



Government of Jammu and Kashmir  
Higher Education Department  
Civil Secretariat, J&K

\*\*

Notification

Jammu the 29<sup>th</sup> April, 2026

S.O. 125 .- In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Lieutenant Governor is pleased to make the following Rules, namely:-

**1. Short title and commencement:-**

(1) These rules may be called "The Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2026".

(2) These Rules shall come into force from the date of their publication in the Official Gazette.

**2. Definitions:-** In these rules, unless the context otherwise requires,-

- a. **"Administrative Department"** means the Department of the Government in the Civil Secretariat holding the administrative charge of the service;
- b. **"Cadre"** means the cadre of the service;
- c. **"Commission"** means the Jammu and Kashmir Public Service Commission;
- d. **"CAS"** means Career Advancement Scheme for College Teachers (Level-10 to 13A) as per UGC guidelines notified on 18-07-2018 with amendments from time to time;
- e. **"DPC"** means Departmental Promotion Committee to be constituted by the Administrative Department for promotion /placement of teaching and non-teaching faculties;
- f. **"Equivalence Committee"** means Committee constituted for Equivalence of Degrees constituted by the Government;
- g. **"Government"** means the Government of Jammu and Kashmir ;
- h. **"Head of the Department"** means Head of the Department holding the administrative control of the organization;
- i. **"Member of the Service"** means a person appointed to a post in the service under the provisions of these rules;
- j. **"Post"** means a permanent post carrying a definite time scale sanctioned by the competent authority;
- k. **"Rules"** means the Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2026;
- l. **"Schedule"** means the schedule(s) annexed to these rules;
- m. **"Selection Committee"** means Committee for selection of Director Colleges;
- n. **"Service"** means the Jammu and Kashmir Education (Gazetted) College Service;
- o. **"UT"** means the Union Territory of Jammu and Kashmir;

- p. "UGC Guidelines" means guidelines issued by the University Grants Commission dated 18-07-2018 with amendments from time to time; and
- q. Words and expressions used in these rules but not defined shall have the same meaning as assigned to them in the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

### **3. Constitution of Service:-**

(1) From the date of commencement of these rules, there shall be constituted the "Jammu and Kashmir Education (Gazetted) College Service".

(2) The Government may, at the commencement of these rules, appoint to the service any person who at the commencement of these rules is holding in a substantive capacity any post included in the cadre of the service;

Provided that for the purposes of initial constitution of service, the person holding any post in a substantive capacity to which he was appointed by the competent authority under rules included in the cadre of the service in its sanctioned scale of pay shall be deemed to have been appointed to the service under these rules if he/she is fully qualified to hold the post under these rules unless he/she opts otherwise within 15 days from the commencement of these rules.

Explanation :- The word "holding" means a person holding a post included in the cadre of the Jammu and Kashmir Education (Gazetted) College Service in its sanctioned scale of pay on regular basis under orders of the competent authority and will not cover the persons holding a post on ex-cadre/ deputation basis or on adhoc basis or in a stop gap arrangement.

### **4. Strength and Composition of the Service:-**

(1) The authorized permanent and temporary strength of the cadre and the nature of the posts included therein shall be determined by the Government from time to time and shall, at the initial constitution of the service under these rules, be such as specified in the Schedule-1 annexed to these rules.

Provided that the Government may create temporary posts in the cadre of the service for specified period as may be considered necessary from time to time.

(2) The Government shall, at the interval of every five years or at such other intervals as may be necessary, re-examine the strength and composition of the cadre of the service and make such alterations therein as is required.

### **5. Qualification and Method of Recruitment :-**

(1) No person shall be eligible for appointment by direct recruitment, placement/ selection to any post in any class, category or grade in the service unless he/she possesses the prescribed qualifications / equivalent qualification (certified by the standing Equivalence Committee) in the subject as per Schedule-II and fulfils other requirements of recruitment as provided in the rules and orders of the Government for the time being in force;

(2) Appointment to the service shall be made:

- a. By direct recruitment ; or
- b. By selection/placement ;
- c. By deputation ;

Provided that:-

- I. all the posts under direct recruitment shall be filled through J&K Public Service Commission as per the rules/orders of the Government issued for the purpose in terms of SRO-166 of 2005 Dated:- 14-06-2005 and as per Appendix-II (Table 3 B) of UGC Guidelines for short listing of the candidates.
- II. all posts to be filled by placement shall be processed through DPC (for level 11 & 12) and DPC/PSC (for level 13-A) read with Appendix-II, (Table 1) of UGC guidelines.
- III. all posts of Principals shall be filled upon by selection through DPC/PSC read with Appendix-II, (Table 2 for Level 14) of UGC guidelines.
- IV. post of Director Colleges shall be filled upon recommendations of the Selection Committee constituted by the Government.

