

# **Faculty Recruitment @ BITS Pilani at its Campuses at Pilani, Goa and Hyderabad**

## **Introducing BITS to Prospective Faculty**



**BIRLA INSTITUTE OF TECHNOLOGY AND SCIENCE (BITS) PILANI**

December 2019

## Introducing BITS Pilani

Birla Institute of Technology and Science (BITS) Pilani was founded in 1964 and declared “deemed to be a university” under Section 3 of the UGC act, 1956. Its campuses consists of facilities that make an ideal setting for serious study and a well-rounded education. The highly competitive and culturally vibrant campus atmosphere reflects the diversity of the student population who come here from all over the country. Ranked as one of the best Technology University in India, BITS produces some of India’s finest Science, Pharmacy, Engineering and Management graduates. BITS has a clearly focused mission of producing self-reliant and capable professionals.

The Institute has its campuses at Pilani, Goa, and Hyderabad in India and an International campus at Dubai.

## BITS Education System

### Three Tier Structure of Education

Ph. D. Degrees	
Higher Degrees	
On-campus programmes	Work-Integrated Learning Programmes
<p><b>M.E.</b> Biotechnology, Chemical, Chemical with specialization in Petroleum Engineering, Chemical with specialization in Nuclear Engineering, Civil with specialization in Structural Engineering, Civil with specialization in Infrastructure Engineering &amp; Management, Civil with specialization in Transportation Engineering, Civil with specialization in Water Resources Engineering, Communication Engineering, Computer Science, Computer Science with specialization in Information Security, Design Engineering, Electrical with specialization in Power Electronics &amp; Drives, Embedded Systems, Manufacturing Systems Engineering, Mechanical, Mechanical with specialization in Thermal Engineering, Microelectronics, Software Systems</p> <p><b>M. Pharm.</b> M.Pharm., M.Pharm. with specialization in Pharmaceutics, M.Pharm. with specialization in Pharmaceutical Chemistry</p> <p><b>M. Phil.</b> Biological Sciences, Chemistry, Economics, English, Management, Mathematics, Physics</p> <p><b>Master of Business Administration (MBA)</b> Engineering &amp; Technology Management, IT Enabled Services Management, Finance, Marketing</p>	<p><b>M.B.A.</b> Consultancy Management, Finance, Hospital and Health Systems Management, Manufacturing Management, Quality Management.</p> <p><b>M. Tech.</b> Automotive Engineering, Computer Science and Engineering, Design Engineering, Embedded Systems, Environmental Engineering, Manufacturing Management, Microelectronics, Pharmaceutical Operations and Management, Quality Management, Science Communication, Software Engineering, Software Systems, Structural Engineering, Systems Engineering, Telecommunications and Software Engineering, Transportation Engineering</p>

Integrated First Degrees			
On-campus programmes			Work-Integrated Learning Programmes
Group A	Group B	Group C	
<p><b>B.E.</b> Biotechnology, Chemical, Civil, Computer Science, Electrical &amp; Electronics, Electronics &amp; Communication, Electronics &amp; Instrumentation, Manufacturing, Mechanical</p> <p><b>B. Pharm.</b></p>	<p><b>M.Sc.</b> Biological Sciences, Chemistry, Economics, Mathematics, Physics</p>	<p><b>M.Sc.</b> General Studies, Information Systems, Finance</p>	<p><b>M.Sc.</b> Business Analytics, Information Systems</p> <p><b>B.Tech.</b> Engineering Design, Engineering Technology, Information Systems, Manufacturing Technology, Power Engineering, Process Engineering.</p>
Minor programs			
<p>Minor programs are being offered in certain areas as options for integrated first degree students with the intent of encouraging them to add focus to their supplemental learning (outside a major area) as well as recognizing and certifying the knowledge obtained in an area that is outside of their major area. A minor would allow a Department (or multiple Departments) to offer a package of courses in an area/sub-area to students for whom this area/sub-area would not be part of their (major) program (e.g. a minor in Finance for students who are not pursuing a program in Finance). A minor will be recognized by means of a separate certificate. The details of minor programs are described in Part IV.</p>			

## Salient Features

- Merit Based Admissions
- Three Tier Education
- Strong Foundation Courses
- Flexibilities
- Dual Degree
- Practice School
- Evaluation with Letter grading
- Industry Interface
- Work Integrated Learning
- Technology Enabled Campuses
- Modular and credit based semester system with continuous and internal evaluation

## Admissions

Students seeking admission to the Four year Integrated First Degree Programmes must have completed 12 years of school education with Physics, Chemistry, Mathematics and adequate English.

Admissions are made purely on merit. The admission to the Indian campuses is through a computer based online test, BITSAT. Further, the candidate should have obtained a minimum of aggregate 80% marks in Physics, Chemistry and Mathematics subjects in 12<sup>th</sup> examination, with at least 60% marks in each of the Physics, Chemistry, and Mathematics subjects.

For admission to Higher Degree programmes leading to M.E./M.Pharm./M.Phil./ M.B.A./MPH, shortlisted candidates are required to appear for tests and/or Group discussions and the final admissions are made on the basis of performance in such test/interviews.

