राष्ट्रीय खाद्य प्रौद्योगिकी उद्यमशीलता एवं प्रबंधन संस्थान, कुंडली, सोनीपत

National Institute of Food Technology Entrepreneurship and Management, Kundli, Sonepat

(खाद्य प्रसंस्करण उद्योग मंत्रालय, भारत सरकार के अंतर्गत राष्ट्रीय महत्व का संस्थान)

(An Institute of National Importance under the Ministry of Food Processing Industries, Govt. of India)

Advertisement No. N/HR&/H/2024/4   **Date: 29.02.2024**

DETAILED ADVERTISEMENT FOR THE POST OF
ASSISTANT PROFESSOR/ ASSOCIATE PROFESSOR/ PROFESSOR

NIFTEM, Kundli has openings for faculty positions for Indian Nationals at the level of **Assistant Professor/ Associate Professor/ Professor** in area of specialization as indicated below. Applicants with good Academic Record, Teaching **and or** Research Experience **and or** working in related areas are encouraged to apply.

Essential Qualification and Experience for the each post is mentioned below:

1. **ASSISTANT PROFESSOR [06 Posts - Backlog (SC: 02, OBC: 03, ST: 01)]**

Pay Scale: Academic Pay Level-10 (₹ 57,700/--₹1,82,400/-) as per 7th CPC

Essential Qualifications:

PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master's degree should be in the field/areas as mentioned in the table below), and a good academic record.

Age Limit: *40 years as on the last date of the advertisement. Age relaxation shall be considered as per Government of India rules.*

Applicants are required to apply as per the details of the essential qualifications and experience mentioned below:

S. No.	Field of Specialization	Relevant field/ area of work in PhD and Master's degree	Desirable
1	Food and Nutrition (FN)	PhD in Food & Nutrition/ Food Science & Nutrition/ Nutritional Sciences/ Nutraceuticals/ Home Science with specialization in Food & Nutrition / Food Sc. & or in field relevant to Food & Nutrition Science from a recognized Indian/ Foreign University/ Institute.	Experience in Clinical Nutrition & Dietetics/ Community Nutrition and Public Health/ Nutraceuticals /Molecular Nutrition/ Nutrigenomics as evident from research work, publication, patents etc.

2	Food Science and Technology (FST)	PhD degree in Food Science, Food Technology, Food Processing, Food Science & Technology, Basic Sciences relevant to Food Science from a recognized Indian/ Foreign University/ Institute.	Experience in Horticultural Crop Processing, Development of new products from Horticultural crops, especially fruits & vegetables, Secondary Horticulture or Experience in Livestock Product Technology/ Aquaculture Technology as evident from Research Work, Publications and Patents etc.
3	Marketing Management (MM)	PhD degree in Management/ Business Administration with specialization in Marketing Management from a recognized Indian/ Foreign University/ Institute. MBA(with 60% or above with specialization in Marketing Management)	Experience in Marketing Management in teaching, PSU, Bank, Industry as evident from Publications, work experience, patents etc..
4	Nano Sciences & Nanotechnology (NST)	Ph.D degree in Microbiology/ Biochemistry/ Biotechnology/ Nano Technology/ Nano Bio Technology/ Immunology/ Bio Medical Science/ Engg. or relevant discipline from a recognized Indian/ Foreign University/ Institute.	Experience in working with rapid detection systems, Biosensors, Nano sensors for Food Safety & Food Processing applications as evident from research work, publications, patents etc.
5	Industrial/Analytical Chemistry (IC)	PhD degree in Chemistry/ Chemical Sciences/ Chemical Technology or a related discipline, such as Analytical Chemistry, Organic Chemistry, Industrial Chemistry from a recognized Indian/ Foreign University/ Institute.	Experience in Analytical & Organic chemistry and / or elucidation of Chemical structures & identification of new molecules etc. as evident from research work, publications, patents etc.

Note: The shortlisting of the applicants shall be based on Academic score as specified in ANEEXURE-II and only the shortlisted applicants shall be called for interview.

2. ASSOCIATE PROFESSOR [06 Posts (UR: 04, SC: 02 (01 Backlog))]

Pay Scale: (Academic Pay Level-13A) ₹ 1,31,100/-- ₹2,17,100/- as per 7th CPC

Essential Qualification:

PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master's degree should be in the field/areas as mentioned in the table below), and a good academic record.

Essential Experience:

A minimum of 8 years teaching/ research/ industrial/ professional experience of which at least 3 years should be at the level of Assistant Professor Grade I (Academic Pay Level-12 (₹79800-211500) as per 7th CPC, pre-revised PB-3 ₹15600-39100 in Grade Pay: ₹6000) or equivalent* in recognized Indian or foreign institutions/industry, Autonomous Organizations.

The candidate should have demonstrated research ability with an excellent record of publications in reputed peer reviewed journals and guidance of M. Tech / MBA and PhD student(s) (at least guided one PhD student).

Desirable:

It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and/or contributed to extension/ industrial/ administrative work of the Institute/ Industry. Teaching and M.Tech/ MBA/ PhD guidance requirements may be relaxed for candidates from research labs or industry if they have an exceptional research record or Industrial/ Business Management, record matching with their field of specialization. In such cases, higher allocation of marks can be allocated by selection committee for interview purpose.