**6. Probation:-**

(1) Persons appointed to the service, either by direct recruitment or by selection shall be on probation for a period of two years and their confirmation for class or category shall be made under the provisions of Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956.

(2) The pay of a person appointed to the service under these rules shall be regularized as per the provisions of J&K Civil Service Regulations or general rules as issued from time to time.

**7. Reservation in appointments:-** While making appointments reservation shall be made in accordance with the rules and orders issued from time to time for members of Scheduled Castes/Scheduled Tribes/Backward Classes or any other category or class persons under the provisions of Jammu and Kashmir Reservation Act, 2004 and the rules made thereunder.

**8. Training and departmental examinations:-** Persons appointed to the service by competitive examination or selection/promotion shall be required to undergo such training from time to time during the course of service and to pass during the period of service such departmental examination as the Government may prescribe :

Provided that the Government may exempt, either wholly or partly, from such training or departmental examination, persons who have passed a departmental examination or undergone training declared by Government to be equivalent to a departmental examination or training prescribed under these rules.

**9. Eligibility of Government Servant for Direct Recruitment:-** A person already in the Government service may apply through proper channel for direct recruitment to a vacant post in any particular class or category in the service, if he/she possesses the educational and other qualifications prescribed for recruitment to such class or category of post. The upper age limit of such Government servants shall be 45 years as on 1<sup>st</sup> of January of the year of advertisement.

Provided that in case of a post which requires a higher degree of specialization and/or experience the Government may prescribe higher age limit.

**10. Maintenance of Seniority Lists:-** Seniority of the members of the service shall be regulated under the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules, 1956. The Administrative Department shall maintain a up-to-date and final seniority list of members of the service.

**11. Residuary Matters:-** In regard to matters not specifically covered by these rules, the members of the service shall be governed by the rules/regulations and orders applicable to the Civil Service of U.T of Jammu & Kashmir in general.

**12. Interpretation:-** If any question arises relating to the interpretation of these rules, the matter shall be referred to the Administrative Department whose decision thereon shall be final and binding.

**13. Repeal and Savings:-**

(1) The Jammu and Kashmir Education (Gazetted) College Service Recruitment Rules, 2008 read with SRO-124 of 2014 dated 21-04-2014 are hereby repealed.

(2) Notwithstanding such repeal, any appointment order made or action taken under the provisions of the rules so repealed shall be deemed to have been made or taken under corresponding provisions of these rules.

**By order of the Lieutenant Governor, J&K.**

**Sd/-**

**(Ram Niwas Sharma) IAS**

Commissioner/ Secretary to the Government  
Higher Education Department

No. HED-estb/31/2021-04 (20537)

Dated: 29 .04.2026

Copy to the:-

1. Advocate General, J&K.
2. All Financial Commissioners (Additional Chief Secretaries).
3. Principal Accountant General, J&K.
4. All Principal Secretaries to the Government.
5. Principal Secretary to the Hon'ble Lieutenant Governor, J&K.
6. All Commissioner/Secretaries to the Government.
7. Principal Resident Commissioner, 5-Prithvi Raj Road, New Delhi.
8. Director Information, J&K.
9. Secretary, J&K Public Service Commission.
10. Director Archives, Archaeology and Museums, J&K.
11. Director Colleges, J&K.
12. Registrars of all the Universities.
13. OSD to the Hon'ble Minister, Higher Education Department for kind information of the Minister.
14. General Manager, Government Press, Jammu/ Srinagar for information with the request that the notification may kindly be published in the extra-ordinary volume of the Government Gazette.
15. Private Secretary to the Chief Secretary, J&K.
16. Private Secretary to Commissioner/ Secretary to the Government, Higher Education Department.
17. I/C Website, Higher Education Department
18. Stock/ Relevant files.

