioned herein may not entitle a candidate to be called for interview. Institute reserves the right to fix higher criteria for short-listing of applications for recruitment.
3. The Institute reserves the right to consider to fill or not to fill positions in any of the above/ and or any other specialization(s)/ Department(s). The Institute has the right to set different as well as higher norms, while short-listing, taking into account the specific requirement of the individual departments.
4. The Institute reserves the right to (i) relax eligibility criteria in exceptional cases; (ii) consider anyone who has not formally applied in response to this advertisement, and (iii) fill the position at lower/higher level than that advertised.

5. Applicants who do not fulfill the minimum experience requirements but have performed very well in the interview may be offered an appointment on contract. The requirements of minimum qualification and/or experience may be relaxed in the case of candidates with outstanding credentials.
6. The qualifications prescribed should have been obtained after attending regular courses from recognized Universities/Institutions.
7. Reservations will be applicable as per GoI norms.
8. The Institute reserves the right to withdraw any advertised post(s) at any time without assigning any reason.
9. Higher initial pay may be considered in case of exceptionally qualified and deserving candidates.
10. Candidates called for appearing in the selection interview will be paid First Class/Second AC Railway fare from place of duty or the nearest Railway Station from the residence to IISER Kolkata and back by the shortest route.
11. No information will be sent to those candidates who are not short listed for interview.
12. No interim enquiries/correspondence/communication of any sort will be entertained on the matter.

**Dean of Faculty Affairs
IISER Kolkata**