Applicants should have demonstrated abilities in developing new academic programmes/industrial consultancy programmes in the respective domain areas.

In case of candidates from PSUs/ Private Sector/ other Autonomous bodies which do not follow the Pay commission recommendations, gross salary or Cost to Company (CTC) should not be less than ₹1,68,500/- per month (₹20.22 Lakhs per annum) as on the last date of submission of the applications and the total experience should not be less than that mentioned under essential experience.

Relevant degree as mentioned in case of PhD in Essential Qualification and Desirable qualification and experience are indicated below:

S. N o.	Field of Specialization / Specialization code	Relevant field/ area of work in PhD and Master's degree	Desirable
1	Food and Nutrition (FN)	PhD degree in Food & Nutrition/ Food Science & Nutrition/ Nutritional Sciences/	Experience in Public Health/ Molecular Nutrition/ Clinical Nutrition as evident from

		Nutraceuticals/ Home Science with specialization in Food & Nutrition/Food Sc & Nutrition/Food Sc & or in fields relevant to Food & Nutritional Science equivalent in any one of the degrees from a recognized Indian/ Foreign University/ Institute.	teaching, research work, publications, patents, technology development etc.
2	Food Science and Technology (FST)	PhD degree in Food Science, Food Technology, Food Processing, Food Sc & Technology, Basic Sciences relevant to Food Science from a recognized Indian/ Foreign University/ Institute.	Experience in processing of cereals, legumes and pulses, Development of New Products, life cycle assessment as evident from Teaching, Research Work, Publications, Patents, technology development, etc.
3	Business Management (BM)	PhD degree in Business Management from a recognized Indian/ Foreign University/ Institute.	Experience in developing business strategies, Entrepreneurship development/ International Business as evident from teaching/ research/ industrial work/ patents/ publications/ consultancy etc..
4	Bio-Processing/ Bio Process Technology (BP)	Ph.D degree in Bio Process Technology/Bio Processing/Bio Process Engg. & Technology/Environmental Sciences/ Microbiology/ Fermentation Technology/ Bio Technology/ Chemical Engg. or fields relevant to Bioprocessing etc from a recognized Indian/ Foreign University/ Institute.	Experience in Bio Valorization, development of commercially viable products from Agro Residue and wastes, upstream and downstream processing technologies, etc. as evident from teaching, research work, publications, patents, technology development etc.
5	Organic Chemistry (OC)	PhD degree in Organic Chemistry/Chemical Sciences/Chemical Technology or related disciplines, such as analytical chemistry, organic chemistry, Biochemistry, etc from a recognized Indian/ Foreign University/ Institute.	Experience in Analytical & Organic chemistry and / or elucidation of Chemical Structure, identification of new molecules and structure, experience of handling High-End equipment such as LC-MS, GC-MS, ICP-MS etc. & troubleshooting as evident from research work, publications, patents etc.

6	Microbial Biotechnology (MB)	PhD degree in Microbiology/ Bio Technology/ Nano Bio Technology/ Bio Sciences/ or relevant disciplines from a recognized Indian/ Foreign University/ Institute.	Experience in developing kits/tools for rapid detection of pathogens, molecular biology techniques or new product development through fermentation, such as health supplements, specially chemicals, application of probiotics in development of food product as evident from research work, publication, patent, teaching work, tools, kits etc.

Note:

i. The shortlisting of the applicants shall be based on Academic score as specified in ANEEXURE-II and only the shortlisted applicants shall be called for interview.

ii. Fresh appointments beyond the age of 60 years are discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects. Age relaxation shall be considered as per Government of India rules.

3. **PROFESSOR [02Posts (UR: 01, SC: 01 (backlog))]**

Pay Scale: Academic Pay Level-14 (₹ 1,44,200 – ₹ 2,18,200) as per 7th CPC

Essential Qualification:

PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master's degree should be in the field/areas as mentioned in the table below), and a good academic record.

Essential Experience:

A minimum of 10 years teaching/ research/ industrial/ professional experience of which at least 3 years should be at the level of Associate Professor at Academic Pay Level 13A (₹1,31,400-2,17,100) as per 7th CPC, pre-revised PB-4 ₹37,400-67,000 Grade Pay: ₹9,000 or equivalent* in recognized Indian or foreign institutions/industry, Autonomous Organizations.

The candidate should have demonstrated leadership in research in a specific area of specialization in terms of guidance of PhD students (having guided at least 2 PhD students), strong record of publications in reputed journals, patents, laboratory/course development and/or other recognized relevant professional activities. Teaching and PhD guidance requirements may be relaxed for candidates from research labs or industry if they have an exceptional research record.

Applicants who have shown leadership qualities in creating Centres for Advanced Studies or

Centre of Excellence and in introducing new certificate /diploma courses and creating national and international linkages will be given preference.

In case of candidates from PSUs/ Private Sector/ other Autonomous bodies which do not follow the Pay commission recommendations, gross salary or Cost to Company (CTC) should not be less than ₹2,68,000/- per month (₹32.16 Lakhs per annum) as on the last date of submission of the applications and the total experience should not be less than that mentioned under essential experience.

