

Shortlisting criteria for Internal and External candidates

National Institute of Technology Silchar shortlisted candidates for final interview for the selection of faculty posts advertised vide no. NITS/Estt/Faculty/Advt/01/2025 dated 10-03-2025 in four steps after a thread bare discussion between the ACoFAR (Advisory Committee on Faculty Recruitment) and the Director, NITS. The four stages are:

Stage1: Eligibility check

- (i) Consistently good academic record, First class/ First division or equivalent at all levels of examination
- (ii) Online applications received within the cut-off date
- (iii) Signed hard copies of the applications along with all supporting documents received within the cut-off date
- (iv) Earned minimum credit score for the post applied for
- (v) Consideration of specializations of each department.

Stage 2: Short listing for online presentation

Candidate qualified in stage I, an academic performance index (Z) is evaluated. The index Z is obtained as follows:

$$Z = 0.1 * X_1 + 0.1 * X_2 + 0.3 * X_3 + 0.3 * X_4 + 0.2 X_5$$

Where X_1 = Attainment level in percentage in 10th std.

X_2 = Attainment level in percentage in 12th std.

X_3 = Attainment level in percentage in UG examination.

X_4 = Attainment level in percentage in PG examination.

X_5 = Attainment level in publication as per RR credit points (research projects, patents, non-paid SCI/SCOPUS journals and number of completed Ph.D. guidance only).

Notes:

- (a) In case of a candidate having both 12th level and Diploma level marks, 12th level marks are considered.
- (b) For the applicants without M.Tech degree, X_4 component in the Z score is dropped, and the Z value is calculated from other components out of 70, which is finally mapped to 100.
- (c) General rules:
 - (i) Recruitment rules applicable for NITS with amendments and other clarifications, committee reports etc., are followed for determining the eligibility of the applicants.

(ii) Work experience:

Teaching experience: Work experience in the following academic institutions is considered acceptable:

- (1) Working in CFTI/Central Universities/Centrally funded institution/ State Government Institutes
- (2) Working in private institutes/Universities within 100 NIRF ranking in the last 3 years
- (3) Working in reputed foreign universities within 500 QS/THE ranking

Industry /Research experience: Work experience in the following industries of repute is considered acceptable:

- (1) Fortune 500 companies worldwide
- (2) India companies listed in Fortune India 500 ranking
- (3) Public sector undertakings and public sector enterprises
- (4) All Central Government and State Government organizations and laboratories
- (5) Top 200 companies by market capitalization registered under Bombay stock exchange
- (6) Companies listed under NIFTY 50 under National Stock Exchange

After obtaining the Z-score, approximately around 10 times the number of vacant positions in the department are called for online presentation on the basis of Z-score from the top. SC/ST/PWD candidates are provided with necessary relaxations

Stage 3: Shortlisting of candidates for final personal interview on the basis of online presentation

Online interaction session with the candidates selected from Stage 2 were carried out by the respective departments. Candidates were given 20 minutes for presentation (10 minutes on research work and 10 minutes on any topic of UG course) followed by 10 minutes of interaction. Evaluation was done on 100 marks (40 marks on Research presentation, 40 marks on Teaching skill and 20 marks on interaction)

Based on the evaluated marks, the ACoFAR finally recommend the candidates for the final personal interview. Approximately around three times the number of vacant postsfor each department were shortlisted for the final interview in stage 4.

Stage 4: Personal interview by the approved selection committee