Admissions to the Dubai campus are made based on the performance of candidates in the qualifying (12th) examination. For details, please see [www.bitsdubai.com](http://www.bitsdubai.com)

BITS operates on a semester system with continuous and internal evaluation.

## UNIVERSITY-INDUSTRY LINKAGE

A recurring theme in the realm of educational reform and innovation has been that of linking university education with industry experience. Since its very inception in 1964, the Institute has been committed to University-Industry Collaboration. Beginning in 1973, the Institute has taken pioneering initiatives towards the development of institutionalized linkages with industry, through its (i) Practice School, (ii) Technology Innovation Center, and (iii) Off-campus work-integrated learning programmes.

### Practice School

All the Integrated First Degree programmes of the Institute provide a Practice School option which consists of two courses, Practice School I and Practice School II. A student goes to Practice School I of two months' duration during the summer following second year and to Practice School II of five and a half months' duration during the final year. A student who exercises this option receives, on successful completion of the requirements of the programme, a degree which carries the tag, "With Practice School". The curriculum, through Practice School, finds a formal method of bringing the reality of professional environment into the educational process.

### Technology Innovation Centre

Engineers/Scientists from industry bring their research and developmental projects for investigation in the campus. Such investigations are carried out in collaboration with Institute faculty associated with students registered in assigned research or project courses. Several industries have been participating in this programme. While in the campus, these engineers and scientists from industry are given a de-facto

status of faculty members, so that they are encouraged to extend their professional interest much beyond the original scope of operation. Students also undertake identified projects by the industry wherein professional guidance is extended by professionals from industry virtually.

## **Work Integrated Learning Programmes (WILP)**

The Institute conducts Work Integrated Learning Programmes (WILP) as a means of continuing education for employed professionals to meet the Learning & Development needs of a diverse spectrum of industries. These programmes are conducted through a collaborative arrangement between BITS Pilani and the collaborating organization / industry, whose ultimate aim is to build competencies and to attain advancement of technical workplace skills.

## **Academic Flexibilities**

The admission policy and the educational processes at BITS take care of multiple point entry into the programmes and allow several other flexibilities.

While the bulk of admissions are made in the First Semester, a few admissions are also made in the Second Semester. Whenever a student comes with a preparation higher than the minimum required, he will be considered under admission with advanced standing.

One of the most popular flexibilities provided in the Institute's educational structure is the dual degree scheme under which it is possible for a student to work for and complete concurrently two first degrees within a reasonable period of time. There are also flexibilities like transfer from one degree programme to another, horizontally as well as vertically.

## **BITS Pilani Campuses**

### **Pilani Campus**

Pilani is located on the fringes of the shifting sands of the Thar, in the desert state of Rajasthan. It is about 200 km. west of Delhi and about 220 km. North of Jaipur. The Institute buildings, hostels and residential quarters for staff with neatly laid out roads, lawns and gardens, constitute the Pilani campus of about 331 acres.

The climate of Pilani is generally dry and pleasant. Summer temperatures normally peak at 45°C. In winter, temperatures may drop to 0°C. Annual rainfall is about 30 cm.

### **Central Facilities**

The Central Library housed in a new building, covering about 65,000 sq ft area has a collection of over 2,41,981 volumes. The library provides access to over 35000 full text e-journals through 32 online databases, covering the entire range of subjects offered at BITS. Reprographic and offset printing facilities are also available in the Institute.

The Central Workshop is well-equipped with all basic production machines and modern process equipments. The Information Processing Centre which has more than 850 Pentiums and more than 10 SMP Servers, caters to the need of the students and staff. There are also a number of smaller computer centers at different locations of the Institute.

The Institute has a state-of-the-art switched, IPv6-capable, voice enabled network providing connectivity to each hostel room, staff houses, library building, lecture halls, labs and guest-house, with a 42 MBPS circuit to the outside world. All students and staff members are provided Internet and

mailing facility. Instrumentation Centre provides equipment service and maintenance and also facilities for design and development of projects in electronics & instrumentation areas. There is also a Central Analytical Lab. equipped with sophisticated instruments. The Central Animal Facility caters to the needs of faculty and students from Science and Engineering Disciplines involved in animal research and related teaching.

### **Centres/Labs for Specialized Activities**

The campus has set up a number of centers and laboratories of research & development: Centre for Entrepreneurial Leadership, Technology Business Incubation Centre, Centre for Software Development, Centre for Robotics & Intelligent Systems, Centre for Bio-technology, Centre for Renewable Energy and Environment Development, BITS – Motorola Embedded Controller Application Centre, Centre for Instructional Software, Centre for Competency in IBM Visual Age for Java & DB2 Flexible Manufacturing Systems Lab., Fiber Optics Lab., Process Control Lab., Radio Isotope Lab., CISCO-Advanced Networking Lab., Computerized Language Lab., VLSI Design Oyster Lab., etc.

### **Student Life**

BITS, Pilani provides facilities and services that encourage the personal development of every student in the social, physical, cultural and interpersonal domains. These are in direct support of its mission to produce self-reliant young professionals. The cultural and other activities of the students are centered around the Students' Union, a body of 15 representatives elected democratically every year. The Union Clubs include the English Language Activities Society, Hindi Activities Society, English Drama Club, Hindi Drama Club, Music Club, Creative Activities Centre, and Photography Club. There are also other clubs like the Cuckoo Club (bird-watching), Health Club and the Athletics Club that cater to specific student interests.