Relevant degree as mentioned in case of PhD in Essential Qualification and Desirable qualification and experience are indicated below:

S. No.	Field of Specialization/ Specialization code	Relevant field/ area of work in PhD and Master's degree	Desirable
1	Computer/ Information Technology (ICT)	PhD degree in Computer Science/ Computer Engineering/Computer Science & Engineering/ Electronic Engineering/ Electrical Engineering/ IT or any relevant discipline from a recognized Indian/ Foreign University/ Institute.	Experience in application of AI, IoT, Block Chain Technology in supply chain management of Agricultural, Horticultural & Livestock commodities, Machine vision system, Development of Sensors & Robotics in different areas of Food Processing.
2	Food Science and Technology (FST)	PhD degree in Food Science, Food Technology, Food Processing, Food Science& Technology, Basic Science relevant to Food Science from a recognized Indian/ Foreign University/ Institute.	Experience in Development of New Products, introduction of new courses and research programmes in frontier areas of Food Science & Technology and working in Industrial R&D projects as evident from Teaching and/or Research Work, Publications, patents and technologies developed etc.

Note:
i. **The shortlisting of the applicants shall be based on Academic score as specified in ANEEXURE-II and only the shortlisted applicants shall be called for interview.**
ii. **Fresh appointments beyond the age of 60 years are discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects. Age relaxation shall be considered as per Government of India rules.**

INSTRUCTIONS FOR FILLING ONLINE APPLICATION FORM FOR THE POST OF ASSISTANT PROFESSOR/ ASSOCIATE PROFESSOR/ PROFESSOR:

HOW TO APPLY:

1. Eligible and interested candidates are required to apply ONLINE only through our official website. Link for online submission of application is available on our website i.e. **www.niftem.ac.in.** The candidate should fill all the details while filling the Online Application Form.

2. Application fee (Non-refundable) of ₹ 1000/- for GEN/OBC, ₹ 500/- SC/ST, PwD and Female candidates are not required to pay the application fee. Applications received without prescribed fee are liable to be rejected.

3. Before filling-up the online Application Form, the candidates are advised to read General Instructions carefully.

4. Fee once paid will not be refunded on any account nor can it be held in reserve for any other recruitment or selection process at the Institute.

5. After successful submission of application, candidates can take print-out of application form. Candidates should keep a copy of the application printout and payment details, if any for their records. Printout of application and payment details will not be available after 6 pm on the last date of submission of online application i.e. 31.03.2024.

6. Candidates are advised to fill their application form carefully such as Name, Father's name, Date of Birth, Category, Qualification. It is mandatory to upload all essential documents along with Photo & Signature. After final submission of application form, no change will be allowed. Candidate will be responsible for any mistake in the data filled in application form and no correspondence will be entertained in this regard.

7. Applicants must make sure that all the fields in the application are completed without leaving any fields blank and the documents they are uploading are not blur and must be readable.

8. Candidate is required to upload his/her recent passport size scanned colour photograph, signature each (max size 50 KB) and also relevant certificates at the specified places in the online application.

9. A candidate can apply for multiple positions subject to fulfilling all eligibility criteria for each individual post code. However, candidates need to fill the application form with the requisite application fee separately for each post code.

10. Incomplete applications without the essential documents/certificate will be summarily rejected. No correspondence with the candidate will be made in this regard.

11. Applications received on e-mail or Fax will not be considered.

12. Application received after the due date for any reason will not be considered.

13. In case of University/Institutes awarding CGPA/OGPA grades etc, candidates are required to convert the same into percentage based on the formula devised by the University/Institute. In case the conversion formula is not mentioned in transcripts/ marksheets, conversion formula attested by the Registrar of the University/Institute needs to be attached.

14. Applicants are NOT required to send Hard Copy of the duly filled Online Application Form. The hard copy of application form along with all required documents must only be brought if and when asked for.

GENERAL INSTRUCTIONS:

1. NIFTEM-K reserves the right to:

   a. Withdraw any advertised post(s) under any category at any time without assigning any reason thereof. Any consequential vacancies arising at the time of Interview may also be filled up from the available candidates based on the suitability of the candidates. The number of positions is thus open to change.

   b. Decision on increase or decrease of post(s) under any category or not to fill-up any of the advertised positions will be at the discretion of the selection committee.

2. To avoid last minute rush, the candidates are advised to apply well in advance. NIFTEM-K will not be responsible for network problems or any other connectivity issues or any other matter related to submission of online application.

3. Candidates are advised to satisfy themselves before applying that they possess the minimum essential qualification/experience laid down for the post.

4. MINIMUM ESSENTIAL QUALIFICATIONS: All applicants must fulfill the essential requirements of the post and other conditions mentioned in the advertisement. They are advised to satisfy themselves, before applying, that they possess at least the essential qualifications laid down for various posts. **No enquiry seeking for advice about eligibility conditions will be entertained.**

   NOTE:
   The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for Interview.

5. Any change in the application form will not be entertained after final submission.

6. The process of selection may be as per NIFTEM faculty recruitment rules as available on the website of the Institute (www.niftem.ac.in).

7. In case of any technical problems, please send an email to recruitmentniftem@gmail.com

8. No interim correspondence shall be entertained.

   The list of short-listed candidates for Interview and details of Interview will be published on the NIFTEM-K Website i.e., **www.niftem.ac.in** only.

