

Annexure II

Professor of Practice (T&P)						
Designation, Pay Matrix Level & Entry Pay	Essential Qualifications	Relevant Branch	Experience	Age Limit	Modes of Recruitment	
Professor Level-14 Entry Pay- 1,44,200	B.E./B.Tech and MBA or PGDMA with first class either in B.E./B.Tech or MBA or PGDMA from a recognized University	Any branch of Engineering/ Technology, Any specialization in MBA/PGDMA (preferably in HR)	The candidate shall possess a minimum of fifteen (15) years of experience in the industry (in recruitment/HR processes) or as an Officer/In-charge of Training and Placement at a degree-level institution, of which not less than three (3) years shall be in a position equivalent to Level-13A as per the 7th CPC. The industrial experience shall be at a senior managerial level or above, with a base salary equivalent to that of an Associate Professor, and should include a proven record of active participation in recruitment, planning, development, execution, and management of HR development and training programs, as deemed appropriate by the expert members of the Selection Committee. The key indicators of industrial experience are as follows: Recruitment Drives Conducted (Graduate Trainee Level) as HR (Recruiter) Number of Graduate level Educational	55 year 'Relaxation' 1. The age is relaxable for ST/SC candidates upto 5 years and for OBC candidates upto 3 years in respect of vacancies reserved for them respectively. 2. Relaxable for Government Servants upto 5 years in accordance with the instructions or orders issued by the Central Government. 3. Relaxable for teachers of government funded institutions of higher education for 5 years. 4. Age relaxable for the PWD category candidates in accordance with the instruction/ Orders issued by the central government/GNCT from time to time.	Tenure-Track appointment* *In a tenure-track appointment, appointment is made for a maximum five-year term. Selection for a tenure-track position is conducted through direct recruitment (open selection). Initially, the appointment is for one year, with confirmation for the full five-year term granted upon successful completion of the first year with satisfactory performance. Performance will be evaluated annually, and in the case of unsatisfactory, the appointment may be terminated at any stage during the tenure.	

Note: PGDMA in column 2&3 above may be read as PGDM.

			Institution Engaged for Campus Hiring Number of Training / Career Development Programs Conducted Note: i. Documentary proof of the above key indicators shall be required. ii. For the purpose of industrial experience, only experience gained in companies having an annual turnover of not less than INR 500 crore shall be considered. iii. In case of a large number of applicants, candidates shall be shortlisted in the ratio of 1:15, based on the score obtained against the above-mentioned key indicators of industrial experience. The enclosed score sheet for industrial experience shall be used for this purpose.		
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