**(Sanjay Kumar Tickoo) JKAS**

Deputy Secretary to the Government

**Schedule -I**

| S.No         | Designation of the post as per SRO-124                                 | Pay Level                                                              | Revised sanctioned strength |
|--------------|------------------------------------------------------------------------|------------------------------------------------------------------------|-----------------------------|
| 1            | Director Colleges                                                      | Level-14 (144,200-218200) with special allowance of Rs.5000/per month  | 01                          |
| 2            | Principal                                                              | Level-14 (144200-218200) with special allowance of Rs. 3000/ per month | 144                         |
| 3            | Associate Professor                                                    | Level-13A (Rs.131400-217100)                                           | 3635                        |
|              | Assistant Professor (Selection Grade I)                                | Level-12 (Rs.79800-211500)                                             |                             |
|              | Assistant Professor (Senior Scale)                                     | Level-11 (Rs.68900-205200)                                             |                             |
|              | Assistant Professor                                                    | Level-10 (Rs.57700-182400)                                             |                             |
| 4            | College Director of Physical Education and Sports (Selection Grade II) | Level-13A (Rs.131400-217100)                                           | 143                         |
|              | College Director of Physical Education and Sports (Selection Grade I)  | Level-12 (Rs.131400-217100)                                            |                             |
|              | College Director of Physical Education and Sports (Senior Scale)       | Level-11 (Rs.68900-205200)                                             |                             |
|              | College Director of Physical Education and Sports                      | Level-10 (Rs.57700-182400)                                             |                             |
| 5            | Librarian (Selection Grade II)                                         | Level-13A (Rs.131400-217100)                                           | 91                          |
|              | Librarian (Selection Grade I)                                          | Level-12 (Rs.79800-211500)                                             |                             |
|              | Librarian (Senior Scale)                                               | Level-11 (Rs.68900-205200)                                             |                             |
|              | Librarian                                                              | Level-10 (Rs.57700-182400)                                             |                             |
| 6            | Assistant Engineer (EDUSAT Hub)                                        | Level-10A (Rs.56600-179800)                                            | 02                          |
| <b>Total</b> |                                                                        |                                                                        | <b>4016</b>                 |

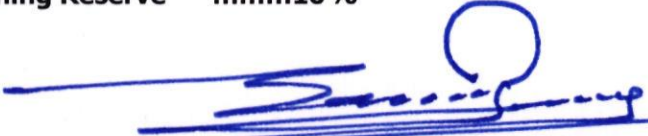
1. **Principal**

**Deputation Reserve.....10%**

2. **Associate/Assistant Professor**

**Deputation Reserve.....10%**

**Training Reserve .....10%**

  
**(Sanjay Kumar Tickoo) JKAS**

Deputy Secretary to the Government

**Schedule -II**

| Class | Category | Designation         | Revised pay structure                                                  | Minimum Qualification for direct recruitment | Method of recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------|----------|---------------------|------------------------------------------------------------------------|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| I     | A        | Director Colleges   | Level-14 (144,200-218200) with special allowance of Rs.5000/per month  |                                              | By selection on the basis of merit, suitability seniority and integrity from amongst the Principals of Colleges with at least three years substantive service as such and recommended by a Selection Committee from amongst the panel of five senior most Principals.                                                                                                                                                                                                                                                                                                                                                                                                |
|       | B        | Principal           | Level-14 (144200-218200) with special allowance of Rs. 3000/ per month |                                              | By selection through PSC from Class II category A (Associate Professors) with 3 years experience & holding PhD Degree in any subject (However, for the post of Principal College of Education /IASE, the minimum qualification shall be M. Ed or its equivalent with Ph. D) having at least 15 years of teaching experience in Colleges, subject to the following conditions:<br><br>i. Minimum of 10 publications in peer or UGC listed Journals.<br><br>ii. Minimum of 80 research score as per UGC guidelines issued from time to time.<br><br>Provided that the number of candidates to be considered shall not ordinarily exceed five time the number of posts. |
| II    | A        | Associate Professor | Level-13A (Rs.131400-217100)                                           |                                              | By promotion on the recommendations of PSC/DPC from Class-II Category-B holding Ph.D Degree in relevant subject/discipline                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