10. The Institute will not be responsible for any loss of E-mail sent, due to invalid/wrong E-mail ID provided by the candidate or for delay/non-receipt of information, if a candidate fails to access his/her email/website in time. Candidates are advised to visit the University Website regularly.

11. Acceptance of documents submitted by an applicant shall be subject to verification by the committee constituted by competent authority. If any document is found to be false/fake/incorrect either before or after appointment, the document shall be summarily rejected, and action may be initiated against the candidate which may lead to cancellation of his/her appointment.

12. The appointment of a candidate shall be subject to verification of character & antecedents and caste certificate and all the documents related to qualification & experience by the committee constituted by the competent authority. Until the verification report of character & antecedents and caste certificate is received, the appointment shall be treated as provisional. In case the report regarding his/her conducts, character, antecedents, caste certificate etc., is found to be unsatisfactory or false, the appointment shall be cancelled/terminated forthwith.

13. The selected candidates shall be required to perform duties as per the Rules of the Institute, as amended from time to time. NIFTEM-K shall be free to assign any duty as per the exigency of the situation at any time even during non-working hours/holidays which the employee shall have to perform without fail to avoid any disciplinary action.

14. The candidate will have to present himself/herself for the interview, if called for, at the place and time mentioned at his own expenses. Interview can also be held in virtual mode, should a need arise.

15. The service conditions including pay matrix level and age of superannuation shall be as per NIFTEM-K/ Government of India rules.

16. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issue of the appointment letter, NIFTEM-K reserves the right to modify/withdraw/cancel any order issued to the candidates.

17. NIFTEM-K shall verify the antecedents or documents submitted at the time of appointment or during the tenure of service. In case, it is detected that the information provided in the application form, documents submitted are fake or the candidate has clandestine antecedents/background and has suppressed the said information, his/her services shall be terminated forthwith.

18. After joining the service at NIFTEM-K, the candidate will have to abide by the Statutes, Rules and Regulations of NIFTEM-K applicable from time to time. He/she may be assigned any duty within NIFTEM-K or outside depending upon the exigency of the work.

19. In case of any ambiguity or lack of clarity regarding any clause or rules, the decision of the Institute shall be final.

20. The following categories of persons shall not be eligible to apply for any position in NIFTEM-K:

    i. Who have been convicted by any Court of Law or any criminal proceedings are pending against him/her;

    ii. Who has entered into or contracted a marriage with a person having a spouse living;

    iii. Who, having a spouse living, has entered into or contracted a marriage with any person. Provided that the Competent Authority of NIFTEM-K may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for doing so, exempt any person from the operation of these rules;

    iv. Who is not a citizen of India; and

    v. Any other category of person disqualified for appointment by the Government of India from time to time.

21. All the columns as mentioned in the application should be supported by the relevant and authorized documents. Marks in score card shall be allotted only for such relevant qualifications/experience claimed, which are supported by authentic documents.

22. Any additional Documents/Certificates/Records submitted after the last date for submission of filled-in application will not be considered for award of marks.

23. Candidates employed in Government and Semi-Government Organizations, Public Undertakings, University and Educational Institutions should apply through proper channel or produce NOC at the time of interview. In case he/she is unable to produce NOC in original at the time of interview he/she may be allowed to appear in the interview provisionally. In case of his/her selection, he/she may be allowed to join on submission of reliving from their present employer.

24. Interviews will be conducted by the Selection Committee duly constituted as per the Recruitment Rules of the Institute and the marks as prescribed in the Score Card as well as for performance in interviews will be awarded by the Selection Committee and the decision of the Selection Committee shall be final. Score card for different positions are available on NIFTEM-K website (www.niftem.ac.in). Mark allocation by the candidate in the scorecard should be done electronically. The score card filled by the candidate duly signed by him/her should be uploaded as a PDF document at the required place.

25. The Institute has the right to prescribe minimum as well as set higher norms, while short listing the applicants. Mere fulfillment of qualification required does not entitle candidates to be called for interview.

26. The Institute reserves the right to restrict the number of candidates for interview to a reasonable limit on the basis of qualifications and experience and other academic achievements higher than the minimum prescribed in the advertisement.

27. All reserved category candidates shall be required to submit attested copies of the latest Caste certificate issued by competent authority. Similarly, PwD candidates shall be required to submit proof of physical disability certificate from competent medical authority.

28. Salary and perquisites offered are as per 7th Pay Commission Pay Scales.

29. Accommodation: NIFTEM, Kundli is a residential Institute, staying in the campus is mandatory subject to allotment of accommodation. The Institute will provide residential accommodation as per entitlement, subject to availability. In case of non availability of residences, single room accommodation in Studio apartments will be provided based on the availability.

30. Final selection of candidate from different specialization will depend on total score as per score card & interview. Selection Committee at its discretion may increase/reduce or may not select candidate of a particular specialization if suitable candidates are not found for that post. The decision of selection committee shall be final & binding.