Apart from enriching cultural life on campus, these clubs have a role to play during OASIS which is the annual All-India cultural festival and the pride of every student in the campus. Probably the biggest such youth festival in the country, OASIS has been widely acclaimed for its professionalism and creativity. APOGEE (A Professions-Oriented Gathering Over Educational Experience), which is an all India annual academic week organized by the students every year, brings together students and professionals from all over for exchange of ideas, viewpoints and experiences pertaining to their technological and literary interests. BOSM (BITS Open Sports Meet), an annual sports festival is organized by the students to compete in various sports and bring to the fore the best in student players.

### **How to Reach Pilani**

Pilani is about 200 km west of Delhi and about 220 km north of Jaipur and it can be reached either by rail or by road. The nearest railway stations are Chirawa on W.R. (16 km) and Loharu on N.R. (24 km). There are connecting buses to Pilani from Loharu and Chirawa railway stations. There are regular bus services between Delhi and Pilani and between Jaipur and Pilani. The buses leave Delhi from Inter-State Bus Terminus, Kashmere Gate, and Jaipur from Rajasthan State Roadways Bus Stand, Sindhi Camp. For more details about BITS, Pilani, Pilani Campus, please look at [www.bits-pilani.ac.in](http://www.bits-pilani.ac.in).

### **K.K. Birla Goa Campus**

The campus at Goa spreads across 180 acres of land overlooking Zuari River located on the National Highway NH17B connecting Marmugao Port to the National highway NH17 (Mumbai – Mangalore). The main building comprises of administrative offices, classrooms, laboratories and Library. Separate hostels for boys, girls and faculty residences are provided. The campus also has shopping complex including a Bank, medical facilities and recreational facilities for students and staff.

The campus has developed a number of labs over various disciplines such as science, engineering, languages and humanities for the use of students and faculty to meet their academic needs. The IT infrastructure of the campus is one of the 'state of the art' implementations among academic

institutions with 10G fiber backbone connecting over 4000 nodes across the campus. Wi-Fi facility is available in all important places including academic buildings, hostels, residences etc. The campus offers most modern technology enabled teaching and research through virtual class room and conferencing using Tele-presence, polycom etc.

The Library complex comprises of a spacious building covering an area of 3512 square feet and is designed to provide several reading halls, a sound proof discussion room equipped with a smart screen, multifaceted reading lounges, and a digital library for convenient internet reference to journals and web resources, apart from a large area earmarked for book storage. The Library has a collection of 38000 books and subscribes carefully selected collection of journals and periodicals, both print and online, and online libraries that also include conference proceedings and eBooks.

The campus is 5.5 km from the airport, 22 km from Madgaon Railway station and 9.5 km from Vasco Railway station. For more details about BITS, Pilani, K.K. Birla Goa Campus, please look at [www.bits-goa.ac.in](http://www.bits-goa.ac.in).

## Hyderabad Campus

The youngest of the four physical campuses of BITS Pilani, the Hyderabad campus began functioning on 29th August 2008. Fully residential, with over 3400 students, and 350 faculty and staff members, the picturesque campus is housed in 200 acres of rugged, rocky terrain characteristic of the region. It is equipped with state of the art infrastructure required for instruction, research, and extra-curricular activities. The campus is situated in the vicinity of institutions like-ICICI Knowledge Park, NALSAR Law University, Institute of Public Enterprise, SP Bio-Tech Park, etc.

The campus at Hyderabad is about 27 Kms away from the Secunderabad Railway Station, on Rajiv Rahadari (Karimnagar Highway) and 78 kms from Hyderabad International Airport. The campus is well connected with Jawaharlal Nehru Outer Ring Road (ORR) as well.

Public transport (route# 212) runs every one hour from Secunderabad Railway Station to the campus. The campus is easily accessible by road with a bus stop just outside the campus. If you are travelling by your own transport, from Secunderabad railway station to Campus you have to travel 22 kms on Rajiv Rahadari/ Karim Nagar Highway, up to Ghatkesar cross-road after Alankruta Resorts in Thumkunta Village and take a right turn (Domos Circle) towards Ghatkesar. After travelling 1.5 KMs on this road, there is again a diversion to the right leading to the Campus. Sign boards indicating the directions to BITS, Pilani Hyderabad campus, are available on the way.

The state of the art laboratories for science and Engineering discipline are available for the faculty and students for their academic and research work. The Central Analytical Lab known as CA Lab is equipped with instruments useful for teaching and research. The Central Computer-Aided-Design (CAD) Laboratory facilitates the computational requirements for teaching and research in Hyderabad campus. Information processing Center (IPC) manages a central pool of resources for the computing requirements of all faculty, staff and students of the institutions.

The Library at BITS, Pilani – Hyderabad campus is a gateway to knowledge resources. The Library is one of the central support services of Hyderabad campus. It provides information services and access to textual and bibliographic digital and print resources to the BITS Community. Institute's state-of-the-art library with two floors spread over 45000sq.ft. Library operations are fully automated with RFID technology. Open 7 days a week, it has a collection of over 35000 books, 900 educational CDs and subscribes to over 120 Indian and foreign journals. The Library also subscribes to 4200+ e-journals Science Direct, ASCE, ASME, ACE, JSTOR, SCiFinder, nature, IEEE etc..