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|  |  |  |  |  | <p>and having at least three years service in such category , subject to the conditions as laid down by the UGC notified vide No. on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:</p> <p>a) Consistent satisfactory performance appraisal reports;</p> <p>b) completed one course/ Programme from amongst the categories of refresher relevant course/methodology workshop/Syllabus up-gradation workshop/teaching-learning-evaluation technology programme/ faculty development programme of at least two weeks (10 days) duration (or two courses of at least one week) five days duration in lieu of every single course/programme of at least two weeks (10 days duration).</p> <p>OR</p> <p>Completed one MOOCs course (with e-certification) or contribution towards development of e-content in 4-quadrants (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10-modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.</p> |
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| II | B | Assistant Professor<br>(Selection Grade) | Level-12 (Rs.79800-211500) |  | <p>By placement on the recommendations of Selection Committee/DPC, constituted by the Administrative Department for the purpose, from Class II Category-C having completed five years of service in such category subject to the conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <p>a. Consistent satisfactory performance appraisal reports;</p> <p>b. Attended any two of following courses/ programmes in the last 5 years.</p> <p>Refresher/Research Methodology courses/ workshop, syllabus, Up Gradation Workshop/ Teaching- Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes/ Syllabus Up Gradation of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (10 days) duration);</p> <p>OR</p> <p>completed MOOCs course in relevant subject (with e-certification); or contribution towards development of e-contents in four quadrants (at least one quadrant) minimum of 10 modules of a course/ contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.</p> |
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| II | C | Assistant Professor<br>(Senior scale) | Level-11 (Rs.68900-205200) |  | <p>By placement on the recommendations of Selection Committee/DPC, constituted by the Administrative Department for the purpose, from Class II Category-D/E/F/G having at least Four years substantive service in such category having Ph.D Degree or five years service having M.Phil, or Six Years of service for those without Ph.D/M.Phil. subject to the conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time and having:-</p> <p>I.Consistent satisfactory performance appraisal reports;</p> <p>II.Attended one orientation course of 21 days duration on Teaching Methodology; and</p> <p>III.Any one of the following completed one refresher or research methodology course.</p> <p>OR</p> <p>Any two of the following: Workshop, Syllabus, Up-gradation Workshop, Training-Teaching- Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (five days) duration.</p> <p>OR</p> <p>Completed one MOOCs course (with e-certification) or development of e-contents in four quadrants/MOOCs course during the assessment period.</p> |
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| II | D | Assistant Professor<br>(all disciplines except<br>mentioned against<br>Category-II E/F/G | Level-10 (Rs.57700-<br>182400) | <p>Either A Or B</p> <p>A. Masters Degree with 55% marks {50%, excluding any grace marks in case of SC/ST/Differently abled (Physically visually differently abled) categories /Ph.D Degree Holders, who have obtained their Master Degree prior to 19<sup>th</sup> September, 1991.</p> <p>or</p> <p>An equivalent grade in a point scale wherever the grading system is followed) in a concerned/ relevant/allied subject, from an Indian University or an equivalent degree from an accredited foreign University.</p> <p>Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>or</p> <p>who are or have been awarded a Ph. D degree in accordance with the UGC (Minimum Standards and procedures for award of M.Phill/ Ph.D Degree) regulations 2009 or 2016 and their amendments from time to time as the case may be exempted from NET /SLET/SET</p> <p>Provided, the candidates registered for the Ph.D Program prior to 11<sup>th</sup> July 2009 shall be governed by the provisions of the then existing ordinances /bye laws / regulations of the institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent position in Colleges/Institutions subject to the fulfilment of the following conditions</p> | 100% by Direct Recruitment |
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|  |  |  | <p>a) The Ph.D degree of the candidate has been awarded (by any Indian /Foreign University recognized by UGC/AIU) in a regular mode.</p> <p>b) The Ph.D thesis has been evaluated by at least two external examiners.</p> <p>c) An open Ph.D Viva Voce of the candidate has been conducted.</p> <p>d) The candidate has published two research papers from his/her Ph.D work out of which at least one is in a refereed journal.</p> <p>e) The candidate has presented at least two papers based on his /her Ph.D work in conference/ seminars sponsored / funded /supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>NOTE :</p> <p>NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET and where NET/SLET/SET is not conducted in similar such subjects.</p> <p>OR</p> <p>B. The Ph. D Degree has been obtained from a foreign University/ institutions with a Ranking world University ranking among top 500 in the world University Ranking (at any time by any one of the following</p> <p>I.Quacquarelli Symonds (QS)</p> |  |
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|  |   |                                 |                               | <p>II.The Times Higher Education (THE) or</p> <p>III. the Academic Ranking of World Universities (ARWU) of Shinghai Jiao Tong University (Shanghai)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                            |
|  | E | Assistant Professor:<br>(Music) | Level-10<br>(Rs.57700-182400) | <p>Either A or B</p> <p>A). Masters Degree with 55% marks {50%, excluding any grace marks in case of SC/ST/ Differently-abled (Physically visually differently-abled) categories/Ph.D. Degree Holders who have obtained their Maters Degree prior to 19<sup>th</sup> September, 1991}.</p> <p>or</p> <p>An equivalent grade in a point scale wherever grading system is followed in a relevant subject, or an equivalent degree from an Indian /Foreign University.</p> <p>Besides fulfilling the above qualifications, the candidates must have cleared the (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the UGC (Minimum Standards and Procedures for award of M.Phill/Ph.D Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET/SLET.</p> <p>Provided further, candidates registered for the Ph. D Programme prior to 11<sup>th</sup> July, 2009 shall be governed by the provisions of the then existing ordinances /bye laws / regulations of the institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/ SLET/ SET for recruitment and appointment of Assistant Professor subject to the fulfilment of the following conditions:-</p> | 100% by Direct Recruitment |