Benefits & Facilities Include:

1. Campus has neighborhood facilities- Bank, Shopping Center, Food Courts etc.

2. Medical Coverage as per rules.

3. New Pension benefits as per rules.

4. Leave Travel Concession facility.

5. Earned/ HPL/ Commuted leave and other leave as per rules, Pay Protection etc.

6. Recreation facilities- Gymnasium, Health Club, Sports facilities etc.

Additional Information:

1. Invitation to candidate for Interview merely indicates that it is felt that he/she with others may be suitable for the post and conveys no assurance whatsoever that he/she will be recommended or selected or his/her conditions specified in the application will be accepted.

2. The institute reserves right to place a reasonable limit on the total number of candidates to be called for test or interview. Fulfillment of qualifications per-se does not entitle a candidate to be called for test or Interview. The institute reserves the right not to fill up the post(s), cancel the Advertisement in whole or in part without assigning any reason and its decision in this regard shall be final.

3. The Institute reserves the right to screen and shortlist the applications on the basis of marks or experience or both or specialization and call only such candidates as are found Prima facie suitable for being considered by the Selection Committee. Thus, just fulfilling the prescribed eligibility conditions would not entitle one to be called for interview.

4. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview. The result will also be displayed on Institute website.

5. The candidate is responsible for the correctness of the information provided in the application.

6. The following are likely causes of rejection:

   a) More than one application form for a particular post.

   b) Incomplete application

   c) Full fee (unless exempted), if not deposited in the manner prescribed.

   d) Applicant does not possess the requisite essential qualification, academic qualification, and experience on closing date of filling the application form as prescribed in the advertisement.

   e) Candidate is underage/overage on the closing date of application.

   f) Variation in data of Application Form and in original documents as found during Verification/Scrutiny.

   g) Application submitted without the required certificates/ documents.

Registrar

Certificate to be furnished by the Employer/Head Office/ Forwarding Authority on institute letterhead

Certified that the information/details provided in the above application by the applicant are true and correct as per the facts available on records. He/ She possesses educational qualification and experience mentioned in the advertisement. This Organization has no objection for consideration of the applicant for the post of ………………… at NIFTEM-Kundli, Sonipat on Direct Recruitment. In the event of selection of the applicant, he/she will be relieved to join for the post of ……………. at NIFTEM-Kundli, Sonipat.

It is also certified that:

1. There is no disciplinary/vigilance case is either pending or contemplated against Dr./ Mr./Ms. …………………………… Son/Daughter of Sh. …………………………and he/she is clear from the Vigilance angle.

2. There is no major/minor penalty has been imposed or contemplated on him/her during last 10 years.

3. The record of service of the official has been carefully scrutinized and it is certified that there is no doubt about his/her integrity.

4. The photocopies of ACRs/APARs for the last 5 years duly attested on each page by an Officer not below the rank of Under Secretary or equivalent, Govt. of India are enclosed.

Date: …………………………………..

Signature: …………………………………..

Name: …………………………………..

Designation & Seal:
of the forwarding Officer …………………………………..

SHORT-LISTING CRITERIA FOR DIRECT RECRUITMENT OF PROFESSOR, ASSOCIATE PROFESSOR & ASSISTANTPROFESSOR (LEVEL 14, 13A & 10)

A) SHORT-LISTING CRITERIA FOR PROFESSOR (LEVEL 14)

Sr. No.	Performance Indicator	Max Marks	Remarks	Score Claimed by the candidates	Relevant document Page No.	Score Awarded by Committee
			1. **EXPERIENCE IN PROFESSIONAL FIELD**			
1.1	Postdoctoral/ Research Associate/ Industrial Experience (in relevant field)	4	Duration <1 year= 1 mark Duration 1-2 years= 2 marks Duration 3-5 years = 3 marks The concerned University/ Institute has a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong U\\niversity (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings/ • Award 2 marks for NIRF ranked university or institution under 100 overall category/25th under specific category/ for any post doc assignment funded by ICAR/ CSIR/ICMR/ DBT/ DST or any others institutions/ organizations including international organization such as IASH-SSPS, JSPS, DAAD fellowship.			
1.2	Experience over and above the prescribed essential stipulated as minimum qualifications (other than Sl 1.1)	3	Award 1 mark for each year of service experience over and as per above prescribed period required for a particular post.			
1.3	National/ International Specialised Training/ Workshop/FDP (organized)	3	Award 1 marks per activity for lead trainer (convenor/ coordinator) & 0.5 marks for associates (co-convenor/ co-coordinator)			

1.4	National/ International Specialised Training/ Workshop/FDP (attended)	2	Award 0.5 mark per activity
1.5	Conference activities (Chair/ Co-chair/invited talks/speaker/ panellist /Organizing Secretary/ Convener (Own Institutes will only be considered if externally funded).	2	Award 0.5 mark per activity

2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS

2.1	Recognitions and Awards	5	• Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum 4 marks) • Award 2 marks for each National/ International Awards/ Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks) • Grant 0.5 marks each for National/ International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks) • Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark)

			• Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/ DST/DBT or Equivalent International Awards/Medal.			
2.2	Salient attainments	3	• Award 1 mark for each recognition as Member-Secretary of Scientific Committees for at least one year. (Max 1 mark per year) • Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/ Committees of National/ State/ Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals for at least one year. (Max1 mark per year). • Award 0.5 mark for each Best Paper / Poster presented in a Symposium/ Conference/ published in a Scientific Journal. • Award 0.5 mark for Chairing a session in a Symposium / Conference • Award 0.5 mark for Invited Speaker in a Symposium / Conference			

3. TEACHING, RESEARCH AND OUTREACH

3.1 TEACHING

3.1.1	Teaching	15	• 1 mark for each course in a year of teaching (each academic year) • 2 marks for activities (Development of e modules/courses/ mooc/ Swayam/ new courses designed approved by BoS/ Senate or any other approved statutory body.			