A full-fledged medical center with three doctors (including a gynecologist) has been established with all necessary facilities including a 24x7 ambulance services. The institution has also tied up with reputed corporate hospitals in the city. Diagnostics lab facility also available in the Medical center.

The shopping complex (Connaught Place) comprises of Super Market, Restaurant, Gents saloon, beauty Parlors, Laundry, medical shop, post office, book shop, stationery shop with photocopying facility, bakery, dairy parlor, a fruit and vegetable shop and a juice parlor. State Bank of India Jawaharnagar Branch and two ATMs are located in shopping complex.

Students Activity Centre (SAC) offers facilities for various Games & indoor sports facilities like chess, caroms, Table Tennis, Snookers& Billiards and indoor badminton courts. Gymnasiums with the state-of-the art equipment are also available here. Apart from students, these facilities are open to faculty and their family members as well.

For more details about BITS, Pilani, Hyderabad Campus, please visit <http://www.bits-pilani.ac.in/Hyderabad/>

## **Dubai Campus**

BITS, Pilani - Dubai Campus (BPD) was set-up in September 2000 in Dubai in association with the ETA Ascon Star Group, in response to the growing needs for quality Engineering education among the residents of the Middle East.

The Institution has made great progress in the last 15 years achieving phenomenal growth and innumerable accolades. BPD's student strength has grown to more than 1700, with students seeking admission not only from UAE and other Middle East Countries but also from India and other parts of the world.

BPD has established Academic Collaborations with reputed American Universities for the benefit of its students. The scope of collaboration includes preferential admission to graduate program for BITS students, joint research activities, credits transfer, etc.

The Dubai campus is located at its permanent campus at Dubai International Academic City and offers world-class, state-of-the-art facilities with well-equipped labs and workshops, separate Library block, Academic Block, Sports Complex, Canteen, Clinic, Grocery, Gymnasium and Hostel blocks. There is a separate recruitment process for BITS, Pilani – Dubai campus. For more details about BITS, Pilani, Dubai Campus, please look at [www.bits-pilani.ac.in/dubai](http://www.bits-pilani.ac.in/dubai).

## **Faculty @ BITS**

The innovative educational process at BITS aims at strengthening its first degree apart from continuously evolving its higher degree programmes. The effort is to make all the academic programmes more purposeful and to improve the employability of our graduates. There is a conscious effort to bring the attitude of relevant research & development at all degree levels including the first degree.

The faculty play a significant role in this all round growth of the Institute by participating in various activities which may be categorized as follows:

### **Teaching and Course Development**

The teaching and course development have to be geared to meet the challenge of intellectual endeavours required by the integrated system of education and at the same time to fulfill the expectations and aspirations of the high quality students who are admitted to the Institute from all over India. To achieve these objectives it is essential to secure active participation of students in the learning process and to help them realize the significance of different subjects of study in relation to their total education. The teacher should also be able to contribute to the on-going process of formulating more effective techniques of teaching and evaluation and developing interdisciplinary courses and instructional materials which the system demands.

## Research Involvement

The Institute faculty work in several areas of research of national relevance. The faculty has to merge his/her individual ambition with the Institute's goals and contribute to the research efforts at the First Degree and Higher Degree through theses, practice school projects, Ph.D. degrees, etc. Further, opportunities are available for participation in consultancy activities arising out of linkages established with the outside world. Faculty members are also expected to seek research funding from various national and international agencies.

## Linkage with the outside world

The Institute has forged a meaningful and mutually beneficial linkage with industry by means of several educational programmes at off-campus centres. These exist in the first degree programmes in the form of PS-I and PS-II courses, and in terms of Practice School option at the higher degree (M.E and M.Pharm.) level as well as in off-campus work integrated learning programmes and off-campus Ph.D. For running these programmes, the faculty is required to reside at these centres and to work for further educational growth by drawing upon the experience of the professional world. On campus, the university-industry linkage is through the Technology Innovation Centre (TIC) where people from industry visit the Institute at regular intervals and students work on projects in consultation with them and the faculty. The faculty may also be assigned teaching and related responsibilities in the work integrated learning programmes leading to B.S. and M.S. degrees. The Institute has collaborative arrangements with many foreign universities in terms of exchange of students and faculty.

## Institutional Development

To support the above mentioned innovative educational activities and to accelerate the tempo of growth, the Institute has evolved a suitable structure of academic administration based on the functional team work concept. The faculty shares the administrative responsibility by participating in this process both at the planning as well as implementation stages. Experience shows that the faculty need to develop an attitude of belonging to sustain innovations and growth with BITS.

## Pay Structure for the Faculty

The following is the pay structure for all faculty members:

Designation	Grade	Academic Level	Entry Pay (Rs.)
Senior Professor	-	15	2,11,300 (No Cap)
Professor	-	14A	1,73,900 (No Cap)
Associate Professor	-	13A2	1,48,100
Assistant Professor	I	13A1	1,31,400
Assistant Professor	I	12	1,01,500
Assistant Professor	II	11	75,300
Assistant Professor	II	10	68,800

**Dearness allowance (DA)**, currently 9% of the basic pay is payable to every employee. This will be revised at par with DA announced by central government for its employees.