|  |  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |
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|  |  |  | <p>a) The Ph.D Degree of the candidate has been awarded to a candidate in a regular mode (by a University recognized by UGC/AIU).</p> <p>b) The Ph.D thesis has been evaluated by at least two external examiners.</p> <p>c) An open Ph.D Viva Voce of the candidate has been conducted.</p> <p>d) The candidate has published two research papers from his/her Ph.D work out of which at least one is in a refereed journal.</p> <p>e) The candidate has presented at least two papers based on his /her Ph.D work in conference/seminars sponsored/funded /supported by the UGC/ ICSSR/CSIR or any similar agency.</p> <p>Note 1:</p> <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>Note 2 :</p> <p>Clearance of NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).</p> <p>OR</p> <p>B). A traditional or a professional artist with highly commendable professional achievement in the concerned subject having a Bachelors Degree , who has :-</p> <p>i. studied under noted / reputed traditional Master(s ) /Artist(s);</p> |  |
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|  |   |                                                                                             |                            | ii. Has been 'A' grade Artist of AIR/ Doordarshan;<br>iii. Has the ability to explain the logical reasoning of subject concerned; and<br>iv. Has adequate knowledge to teach theory with illustrations in the discipline concerned.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                            |
|  | F | Assistant Professor:<br><br>(Academic Level 10)<br><br>Management & Business Administration | Level-10 (Rs.57700-182400) | Either A or B<br><br>A). Master's Degree in Business Administration with atleast 60% marks from an Indian University, or an equivalent degree from an accredited foreign University 55%, excluding any grace in case of SC/ST/ Differently abled (Physically and visually differently abled) categories /Ph.D Degree holders, who have obtained their Masters degree prior to 19 <sup>th</sup> September 1991}.<br><br>Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D degree in accordance with the UGC (Minimum standards and procedures for award of M.Phil/ Ph.D Degree) regulations 2009 or 2016 and the amendments from time to time as the case may be excepted from NET/SET/SLET.<br><br>Provided however, that candidates registered for the Ph.D Programme prior to 11 <sup>th</sup> July, 2009 shall be governed by the provisions of the then existing ordinances /bye laws /regulations of the institutions awarding the degree and such Ph. D candidates shall be exempted from the requirement of NET /SLET /SET for recruitment and appointment of Assistant Professor subject to the fulfilment of the following conditions:- | 100% by Direct Recruitment |