3.2 RESEARCH

3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)/ consultancy	12	Marks will be awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 5 lakhs = 1 mark <than 10 lakhs = 2 mark between 10-30 lakhs = 3 marks between 30-50 lakhs = 4 marks greater than 50 lakhs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 5 lakhs = 0.5 mark			

				<than 10 lakhs = 1 mark between 10-30 lakhs = 2 marks between 30-50 lakhs = 3 marks greater than 50 lakhs = 4 marks			
3.2.2	Patents (if granted)	4		• 2 marks will be awarded for each granted patent (International) • 1 mark will be awarded for each granted patent (National)			
3.2.3	Copy right (if granted)	1		• 0.5 marks will be awarded for each granted copyright			
3.2.4	Technology Transfer/ Prototype development	4		• 1 mark per technology transfer/prototype development/ transfer of design (Lead inventor full marks and Associate inventor 50%)			
3.2.5	Research Articles (Not including review articles or articles published in journal publishing only reviews)	15		3 marks for each paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥10 2 marks for each paper published by the candidate in a SCI/ESCI/SSCI/(JCR/Clarivate Analytics) journal having impact factor ≥ 5.0 and < 10. 1.5 mark for each paper published by the candidate in a SCI/ESCI/SSCI/(JCR/Clarivate Analytics) journal having impact factor ≥3.0 and < 5. 1 mark will be awarded for each paper published by the candidate in an/a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥1.0 and <3.0 0.25 mark will be awarded for each paper published in ABDC Ranking/ SCOPUS/ ESCI/ SCI indexed journal *First author/ Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.6	Review Articles	3		2 marks for each paper published by the candidate in a SCI/ESCI/SSCI/(JCR/Clarivate Analytics) journal having impact factor ≥ 5.0. 1 mark for each paper published by candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 3.0			

			*First author/ Corresponding will be awarded full marks for each paper, whereas co-authors and edited will get 50 % for each paper.			
3.2.7	Books	3	2 mark for authored and edited book (having ISSN/ISBN no) (International publisher) 1 mark for edited book having ISSN/ISBN no. (International publisher) 1 mark for authored and edited book having ISSN/ISBN no (National publisher) 0.5 mark for edited book having ISSN/ISBN no (National publisher)			
3.2.8	Book Chapters	2	0.5 mark will be awarded for each chapter published in book (having ISSN/ISBN) by the international publisher 0.25 marks will be awarded for each chapter published in Book (having ISSN/ISBN no) by the national publisher.			
3.2.9	Technical bulletin	1	0.25 marks will be awarded for each published technical bulletin.			
3.2.10	Research Guidance (degree awarded)	8	2 marks for each PhD student guided as a major advisor. 1 mark for each PhD student guided as a Co supervisor. 1 mark for each master student guided as a major advisor.			
3.3 OUTREACH						
3.3.1	Outreach activities	5	1 mark per activity (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as a Convener/ Coordinator) & 1 mark as a Co-convener / Co-coordinator 0.5 mark each for delivery of lectures/ invited talks in training programmes			
4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions (Deans/ Heads)	2	0.5 marks per position per year			

4.2	Coordinator/ Incharges/ Warden	1	0.5 mark per position per year			
4.3	Capacity Building Activities such as field days, farmer fair, demonstration programme, industry days etc	1	0.5 mark per activity as a Coordinator			
4.4	Chairperson/ Member of Institute Level Committee	1	1 mark (per year) for chairperson 0.5 mark for member (per year)			
	TOTAL	**100**				

B) SHORT-LISTING CRITERIA FOR ASSOCIATE PROFESSOR (LEVEL 13A)

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the candidates	Relevant document Page No.	Score Awarded by Committee
			1. **EXPERIENCE IN PROFESSIONAL FIELD**			
1.1	Postdoctoral/ Research Associate/ Industrial Experience (in relevant field)	4	Duration <1 year= 1 mark Duration 1-2 years= 2 marks Duration 3-5 years = 3 marks The concerned University/ Institute has a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings/ • 2 marks awarded for NIRF ranked university or institution under 100 overall category/25th under specific category/ for any post doc assignment funded by ICAR/ CSIR/ICMR/ DBT/ DST or any others institutions/ organizations including international organization such as IASH-SSPS, JSPS, DAAD fellowship.			
1.2	Experience over and above the prescribed essential stipulated as minimum qualifications (other than Sr.1.1)	2	Award 1 mark for each year of service experience over and above the prescribed period required for a particular post.			
1.3	National/ International Specialised Training/ Workshop/FDP (organized)	2	Award 1 marks per activity as lead trainer. (Co-coordinator/ 0.5 mark for Associates (Co-coordinator)			
1.4	National/ International Specialised	2	Award 0.5 mark per activity			

