

Rolling Advt. No - 07/2023- 2024-Teaching post(s)
Institute of Management Studies

Tel. : 0542-2368781 Email: recruitment@bhu.ac.in

Website: www.bhu.ac.in/rac

Online Application Only

IMPORTANT DATES

Last Date for Online submission of Application Form: 31.07.2023 upto 5:00 p.m. (IST)

A non-refundable Application Fee of Rs. 1000/- through online mode from the candidates of UR , EWSs & OBCs categories. No application fee for SCs, STs, PwBDs category and Women & Transgender candidates. The application fee is to be paid through the payment gateway by Internet Banking/Debit Card/Credit Card.

Name of the post	Academic Level	Pay Matrix
Professor	Academic Level-14	Rs. 1,44,200 - 2,18,200
Associate Professor	Academic Level-13-A	Rs. 1,31,400 - 2,17,100
Assistant Professor	Academic Level-10	Rs. 57,700- 1,82,400

Institute	Post Code	Name of the Post with Specialization	No. of Posts					
			UR	EWSs	SC	ST	OBC	PwBDs
Institute of Management Studies	IOM10101	Professor	1	1	1		1	
	IOM20101	Associate Professor	1		2		1	
	IOM30101	Assistant Professor					1	
Management Studies (RGSC, Barkachha)	ROM11101	Professor (Agribusiness)					1	
	ROM21101	Associate Professor (Agribusiness)				1		

UR= Unreserved, EWSs= Economically Weaker Sections, SCs = Scheduled Castes, STs = Scheduled Tribes, OBCs = Other Backward Classes, PwBDs = Persons with Benchmark Disabilities.

RGSC = Rajiv Gandhi South Campus, Barkachha, Mirzapur (UP)

Essential Qualifications, Specialization and Desirable Qualifications, if any, for the Advertised Positions

Post code	Details of the Essential Qualifications, Specialization and Desirable Qualifications
IOM10101	<p>Essential Qualifications Qualifications mentioned at 1 in Table 1 below for the post of Professor be read as follows:</p> <p>1. Ph.D. Degree / Fellow in the field of Management and first class or equivalent at two years Master's Degree in Business Administration / PGDM / PGP or equivalent.</p> <p>The other contents mentioned below in Table 1 for the Post of Professor remain same.</p> <p>Additionally, one post each is for candidates having teaching / research / industry experience in Marketing Management, Financial Management, Information Technology / Business Analytics / Operations Management / Quantitative Techniques, and Human Resource Management.</p>
IOM20101	<p>Essential Qualifications Qualifications mentioned at 1 in Table 1 below for the post of Associate Professor be read as follows:</p> <p>1. Ph.D. Degree / Fellow in the field of Management and first class or equivalent at two years Master's Degree in Business Administration / PGDM / PGP or equivalent.</p> <p>The other contents mentioned below in Table 1 for the Post of Associate Professor remain same.</p> <p>Additionally, one post each is for candidates having teaching / research / industry experience in Marketing Management, Financial Management, Information Technology / Business Analytics / Operations Management / Quantitative Techniques, and Human Resource Management.</p>
IOM30101	<p>Essential Qualifications As mentioned below in Table 1 for the post of Assistant Professor.</p> <p>Additionally, the professional experience as mentioned in Table 1 below for the post of Assistant Professor should be in the area of Quantitative Techniques / Information Technology / Business Analytics / Research Methods.</p>
ROM11101	<p>Essential Qualifications Qualifications mentioned at 1 in Table 1 below for the post of Professor be read as follows:</p> <p>1. Ph.D. Degree / Fellow in the field of Management and first class or equivalent at two years</p>

Post code	Details of the Essential Qualifications, Specialization and Desirable Qualifications
	<p>Master's Degree in Business Administration / PGDM / PGP or equivalent.</p> <p>The other contents mentioned below in Table 1 for the Post of Professor remain same.</p> <p>Additionally, the candidates should have teaching / research / industry experience in Agribusiness.</p>
ROM21101	<p>Essential Qualifications</p> <p>Qualifications mentioned at 1 in Table 1 below for the post of Associate Professor be read as follows:</p> <ol style="list-style-type: none"> 1. Ph.D. Degree / Fellow in the field of Management and first class or equivalent at two years Master's Degree in Business Administration / PGDM / PGP or equivalent. <p>The other contents mentioned below in Table 1 for the Post of Associate Professor remain same.</p> <p>Additionally, the candidates should have teaching / research / industry experience in Agribusiness.</p>