|  |  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |
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|  |  |  | <p>a. The Ph.D degree of the candidate has been awarded in a regular mode (by any Indian /Foreign University recognized by UGC/AIU).</p> <p>b. The Ph.D thesis has been evaluated by at least two external examiners.</p> <p>c. An open Ph.D Viva Voce of the candidate has been conducted.</p> <p>d. The candidate has published two research papers from his/her Ph.D work out of which at least one is in a referred journal.</p> <p>e. The candidate has presented at least two papers based on his /her Ph.D work in conference/seminars sponsored / funded /supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p>The fulfilment of these conditions is to be certified by the registrar or the dean (Academic Affairs) of the University.</p> <p>NOTE :</p> <p>NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>OR</p> <p>B ) The Ph. D Degree has been obtained from a Foreign University/ institutions with world university ranking among top 500 Universities ( at any time ) by any one of the following</p> <p>(i) Quacquarelli Symonds (QS)</p> <p>(ii)The Times Higher Education (THE) or</p> <p>(iii) the Academic Ranking of World Universities (ARWU) of Shinghai Jiao Tong University (Shanghai)</p> |  |
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|  | <p>G Assistant Professor</p> <p>a) Computer Application</p> <p>b) Information Technology</p> | <p>Level-10 (Rs.57700-182400)</p> | <p>Either A or B</p> <p>A). Master's Degree in relevant subject with atleast 60% marks from an Indian University, or an equivalent degree from an accredited foreign University.</p> <p>{55%, excluding any grace in case of SC/ST/ Differently abled (Physically and visually differently abled) categories /Ph.D Degree holders, who have obtained their Masters degree prior to 19<sup>th</sup> September 1991}.</p> <p>Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D degree in accordance with the UGC (Minimum standards and procedures for award of M.Phill/ Ph.D Degree) regulations 2009 or 2016 and the amendments from time to time as the case may be exempted from the NET/ SLET/SET.</p> <p>Provided however, that candidates registered for the Ph.D Programme prior to 11<sup>th</sup> July 2009 shall be governed by the provisions of the then existing ordinances /bye laws / regulations of the institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of assistant professor subject to the fulfilment of the following conditions</p> <ol style="list-style-type: none"> <li>The Ph.D degree of the candidate has been awarded in a regular mode (by any Indian /Foreign University recognized by UGC/AIU).</li> <li>The Ph.D thesis has been evaluated by at least two external examiners</li> <li>An open Ph.D Viva Voce of the candidate has been conducted.</li> </ol> | <p>100% by Direct Recruitment</p> |
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|                                                          |  |                                                                        |                              | <p>d. The candidate has published two research papers from his/her Ph.D work out of which at least one is in a referred journal.</p> <p>e. The candidate has presented at least two papers based on his /her Ph.D work in conference/ seminars sponsored / funded /supported by the UGC/ ICSSR/ CSIR or any similar agency</p> <p>The fulfilment of these conditions is to be certified by the registrar or the dean (Academic Affairs) of the University.</p> <p>NOTE :</p> <p>NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>OR</p> <p>B) The Ph. D Degree has been obtained from a foreign university/ institutions with world ranking among top 500 world Universities Ranking ( at any time ) by any one of the following :</p> <p>(i) Quacquarelli Symonds (QS)</p> <p>(ii) The Times Higher Education (THE) or</p> <p>(iii) The Academic Ranking of World Universities (ARWU) of Shinghai Jiao Tong University (Shanghai).</p> |                                                                                                                                                                                               |
| <b>College Director of Physical Education and Sports</b> |  |                                                                        |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                               |
| I                                                        |  | College Director of Physical Education and Sports (Selection Grade-II) | Level-13A (Rs.131400-217100) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | By promotion on the recommendations of PSC/DPC from Class-II, having at least three years substantive service in such category subject to the conditions as laid down by the UGC, notified on |

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|    |  |                                                                       |                            |  | <p>18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <p>a. Consistently satisfactory performance appraisal reports;</p> <p>b) Attended any one of the following course during last three years:</p> <p>i) Completed one course/ programme from among the categories of Refresher Course, Research methodology workshop.</p> <p>ii) Teaching -learning-evaluation programme/Faculty Development Programme of at least two weeks (ten days) duration.</p> <p>or</p> <p>completed two courses of at least one week (five days) duration in lieu of every single course/ programme of at least two weeks (10 days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/ programme of at least two weeks (ten days) duration.</p> <p>or</p> <p>iii) taken/developed one MOOCs course in the relevant subject (with e-certification).</p> |
| II |  | College Director of Physical Education and Sports (Selection Grade-I) | Level-12 (Rs.79800-211500) |  | By placement on the recommendations of Selection Committee/DPC, constituted by the Administrative Department for the purpose, from Class III having completed five years of service in such                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