	Training/ Workshop/FDP (attended)					
1.5	Conference activities (Chair/ Co-chair/invited talks/speaker/ panellist /Organizing Secretary/ Convener	2	Award 1 mark per activity			
2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS						
2.1	Recognitions and Awards	5	Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum 4 marks)

Award 2 marks for each National/ International Awards/ Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks)

Grant 0.5 marks each for National/ International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks)

Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark)
Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/DST/DBT or Equivalent International Awards/Medal. | | | |

2.2	Salient attainments	2	Award 1 mark for each recognition as Member-Secretary of Scientific Committees. (Max 1 mark per year) • Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/ Committees of National/ State/ Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals. (Max 1 mark per year) • Award 0.5 mark for each Best Paper / Poster presented in a Symposium/ Conference/ published in a Scientific Journal. • Award 0.5 mark for Chairing a session in a Symposium / Conference • Award 0.5 mark for Invited Speaker in a Symposium / Conference			
3. TEACHING, RESEARCH AND OUTREACH						
3.1 TEACHING						
3.1.1	Teaching	20	• 2.0 marks for each course in a year of teaching (each academic year) • 1 mark per activity (Development of e-modules/courses/ mooc/ Swayam/ new courses designed approved by BoS/ Senate or any approved statutory body.			
3.2 RESEARCH						
3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)/ consultancy projects	8	Marks awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 5 lakhs = 1 mark <than 10 lakhs = 2 mark between 10-30 lakhs = 3 marks between 30-50 lakhs = 4 marks greater than 50 lakhs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 5 lakhs = 0.5 mark <than 10 lakhs = 1 mark between 10-30 lakhs = 2 marks between 30-50 lakhs = 3 marks greater than 50 lakhs = 4 marks			
3.2.2	Internally funded Projects/Seed Grants	2	Marks awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost			

	(by host institution/ university)		<than 10 lakhs = 1 mark >than 10 lakhs = 2 marks			
3.2.3	Patents (if granted)	2	• 1 mark awarded for each granted patent (International) • 0.5 mark will be granted for each approved patent (National)			
3.2.4	Copy right (if granted)	1	• 0.5 marks will be granted for each approved copyright			
3.2.5	Technology Transfer/ Prototype development	4	• 1 mark per technology transfer/prototype development/ transfer of design (Lead inventor - full marks and Associate inventor - 50% marks)			
3.2.6	Research Articles* (Not including review articles or articles published in journal publishing only reviews	15	1.5 marks for each paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 5.0 1 marks for each paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 3.0 and < 5.0 • 0.5 mark for each paper published by the candidate in a SCI/ESCI/SSCI/(JCR/Clarivate Analytics) journal having impact factor ≥ 1.0 and < 3.0 • 0.25 mark will be awarded for each paper published by the candidate in ABDC Ranking/ SCOPUS/ ESCI/ SCI indexed journal *First author/ Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.7	Review Articles*	4	2 marks will be awarded for each paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 5.0. 1 mark will be awarded for each paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 3.0. *First author/ Corresponding will be awarded full marks for each			

			paper, whereas co-authors will get 50 % for each paper.			
3.2.8	Books	2	2 marks for authored and edited book having ISSN/ISBN no (International publisher) 1 mark for edited book(having ISSN/ISBN no) (International publisher) 1 mark for authored and edited book (having ISSN/ISBN no) (National publisher) 0.5 mark for edited book (having ISSN/ISBN no) (National publisher)			
3.2.9	Book Chapters	4	• 1 mark will be awarded for each chapter published in book(having ISSN/ISBN no) by the international publisher • 0.5 marks will be awarded for each chapter published in Book (having ISSN/ISBN no)by the national publisher.			
3.2.10	Technical bulletin	2	• 0.25 marks will be awarded for each published technical bulletin.			
3.2.11	Research Guidance (degree awarded)	6	2 marks for each PhD student guided as a major advisor. 1 mark for each PhD student guided as a Co supervisor. 1 mark for each master student guided as advisor.			
3.3 OUTREACH						
3.3.1	Outreach activities	5	1 mark per activity (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as convener/ coordinator) & 1 mark as co-convener / co-coordinator 0.5 mark each for delivery of lectures/ invited talks in training programmes			
4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions Associate Dean/ Head/ Chairperson of sections/cells like IQAC, admission cell etc)	1	0.5 marks per position per year			

4.2	Coordinator/ Incharges/ Warden	2	0.5 mark per position per year			
4.3	Capacity Building Activities such as field days, industry days, farmers'fair etc.	2	0.5 mark per activity			
4.4	Member of Institute Level Committee	1	0.5 mark per position			
	TOTAL	**100**				

C) SHORT-LISTING CRITERIA FOR DIRECT RECRUITMENT OF ASSISTANT PROFESSOR (ACADEMIC LEVEL 10)

