

In accordance with the guidelines laid in Memo No: 2010(7)-Edn(CS)/4A-45/79 Dated 11/10/1979, applications are invited from Indian Citizens for the substantive posts of Assistant Professor in the following departments of the college: Economics(1 post), Botany(1 post) and History(1 post). The Application Form and General Instructions (including qualification and eligibility criteria) are available in the college website(www.sjcdarjeeling.edu.in).

Last date of submission of application form: Within ten days from the date of advertisement.

Principal

Advt No: 1:1/01/2025

Date: 26/05/2025

In accordance with the guidelines laid in Memo No: 2010(7)-Edn(CS)/4A-45/79 Dated 11/10/1979, applications are invited from Indian Citizens having requisite qualification as per UGC norms for the substantive posts of Assistant Professor in the following departments of the college:

Sl No.	Name of Department	Designation	Number of Post
1	Economics	Assistant Professor	1
2	Botany	Assistant Professor	1
3	History	Assistant Professor	1

Only shortlisted applicants in response to said advertisement will be considered for interview.

Application fee: Non-refundable DD of Rs. 2000/- drawn in favour of “ The Principal, St. Joseph’s College, Darjeeling” drawn/payable at UCO Bank, Singamari, North Point, Darjeeling must be attached with the filled in application.

PRINCIPAL

GENERAL INSTRUCTIONS

1. **Qualification and Eligibility:** The recruitment will be in accordance with the latest UGC Regulations 2018(read with the corrigendum published on 30/06/2023 and 31/07/2023), the norms prescribed by the Department of Higher Education, Government of West Bengal, vide G.O No. 976-Edn(CS)/8R-1/2010 dated 18/12/2020 and any specific guidelines issued by the UGC/Government of West Bengal from time to time from the date of this employment notification.
2. **Age criteria:** The upper age limit is 40(forty years) as on 01.01.2025 with suitable relaxation as prescribed in G.O No. 976-Edn(CS)/8R-1/2010 dated 18/12/2020.
3. **Language Requirement:** Proficiency, spoken and written in English is essential and fluency in local language is desired.
4. Mere eligibility will not entitle any candidate to be called for interview. The short listing of candidates will be done as the shortlisting criteria given below as Appendix I.
5. The Academic score as specified in Appendix I for college shall be considered for short-listing of the candidates for interview only, and the overall selection procedure shall incorporate transparent objective and credible methodology of analysis of merits and credentials of the applicants based on weightages given to the performance of the candidates in different relevant dimensions (like academic performance, research experience, demo class and interview).
6. The college reserves the right to revise/reschedule/ suspend the recruitment process without assigning any reason. The decision of the college shall be final and no appeal in this regard shall be entertained.
7. Number of candidates to be called for the interview shall be decided by the college.
8. Any corrigendum/changes/updates related to the recruitment process shall be available in the News and Announcement section of the college website, www.sjcdarjeeling.edu.in.
9. Please attach the requisite amount of DD and attested copies of documents with the application.
10. Incomplete application will be summarily rejected.
11. Applicants already in service (Government/Private) must apply through proper channel.
12. Properly filled in application forms with requisite amount of DD and attested copies of documents must reach the undersigned through registered post/by hand on or before the last date of submission as specified.
13. Any kind of canvassing by the candidates is prohibited, if found shall lead to cancellation of candidature.
14. Any legal matters arising are to be in the exclusive jurisdiction of the courts of Darjeeling.
15. Apply to the Principal, St Joseph's College, P.O. North Pont, Dist Darjeeling, W.B. 734104 within ten days of this advertisement. Applications may be delivered either by post or in person to the Principal's Office within the specified time frame.

Principal

Appendix I

Guidelines for Screening/Shortlisting of candidates for appointment to the post of Assistant Professor in St Joseph's College.

In order to be called for interview and to enable the Selection Committee to have a comprehensive assessment of the candidates, applications received for the faculty positions shall be screened on the basis of the academic and other related credentials of the candidates through the following criteria.

For the post of Assistant Professor, the criteria for evaluation of candidates for determining their eligibility for shortlisting shall be on based on a 100 point scale. The distribution of marks be as follows.

I. Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professor

Criteria for Shortlisting of Candidates for Interview for the Post of Assistant Professor					
<u>Sl.No.</u>	<u>Academic Record</u>	<u>Score</u>			
1	Secondary or Equivalent	80% & Above = 08	60% to less than 80% = 06	55 % to less than 60% = 04	45% to less than 55% = 02
2	Higher Secondary or Equivalent	80% & Above = 10	60% to less than 80% =08	55 % to less than 60% = 06	45% to less than 55% = 04
3	Graduation	80% & Above = 15	60% to less than 80% =13	55 % to less than 60% = 11	45% to less than 55% = 09
4	Post-Graduation	80% & Above = 20	60% to less than 80% = 18	55% (50% in case of SC/ST/OBC (non-creamy layer)/PwBD to less then 60% = 16	
5	M. Phil.	60% & Above = 07	55 % to less than 60% = 05		
6	Ph.D.	18			
7	NET with JRF	10			
8	NET	08			
9	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)(Maximum 06)	06			
10	Teaching/Post-Doctoral Experience(2 marks for one year each)#(Maximum 10)	10			
11	Awards(Maximum 03)				
	International/National Level (Awards given by international Organizations/Government of India/Government of India recognized National Level Bodies)	03			

	State – Level (Awards given by State Government)	02
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However, if the period of Teaching/Post- doctoral experience is less than one year, then the marks shall be reduced proportionately.

Note:

(A)(i)	M.Phil. + Ph.D.	Maximum	-	18 Marks
(ii)	JRF/NET	Maximum	-	10 Marks
(ii)	In awards category	Maximum	-	03 Marks
(B)	Academic Score	(Maximum)	-	81
	Research Publications	(Maximum)	-	06
	Teaching Experience	(Maximum)	-	10
	Awards	(Maximum)	-	03
	Total Score		-	100

II. Shortlisting of candidates: Criteria and Process

1. The Screening Committee will draw a list of all the candidates indicating the marks scored by them in descending order i.e. starting from the candidate getting the highest marks towards the candidates getting the lower marks.
2. In case of tie in the marks of two or more candidates, the candidate having the higher/highest marks at the Master's level shall be ranked above the other(s).
3. For appointment in the College, all candidates securing 80 marks and above shall be called for interview for posts of Assistant Professors. The minimum of 10 or all applicants for the first vacancy and minimum 5 or all applicants for every additional vacancy shall be called for interview in order of their ranks in the list prepared by the Screening Committee on the basis of marks scored by the candidates. In case the minimum number of candidates as specified above is not available, the benchmark of 80 marks may be progressively lowered as required, until the minimum eligibility is reached so the minimum number of applicants as mandated in the rules above can be called for the interview.
4. The marks awarded to the candidates during the process of screening of applications shall not have any weightage/credit or merit during assessment/interview of the candidates by the Selection Committee as these marks shall be used only for Screening/shortlisting purposes.
5. The time taken by candidates to acquire M.Phil. and /or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.
6. In case of any dispute with regard to screening of the applications, the decision of the Screening Committee shall be final.
7. The status of short-listing will be made available in the college website: www.sjcdarjeeling.edu.in.
8. In case of any dispute arising out of the shortlisting process. The decision of the College shall be final and binding on the applicant.

III. Important Note

1. The Entire onus of the content/authenticity of the information being provided in the form of application and its attachments shall exclusively rest with the applicant in terms of eligibility for recruitment and for subsequent selection through due process.
2. The College shall, in no way, be responsible for any error/omission/commission/suppression of relevant information by the applicant knowingly/unknowingly/overtly/covertly while filling up the application form and attaching the documents required therein.
3. In case the applicant gets screened/shortlisted/selected/appointed on the basis of the credentials furnished by him/her which are, on scrutiny, found to be incorrect/inadmissible/forged/fabricated/falsified, his/her candidature shall be liable to be cancelled at any stage of the recruitment/at any time during the tenure of the service and appropriate legal action under applicable law shall be initiated against the applicant.
4. The College reserves the right to modify /withdraw/cancel any communication made to the applicant. In case of any dispute arising out of such a situation. The decision of the College shall be final and binding on the applicant.

PRINCIPAL