### Annual Increment:

The annual increment given in the Pay Matrix (as attached in Annexure I) is at 3%, with each cell being higher by 3% over the previous cell, in the same Academic Level/Level, rounded off to the nearest 100. The annual increment to each employee would move up in the same level, with an employee moving from existing cell in the same Academic Level/Level to the immediate next cell in the same academic level.



In case an employee reaches the maximum Increment Cell in the Academic Level/Level for those levels where maximum Increment Cell is defined, such employees will not be eligible for any annual increment, further. However, they shall continue to get the dearness allowance, as applicable.

There shall be two dates for grant of increment namely 1<sup>st</sup> of January and 1<sup>st</sup> of July of every year. The employee shall be entitled to only one annual increment depending on the date of appointment, promotion or grant of financial up-gradation.

#### **Minimum Qualifications and Terms & Conditions for appointment of Teaching Staff:**

##### **i. Assistant Professor, Grade-II in Academic Level-10:**

The Assistant Professor, Grade-II in Academic Level-10 position is meant for prospective teaching faculty to do research along with carrying out teaching and other assignments. Assistant Professor, Grade-II in Academic Level-10 shall be appointed under the Faculty Development Program of the Institute to encourage bright young candidates (normally Higher Degree holders) to join teaching profession and provide them opportunity to hone their teaching skills and do research.

Qualifications: ME/MS/MTech/MPhil/MPharm/MBA or equivalent in a relevant discipline from an institution of high repute (with a 1st Div. or 60% in all college/university level degrees); Potential for excellence in teaching and research.

Appointment will be on temporary basis for one year, to be assessed and renewed every year based on their performance in teaching and research up to a maximum of 6 years and subject to the following:

- ☐ They will normally be required to engage in research towards their PhD for 50% of the time.
- ☐ They must make every effort to complete their PhD within 6 years, failing which they may continue to work on PhD as full time or part time students without financial support from BITS.
- ☐ All these positions are for a fixed term as per the terms of employment and will cease to exist upon completion of Term, unless renewed. Appointment to Regular Teaching Positions I.e. Academic Level 12 and above is not automatic.

##### **ii. Assistant Professor, Grade-II in Academic Level-11:**

**A. Eligibility criteria:** Candidates who have submitted their PhD thesis or completed pre-submission formalities/equivalent\* from a reputed University/Institute are eligible. However, candidates who are yet to submit thesis, offers may be made if found suitable by the recruitment committee but the joining is subject to submission of PhD thesis. (Applicants should also have ME/MS/MTech/MPhil/MPharm/MBA or equivalent in a relevant discipline from an institution of high repute with first degree or 60% in all college / university level degrees. The recruitment committee is empowered to make exceptions as deemed necessary).

\*Faculty members working at BITS Pilani as ASTP L 10 and fulfilling the above eligibility criteria may also apply.

**B. Terms & Conditions:** The tenure is for a period of maximum two (2) years with an entry pay of Rs. 75,300/- + DA (As per Institute norms) PM for candidates without Ph.D. For candidates with Ph.D. (on completion of Ph.D. during the tenure of ASTP L 11), the entry pay is Rs. 79,900/-+ DA (As per Institute norms) PM. Other benefits are at par with Assistant Professor Grade II Level 10.

##### **iii. Assistant Professor, Grade-I in Academic Level-12:**

To attract talent to teaching profession and to give them opportunity to hone the teaching skills and to do research, a Ph.D. holder with less than three years Industrial/Research/Teaching experience, excluding the experience gained while pursuing Ph.D., shall be eligible.

Qualifications: PhD in a relevant discipline from an institution of high repute (with 1st Div. or 60% at ME/MS/MTech/MPhil/MPharm/MBA/MSc Pre Ph.D. qualification level); Potential for excellence in teaching and research. At least 4 publications (of which 2 are in journals of international repute). New Appointment as an Assistant Professor, Grade-I in Academic Level-12 will be “temporary against a regular position”. Once he/she successfully completes three years period in this position, his/her performance will be assessed. If appraisal is favorable, his/her appointment becomes “regular” and will be placed as Assistant Professor, Grade-I in academic level 13A1. If appraisal is not favorable, the temporary appointment will normally cease to exist at the end of six months of his/her existing term.

**iv. Assistant Professor, Grade-I in Academic Level-13A1:**

Qualifications: Same as Assistant Professor, Grade-I in Academic Level 12 and three years of experience as Assistant Professor, Grade-I in Academic Level-12 from an institution of high repute. The appointment at this level is only at the discretion of the faculty selection committee. New appointment of Assistant Professor, Grade-I in Academic Level 13A1 will be on “temporary against a regular position” for a period of three\* years. Such appointments will be made “regular” after a favorable assessment at the end of three\* years. If appraisal is not favorable, temporary appointment will cease to exist at the end of his/her existing term.

\*Assessment is done normally between one to three years based on past experience post PhD and current performance.