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the Candidates	Relevant document Page No.	Score Awarded by committee
1. ACADEMIC QUALIFICATION						
1.1	UG	5	Distribution of marks for each of the academic achievements would be as follows: 8.5 and above (85% and above): 5 marks $7.5 \leq CGPA < 8.5$ (75% to 85%): 4 marks $6.5 \leq CGPA < 7.5$ (65% to 75%): 3 marks Less than 6.5 (65%): 2 marks			
1.2	PG	6	8.5 and above (85% and above): 6 marks $7.5 \leq CGPA < 8.5$ (75% to 85%): 5 marks $6.5 \leq CGPA < 7.5$ (65% to 75%): 4 marks Less than 6.5 (65%): 3 marks			
1.3	PhD	4	• 4 marks for PhD completed from premier institution with NIRF ranking under 100 (Overall)/ 25(Research) • 4 marks for PhD from foreign university University/Institute having a ranking among top 500 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings.			
1.4	Gate Score/ CAT/ MAT/ NET (CSIR/ UGC/ ASRB (ICAR) in the relevant subject)	4	2 marks for GATE/ MAT/CAT/CMAT 2 marks for NET (ASRB/CSIR/UGC)			
1.5	Fellowships	7	3 marks for JRF awarded by UGC/CSIR/ICMR/ICAR/DBT/DST or any other government body for Master's degree programme 4 marks for SRF awarded by UGC/CSIR/ICMR/ICAR/DBT/DST or any other government body for PhD degree programme			
2. RESEARCH AND PUBLICATIONS						
2.1	Publications *	30	• 5 marks will be awarded for each Paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor $\geq$ 5.0 •3 marks will be awarded for each Paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate			

			Analytics) journal having impact factor ≥ 3.0 and < 5.0 • 2 marks will be awarded for each Paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor ≥ 1.0 and < 3.0. • 1 mark will be awarded for each Paper published by the candidate in a SCI/ESCI/SSCI/ (JCR/ Clarivate Analytics) journal having impact factor < 1.0 • 0.5 mark will be awarded for each Paper published by the candidate in ABDC Ranking/ SCOPUS/ ESCI/ SCI indexed journal. *First author& Corresponding author will be awarded full marks for each paper, whereas co-authors will get 50 % marks for each paper*			
2.2	Book Chapters	4	• 2 marks will be awarded for each chapter published in Book (having ISSN/ISBN no)by the international publisher •1 mark will be awarded for each chapter published in Book (having ISSN/ISBN no)by the National publisher			
2.3	Editorial Assignments	2	2 marks will be awarded per book (Editor/author of a book having ISSN/ISBN no)			
2.4	Technical bulletin/monographs/popular articles*	3	• 1 mark will be awarded for each published technical bulletin. *First author/corresponding author will be awarded full marks for each paper, whereas co-authors will get 50% marks for each paper			
2.5	Patents	4	• 1 mark will be awarded for each granted patent 0.5 mark will be awarded for each submitted patent application having registered patent application number * full marks for Lead inventor and 50% marks for Co-inventors			
2.6	Copy right (if granted)	1	• 0.5 mark will be awarded for each granted copyright			
2.7	Competitive Projects	4	• 4 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting to more than 10 lakhs as Principal Investigator (PI) • 2 marks will be awarded to each R&D project if the candidate has completed R&D Project amounting to less than or equal 10 lakhs as Principal Investigator (PI). • 1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting to more than 10 lakhs as Co-principal Investigator (Co-PI).			

			• 0.5 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting to less than or equal to 10 lakhs as Co-principal Investigator (Co-PI).			
2.8	Consultancy Projects	2	1 mark will be awarded for each consultancy project if the candidate has completed consultancy project amounting to more than 10 lakhs. 0.5 mark will be awarded to each consultancy project if the candidate has complete consultancy project amounting to less than or equal 10 lakhs.			
2.9	International exposure	3	1 mark for each visit (nominated by organization/ university/ institution) to any foreign country for attending any workshop/ meeting / symposium related to any area of Food Sc./Food Business Management / Food Technology.			
3. PROFESSIONAL CONTRIBUTIONS						
3.1	Awards/ Recognition*	3	3 marks will be awarded to Jawaharlal Nehru Award for PG Outstanding Doctoral Thesis/ CSIR Gold Medal/AcSIR best PhD thesis award/ award of reputed National/International organization/bodies 2 marks will be awarded to University/ Institute Gold Medal/Governor's award for best researcher. *Medals /awards given by societies/ associations affiliated to Institution will not be considered.*			
3.2	Work Experience including Post doc experience	10	Relevant experience of working in Academic Institution/ industry/ R&D/ Autonomous or statutory bodies under Central/State Govt. Post-doctoral/ Research Associate experience has been obtained from a university/ institution with a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai) or (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings. Post Doc Fellows (ICAR/ CSIR/ ICMR/ DBT/ DST/ DAAD/ BOYSCOST/ ICSSR/ HUMBOLT/ FULLBRIGHT etc.) 2 mark per year will be awarded			
3.3	Conference activities	4	2 mark will be awarded per activity as Chair/Co-chair/Organizing Secretary /Convener			

			1 mark as Panelist/ invited speaker			
3.4	National/International Specialised Trainings/or workshops/FDP (organized) through external funding.	2	1 mark will be awarded per activity			
3.5	National/ International Specialised Trainings/or workshops (attended)	2	0.5 mark will be awarded per activity			
3.6	Total	100				

Note: In case of University/Institutes awarding CGPA/OGPA grades etc, candidates are required to convert the same into percentage based on the formula devised by the University/Institute. In case the conversion formula is not mentioned in transcripts/ marksheets, conversion formula attested by the Registrar of the University/Institute needs to be attached.