POINTS TO NOTE

- Candidate needs to specify his/her specialization for their candidature in case of posts with specialization. If required, shortlisting for the posts with specialization will done from among the candidates having the desired specialization.
- Applicants must carefully read and follow the **General Instructions to the Candidates** accompanying the advertisement before submitting application in the online mode.
- All applicants except for those from SC, ST, PwBDs categories and Women & Transgender candidates are required to deposit a **non-refundable application fee of Rs. 1000/-** through the designated payment gateway by Internet Banking/ Debit Card/ Credit Card.
- Details of the posts, essential qualifications, and general instructions to the candidates may be accessed from the “**Recruitment Portal**” of the University website www.bhu.ac.in/rac

Table 1: Essential Qualifications as mentioned in AICTE Regulations 2019

Position	Essential Qualifications
Professor	<p>Eligibility:</p> <ol style="list-style-type: none"> 1. Ph.D. Degree in the relevant field or equivalent at either Bachelor's or Master's level in the relevant branch. AND 2. Minimum of 10 years of experience in teaching/ research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor. AND 3. At least 6 research publications at the level of Associate Professor in SCI Journal/UGC/AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor/Co-Supervisor till the date of eligibility of promotion. <p>OR</p> <p>At least 10 research publications at the level of Associate professor in SCI journals/UGC/AICTE approved list of journals till the date of eligibility of promotion.</p>
Associate Professor	<p>Eligibility:</p> <ol style="list-style-type: none"> 1. Ph.D. Degree in the relevant field or equivalent at either Bachelor's or Master's level in the relevant branch. AND 2. At least total 6 research publications in SCI journals/UGC/AICTE approved list of journals. AND 3. Minimum of 8 years of experience in teaching /research/industry out of which at least 2 years shall be post Ph.D. experience.
Assistant Professor	<p>Eligibility:</p> <p>Bachelor's Degree in any discipline and Master's Degree in Business Administration/ PGDM/C.A. / ICWA/M.Com. with first Class or equivalent and two years of professional experience after acquiring the Degree of Master's Degree.</p>

General Instructions for Candidates:

1. The positions advertised vide Rolling Advt. No.01/2020-2021 for different departments/centers of the respective Institutes/Faculties for which selections could not be held, have now been treated as cancelled/withdrawn. Applicant, who have paid application fee against the earlier advertised positions, may claim for refund of their application fee. A request letter may be sent to the Joint Registrar (RAC), BHU on email ar.rac@bhu.ac.in indicating their post details, transaction ID No. with bank account details.
2. These vacant positions have been re-advertised now with new post codes in this advertisement. The applicants who have applied earlier are required to apply afresh against the positions advertised in this advertisement.
3. Banaras Hindu University follows UGC Regulations – 2018 regarding “Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Other Measures for the Maintenance of Standards in Higher Education”, and its subsequent amendments from time to time.