**v. Associate Professor, Academic Level-13A2:**

Qualifications: PhD in a relevant discipline from an institution of high repute (with 1st Div. or 60% at ME/MTech/MS/MPhil/MPharm/MBA/Pre Ph.D. qualification level). For new appointment, at least 6 years post-PhD experience in teaching and/or research, of which at least 3 years at the academic level of an Assistant Professor, Grade-I in Academic Level-13A1 or equivalent; Demonstrated excellence in teaching, research and sponsored R&D. At least 10 publications (of which 5 are in journals of international repute). Guided at least one PhD student (independently or jointly with someone else). Completed at least one sponsored R&D project of value Rs. 5 L or more as PI (alternatively completed two sponsored R&D projects as a co-PI each of value Rs. 5 L or more). New appointment of Associate Professors will be on “temporary against a regular position” for a period of one year. Such appointments will be made “regular” after a favorable assessment at the end of one year. If appraisal is not favorable, temporary appointment will cease to exist at the end of his/her existing term.

**vi. Professor, Academic Level-14A**

Qualifications: PhD in a relevant discipline from an institution of high repute (with 1st Div. at ME/MS/MTech /MPhil/MPharm/MBA/Pre Ph.D. qualification level). At least 10 years post-PhD experience in teaching and/or research, of which at least 4 years at the academic level of an Associate Professor, Academic Level-13A2 or equivalent; Sustained excellence in teaching, research and sponsored R&D; Potential for leadership in research, education and institution building. At least 20 publications (of which 10 are in journals of international repute). Guided at least one PhD student independently, (alternatively two PhD students jointly with someone else). Completed at least two sponsored R&D projects each of value Rs. 5 L or more as PI (alternatively completed one sponsored R&D projects as PI of value Rs. 5 L or more and completed two sponsored R&D Projects as Co- PI each of value Rs 5 L or more). New appointment of Professor will be on “temporary against a regular position” for a period of one year. Such appointments will be made “regular” after a favorable assessment at the end of one year. If appraisal is not favorable, temporary appointment will cease to exist at the end of his/her existing term.

**vii. Senior Professor, Academic Level-15**

At least 6 years as a Professor at BITS, or equivalent.

Demonstrated Leadership in Research, Education and Institution building for at least 6 years as a Professor.

New appointment of Senior Professor will be on “temporary against a regular position” for a period of one year. Such appointments will be made “regular” after a favorable assessment at the end of

one year. If appraisal is not favorable, temporary appointment will cease to exist at the end of his/her existing term.

#### **Exception Clauses:**

1. *In exceptional cases, the Selection Committee may relax one or more minimum qualifications given above and the committee may award one or more additional increments within the academic Level, if any.*
2. *For the post of Assistant Professor, Associate Professor or Professor, one may consider an Outstanding Engineer/Technologist/Scientist from Industry, Research Institute / Organization who may or may not have a Ph.D. Such a person should have made significant contribution to research or innovation while working in a position consistent with the academic position for which he/she is being considered in a Company/Organization/Institute with an established reputation. His/her contribution should be adequately documented in the form of Awards, Designs that are in production, Patents, Design Registrations, and/or Publications.*

#### **Regular vs. “temporary against a regular position”**

- a. The appointment of a faculty under “temporary against a regular position” may be terminated by either side with a notice period of one month.
- b. The appointment of faculty under “regular” position will be valid till he/she attains the age of superannuation.

#### **Age of superannuation**

- a. The age of superannuation is 60 years.
- b. However, a faculty member in his/her 55<sup>th</sup> year of age will be assessed for his/her performance over the previous five years. If the assessment is favorable, his/her age of superannuation will be revised to 65 years.
- c. If it is unfavorable his/her age of superannuation remains sixty years. An “unfavorable” assessment may be reviewed subsequently at any time before he/she superannuates.

#### **Chair Professorship (appointments are by invitation)**

A Chair Professorship helps recognize and reward excellence in teaching and/or research by a member of the BITS PILANI faculty at either of its campuses or to induct a professor from outside BITS PILANI. Such a person would be re-designated as Chair Professor. Each “Chair Professorship” also helps establish an endowment with significant funds that are used to (a) make available to the Chair Professor a “research grant”, and (b) provide to him/her a small honorarium to cover additional effort required to fulfill the charter laid out for the endowment.

## **Benefits**

#### **Contributory provident fund:**

BITS contributes 12% of an employee’s total compensation (Basic Pay, DA and any other allowance) to the employee’s “contributory provident fund”. The employee also contributes @ 12% of his/her compensation. The total (employee’s contribution, effective BITS’ contribution, and interest thereon) is payable to the employee at the time of his/her separation from BITS. (This is governed as per the Government’s Employees’ Provident Fund and Miscellaneous Provisions Act, 1952.)

#### **Gratuity:**

The benefit of Gratuity is provided as per “Provisions of the Payment of Gratuity Act, 1972” and the amendments there upon. The gratuity amount is calculated as follows:

Pay last drawn (Basic pay + DA) \* no. of years of continuous service to BITS \* 15/26

**Medical coverage:**

While limited number of medical practitioners and facilities, as also a pharmacy, are available on every BITS' campus, certain expenses incurred by employees for medical treatment of themselves and their families are reimbursed to the extent of 90%.

**Children's education allowance:**

Tuition fees paid for studies up to class 12 by a faculty member, spouse, or his/her child is reimbursable, but this is subject to certain limits. Tuition fees to be paid by a faculty member, spouse, or his/her child for studies in any regular programme in BITS is 90% reimbursed.