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|     |  |                                                                  |                            |  | <p>category subject to the conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <p>a. Consistent satisfactory performance appraisal reports;</p> <p>b) He/ She has done any two of the following in the last 5 years :</p> <ul style="list-style-type: none"> <li>i. Completed one course/ programme from among the categories of Refresher courses, research methodology workshops.</li> <li>ii. Teaching-Learning-Evaluation Technology/Programmes/Faculty Development Programmes of at least two weeks (ten days) duration,<br/>or</li> <li>iii. Completed two courses of at least one week (five days) duration in lieu of every single course/ programme of at least two weeks (10 days duration), and</li> <li>iv. Taken/developed one MOOCs course in the relevant subject (with e-certification).</li> </ul> |
| III |  | College Director of Physical Education and Sports (Senior Scale) | Level-11 (Rs.68900-205500) |  | Committee/DPC, constituted by the Administrative Department for the purpose, from Class-IV having at least four years substantive service with Ph.D degree in Physical Education/ Physical Education and Sports and five year Service for those M.Phil degree and Six years of service for those without Ph.D/ M. Phil degree subject to the conditions as laid down by the UGC, notified                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |

|    |  |                                                   |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|    |  |                                                   |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p>on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <ol style="list-style-type: none"> <li>Consistent satisfactory performance appraisal reports;</li> <li>Attended one orientation course of 21 days duration.</li> <li>competed one of the following: <ol style="list-style-type: none"> <li>Refresher /research methodology course /workshop.</li> <li>Training Teaching-learning-evaluation technology programme/ Faculty Development Programme of at least five days duration</li> <li>Taken development one MOOCs course (with e-certification).</li> </ol> </li> </ol> |
| IV |  | College Director of Physical Education and Sports | Level-10 (Rs.57700-182400) | <p>Either A or B</p> <p>A) Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (50% excluding any grace marks, in case of Scheduled Caste/Scheduled tribe /Differently-abled (Physically and Visually differently abled or an equivalent grade in point scale wherever grading system is followed Categories/ Ph.D degree holders who have attain their master degree prior to 19<sup>th</sup> Sept, 1991.</p> <p>ii) Record of having represented the University/College at the inter-university/inter-collegiate competitions of the state and/or national championships.</p> | 100% by Direct Recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|  |  |  | <p>Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>or</p> <p>who are or have been awarded a Ph. D degree in Physical Education or Physical Education and Sports or Sports Science in accordance with the UGC (Minimum standards and procedures for award of M.Phil/ Ph.D Degree) regulations 2009 or 2016 and their amendments from time to time as the case may be.</p> <p>Provided however, that candidates registered for the Ph.D Programme prior to 11<sup>th</sup> July, 2009 shall be governed by the provisions of the then existing ordinances /bye laws / regulations of the institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of College Director of Physical Education and Sports/Assistant Director or equivalent positions in Colleges subject to the fulfilment of the following conditions:</p> <ol style="list-style-type: none"> <li>The Ph.D degree of the candidate has been awarded in regular mode (any Indian /Foreign University recognized by UGC/AIU.)</li> <li>The Ph.D thesis has been evaluated by at least two external examiners</li> <li>An open Ph.D Viva Voce of the candidate has been conducted.</li> <li>The candidate has published two research papers from his/her Ph.D work out of which at-least one is in a referred journal.</li> </ol> |  |
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|                  |  |                                |                              | <p>e. The candidate has presented at least two papers based on his /her Ph.D work in conference/seminars sponsored /funded /supported by the UGC/ ICSSR/CSIR or any similar agency.</p> <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean Academic Affairs) of the University concerned.</p> <p>Passed the physical fitness test conducted in accordance with the UGC Regulations 2018.</p> <p>NOTE -1.</p> <p>NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET</p> <p>OR</p> <p>B) An Asian Game or Common Wealth Games, Medal winner who has a degree at least at Post graduation level</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Librarian</b> |  |                                |                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| I                |  | Librarian (Selection Grade-II) | Level-13A (Rs.131400-217100) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>By promotion on the recommendations of PSC/DPC from Class II having at least three years substantive service in such category subject to the conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <p>a. Consistent satisfactory performance appraisal reports;</p> <p>b. Attended any one of the following course during last three years:</p> |