4. In order to promote merit and quality, the University may consider additional quality parameters over the minimum qualifications prescribed by the UGC regulation 2018, if the numbers of candidates are larger than the number of candidates to be called for the interview.
5. For the post of Assistant Professor, the Quality Score obtained by the candidate will be added to his/her Academic Score [as specified in Appendix II (Table 3A) of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018] for Universities, and a merit list will be prepared accordingly.
6. For the post of Associate Professor and Professor, shortlisting will be done only on the basis of Quality Scores obtained by the candidates, who have scored the minimum qualifying score 75 and 120 for the post of Associate Professor and Professor [given in Appendix II, Table 2 of University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018], respectively.
7. The quality parameters for the post of Assistant Professor, Associate Professor and Professor are appended at Annexure I & II.
8. The University may invite the shortlisted candidates for the presentation before a committee constituted for the purpose in preparing the final list of candidates for interview.
9. Notwithstanding academic scores for the shortlisting for interview, the final selection for all the faculty positions shall be based solely on the performance in the interview as prescribed in the UGC Regulation, 2018.
10. Candidates belonging to SC /ST / OBC/ EWS/ PwBDs should submit respective valid certificates for their categories as per proforma prescribed by the Govt. of India. Relaxation and concessions for them shall be granted in accordance with reservation policy of the GoI/ MoE/ UGC and subsequent clarification/ directives issued from time to time to this effect.
11. Any corrigendum/changes/updates related to the recruitment process shall be available on the official BHU website (www.bhu.ac.in).
12. Applications can be submitted online anytime until the cut-off date.
13. The prospective candidates must ensure that they possess requisite minimum qualification prescribed for each of the advertised position laid down in the above mentioned UGC & BHU rules and regulations by the cut-off date for submission of the online application.
14. In order to submit application, each candidate shall first register on the Recruitment & Assessment Cell portal of the University Website (www.bhu.ac.in).
15. Separate applications to be submitted, if applying for more than one post.
16. Before starting to fill up the application form, please ensure possession of a scanned copy of photograph, signature, caste/ tribe/ community/EWS certificate (if any) in the prescribed government format, educational qualifications and work experience related documents in JPEG/ JPG/PDF format, and digital copies of publications for uploading. The photograph should not exceed 50 kb(180 x 130 pixel) and other documents 500 kb in size.
17. Please ensure to enter all research publications and other academic / research contributions in the online application. If URL or DOI is available, then the same should be mentioned and there is no need to upload the publications. Otherwise, uploading of documents related to publication (first page only) is essential.
18. All the mandatory information must be filled, failing which the application will be considered incomplete and liable to be rejected.
19. To avoid losing data, the candidate should click "save" button to store the information after completing each tab. When each tab is filled up and stored, the candidate can finally submit the application. No changes can be made after the final submission of the application form.
20. After successful submission of the application, a link for paying the application fee will appear. Once the payment is made, the candidate may download a PDF of the application, and submit it to the University, if selected.
21. Any document other than in non-Indian languages, requires its transcription in either Hindi or English
22. If the candidate is in service, a hard copy of the application along with forwarding letter to be sent within a week after the cut-off date of online application.
23. The address for sending or submitting the hard copy is "Office of the Registrar, (Recruitment & Assessment Cell), Holkar House, Banaras Hindu University, Varanasi 221005". The Post Name and Code should be superscripted on the envelope. Only one application should be sent in one envelope.
24. If upon the verification, a candidate is found to have submitted fake documents or concealed any information at the time of appointment or anytime during the tenure of the service, his/her services shall be terminated.
25. The University reserves the right to withdraw any advertised post(s) at any time without citing any reason. Any consequential vacancies thus arising at the time of interview may be filled up from the available candidates. The University shall also have discretion to fill up imminent vacancies in accordance with the roster points out of the available candidates. The number of vacant position(s) is thus open to change, and the University may relax/ review the qualification / experience/ age limit at its discretion at any stage and in case of candidates with exceptional merit.

26. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the University reserves the right to modify/ withdraw/cancel the appointment without any notice to the candidate.
27. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the University shall be final.
28. No interim correspondence shall be entertained and canvassing in any form will be a disqualification.

DATED: 28.06.2023

REGISTRAR

Annexure-I**Quality Score**

For Assistant Professor: (Maximum score 55)			
Sl.No	Academic Record		Score
1	10 th	First division from any Board	05
	12 th	First division from any Board	05
	Under Graduate	Top 200-500 institutions* /20 NIRF ranking in any category	03
		Top 1-199 institutions*	05
	Post Graduate	Top 200-500 institutions*/ 20 NIRF ranking in any category	03
		Top 1-199 institutions*	05
Ph.D.	Top 200-500 institutions*/ 20 NIRF ranking in any category	07	
	Top 1-199 institutions*	10	
2	Publications	2 points for each paper published in Q1 indexed journals either as a first or corresponding author. (Points will be given only for 5 papers published since January, 2018).	10
3	Teaching/ Research Experience (after Ph.D.)	2 points/per year from top 200-500 institutions* 3 points/per year from top 1-199 institutions* (maximum 15 points)	15
* World University Ranking (at any time) by any 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).			

Annexure-II**Quality Score**

For Associate Professor & Professor : (Maximum score 55)			
Sl.No.	Academic Record		Score
1	Under Graduate	Top 200-500 institutions* /20 NIRF ranking institutions in any category	03
		Top 1-199 institutions*	05
	Post Graduate	Top 200-500 institutions* /20 NIRF ranking institutions in any category	03
		Top 1-199 institutions*	05
	Ph.D.	Top 200-500 institutions/ 20 NIRF ranking institutions in any category	07
		Top 1-199 institutions*	10
2	Publications	2 points for each paper published in Q1 indexed journals either as a first or corresponding author. (Points will be given only for 5 papers published since January, 2018).	10
3	Teaching/ Research Experience (after Ph.D.)	2 points/per year from top 200-500 institutions* 3 points/per year from top 1-199 institutions* (maximum 15 points)	15
4	Extramural Research Grants/ projects	2 points for each EMR grants as PI 1 point each EMR grants as co-Pi (maximum 10 points)	10
* World University Ranking (at any time) by any 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).			