**On campus Housing**

Subject to availability, residential accommodation is provided on payment of prescribed nominal license fee and maintenance charges such as electricity, security, etc.

**Leave Travel Concession:**

This concession is admissible to faculty members and their families, once in a cycle of two years for visit to their home town. The institute meets 100% of the actual fare both for the onward and return journeys as per eligibility of travel.

**Vacation Leave:**

A faculty member is entitled to 60 days vacation per academic year.

**Other leave:**

Casual Leave, Special Casual Leave, Half Pay Leave, Commuted Leave etc. are also available to faculty members.

**Sabbatical Leave:**

A faculty member is eligible for one-year Sabbatical Leave with full pay after the completion of six years of continuous service at Assistant Professor, Grade-I in Academic Level-12 or higher, with the Institute, and once every six years of continuous employment thereafter. (The details are given elsewhere.)

**Extraordinary leave (EOL) without pay:**

A faculty may avail "extraordinary leave" (EOL) without pay for up to 2 years at a time after three year service at BITS. The total of such EOL (together with sabbatical leave) is limited to 20% of time spent at BITS.

## Reimbursable Expenses

**Research Initiation Grant:**

All faculty members who joined BITS on or after August 1, 2009 at the academic level of Assistant Professor, Grade-I in Academic Level-12 & above will be eligible for one time research initiation grant of Rs 2 lakhs. The details are given elsewhere.)

**Contingency allowance:**

Contingency allowance is increased to Rs. 1,00,000 for Assistant Professor, Grade-I in Academic Level-12 & above and Rs. 25,000 for Assistant Professor, Grade-II in Academic Level-10.

**Relocation Allowance:**

Assistant Professor, Grade-I in Academic Level-12 and above will be reimbursed baggage shifting and travelling expenses of self and family up to Rs. 50,000/-for joining BITS or for inter campus or off campus transfer within India. Assistant Professor, Grade-I in Academic Level-12 and above will be reimbursed baggage shifting and travelling expenses of self and family up to Rs.1,00,000/-for joining BITS from abroad. For Assistant Professor, Grade-II in Academic Level-10, this allowance will be half the amount. (The details are given elsewhere.) Computer Equipment replacement: Every faculty member will be

provided with a computer and accessories costing up to Rs. 50,000 and the same will be replaced every five years. (The details are given elsewhere.)

## Performance appraisal and assessment for Performance-linked variable pay and Promotions

The details of faculty performance appraisal system as also performance-linked pay will be made available separately.

## Faculty Recruitment

Positions open for recruitment:

- Assistant Professor - Non Tenured
- Assistant Professor
- Associate Professor
- Professor

## Departments/disciplines and sub-areas, where faculty positions are open

BITS Pilani is proposing to hire faculty in **all** areas in the departments or disciplines listed below for its campuses at Goa, Hyderabad, and Pilani.

Departments in various BITS' campuses	Pilani	Goa	HYD
Bio Sciences	Y	Y	Y
Chemical Engg.	Y	Y	Y
Chemistry	Y	Y	Y
Civil Engg.	Y	<b>N</b>	Y
Computer Science & Information Science	Y	Y	Y
Economics and Finance	Y	Y	Y
Electrical & Electronics Engg.	Y	Y	Y
Humanities & Social Sciences	Y	Y	Y
Management	Y	Y	<b>N</b>
Mathematics	Y	Y	Y
Mechanical Engg.	Y	Y	Y
Pharmacy	Y	<b>N</b>	Y
Physics	Y	Y	Y

However, BITS is particularly keen to hire faculty in sub-disciplines (or areas) listed below under each department.

Departments/Disciplines	Sub-areas
<b>Chemical Engg.</b>	Transport Phenomena
	Reaction Engg.
	Process Systems Engg.
	Polymer Science and Engg.
	Petroleum and Petrochemical Engg.
	Biochemical & Environmental Engg.
<b>Civil Engg.</b>	Structural Engg.
	Transportation Engg.
	Hydraulics and Environmental Engg.
	Geotechnical Engg.
	Construction, Planning, and Management
	Water resource Engg.
<b>EEE and Instrumentation</b>	Communication Systems and Networks
	Microelectronics & VLSI
	Digital Signal Processing
	Embedded Systems
	Power Systems & Electrical Energy
	Machines, drives and power electronics
	Instrumentation & Control
<b>Mechanical Engg.</b>	Design Engg.
	Thermal Engg. & Fluid Mechanics
	Manufacturing Engg.
	Materials, including Nano-Materials and MEMS
	Robotics & Mechatronics
<b>Computer Science</b>	Computer Architecture
	Systems & Computer Networks
	Algorithms Theoretical Computer Science
	Software Engg.
	Information Systems including databases
	Computer Applications (AI, Robotics, Graphics, etc)
<b>Bio Sciences</b>	Microbial Biotechnology & Biochemistry
	Plant Biotechnology
	Genomics and Proteomics
	Biophysics
	Bio-informatics
<b>Chemistry</b>	Organic Chemistry
	Inorganic Chemistry
	Physical Chemistry
	Theoretical and Computational Chemistry
<b>Mathematics</b>	Pure Mathematics (Algebra, Analysis and Geometry)
	Applied Mathematics
	Probability & Statistics
	Operations Research & Optimization
	Numerical Analysis
<b>Physics</b>	Condensed matter physics
	Optics and Spectroscopy
	High energy physics, cosmology and astrophysics