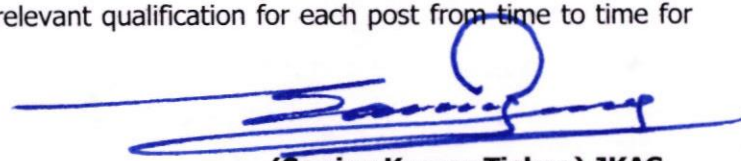
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|    |  |                                  |                               |  | <ul style="list-style-type: none"> <li>i. Training/ seminar/ workshop/course on automation and digitization</li> <li>ii. Maintenance and related activities as per UGC, at least two weeks (10 days) duration,</li> <li>iii. Two courses of at least one week (five days) duration in lieu of every single course/programme of at least 2 weeks (10 days) duration.</li> <li>iv. taken/developed one MOOCs course in the relevant subject (with e-certification), and</li> <li>v. Library up-gradation course.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| II |  | Librarian<br>(Selection Grade-I) | Level-12<br>(Rs.79800-211500) |  | <p>By placement on the recommendations of Selection Committee/DPC, constituted by the Administrative Department for the purpose, from Class III, having at least five years substantive service in such category subject to the conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-</p> <ul style="list-style-type: none"> <li>a. Consistent satisfactory performance appraisal reports;</li> <li>b. He/She has done any two of the following courses in the last 5 years: <ul style="list-style-type: none"> <li>i. Training/Seminar/ Workshop/Course on automation and digitalization.</li> <li>ii. Maintenance and other activities (as per UGC guidelines) of at least two weeks (10 days) duration (or) completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least 2 weeks (10 days) duration.</li> </ul> </li> </ul> |

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|     |  |                          |                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | iii. Taken/developed one MOOCs course in the relevant subject (with e-certification) or<br>iv. Library up-gradation course.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| III |  | Librarian (Senior Scale) | Level-11 (Rs.68900-205500) |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | By placement on the recommendations of DPC, from Class IV having at least four years substantive service with Ph.D degree in Library Science/Information Science/Documentation Science or an equivalent degree or five years of experience, having M.Phil degree, or six years of service for those without M.Phil or a Ph.D degree subject to conditions as laid down by the UGC, notified on 18-07-2018 as stipulated below or as may be notified by the UGC from time to time:-<br><br>i. Consistent satisfactory performance appraisal reports;<br>ii. Attended at least one orientation course of 21 days duration, and<br>iii. Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least five days as per UGC Guidelines. |
| IV  |  | Librarian                | Level-10 (Rs.57700-182400) | Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% {50%, excluding any grace in case of SC/ST/ Differently-abled (Physically and visually differently-abled) categories /Ph.D Degree Holders who have obtained their master degree prior to 19 Sept, 1991).<br><br>or<br><br>i. An equivalent grade in a point scale wherever the grading system is followed. | 100% by direct Recruitment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

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|  |  |  |  | <p>ii. A consistently good academic record, with knowledge of computerization of a library.</p> <p>iii. Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC like SLET/SET.</p> <p>or</p> <p>who are or have been awarded a Ph. D Degree in accordance with the UGC (Minimum standards and procedures for award of M.Phil/ Ph.D Degree) regulations 2009 or 2016 and their amendments from time to time as the case may be.</p> <p>Provided however, that candidates registered for the Ph.D Programme prior to 11<sup>th</sup> July, 2009 shall be governed by the provisions of the then existing ordinances /bye laws/ regulations of the institutions awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/ SET for recruitment and appointment of assistant professor or equivalent positions in Colleges subject to the fulfilment of the following conditions:</p> <p>a. The Ph.D degree of the candidate has been awarded in regular mode (from any Indian /Foreign University recognized by UGC/AIU).</p> <p>b. The Ph.D thesis has been evaluated by at least two external examiners</p> <p>c. An open Ph.D Viva Voce of the candidate has been conducted.</p> |  |
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|   |  |                                  |                              | <p>d. The candidate has published two research papers from his/her Ph.D work out of which atleast one is in a referred journal.</p> <p>e. The candidate has presented at least two papers based on his/her Ph.D work in conference/seminars sponsored /funded /supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p><b>NOTE:</b></p> <p>i. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>ii. NET / SLET / SET shall also not be required for such Master's Degree Programmes in disciplines for which NET / SLET / SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p> |                                                       |
| V |  | Assistant Engineer (EDUSAT Hubs) | Level-10 A (Rs.56600-179800) |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | By deputation from Information Technology Department. |

**Note.-** The Standing Committee on Equivalence constituted by the Government shall notify the relevant qualification for each post from time to time for equivalence of the subject/course.

  
**(Sanjay Kumar Tickoo) JKAS**  
 Deputy Secretary to the Government