<b>Pharmacy</b>	
	Pharmaceutics and Pharmacokinetics
	Pharmaceutical Chemistry, Natural Drugs and Phyto-Chemistry
	Pharmacology and Toxicology
	Pharmaceutical Analysis and Quality Assurance
	Clinical Research and Clinical Pharmacy
<b>Economics and Finance</b>	
	Microeconomics
	Macroeconomics
	Accounting
	Finance
	Public Policy
<b>Management</b>	
	Marketing, Sales and Services Management
	Human Resource
	Production and operations Management
	Strategic Management
	MIS/IT in Management
<b>Languages</b>	
	English Literature
	Journalism & TV/Film Production
	Technical Communication and soft skill development
<b>Humanities</b>	
	Psychology
	Sociology
	Political Science
	Public Policy

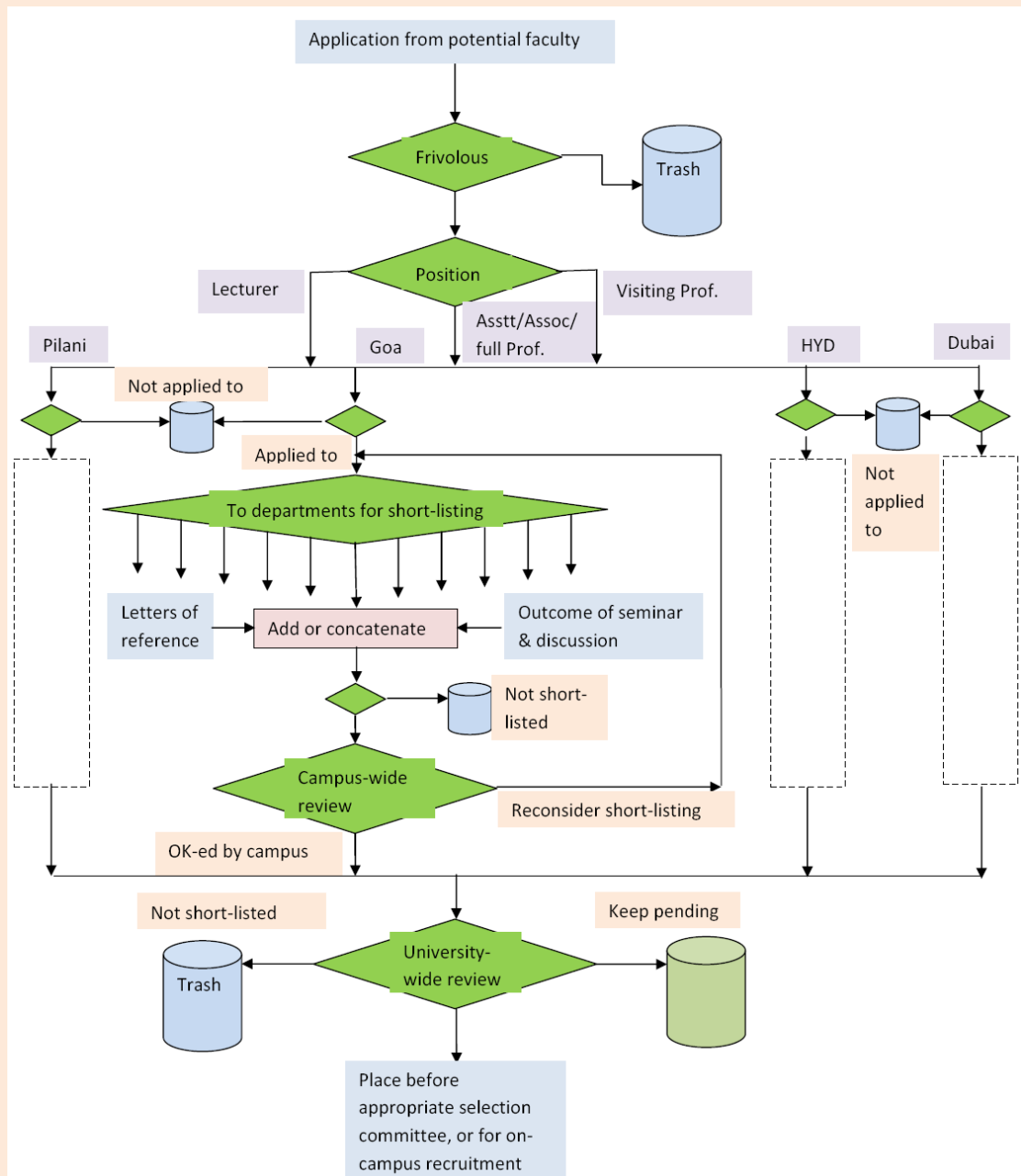
## Recruitment Process

The steps given below give the process through which an application is progressed.

Other than ensuring that your application is complete and accurate, please make sure that you are able to give a technical seminar on your teaching/research background as also on your plans to teach and do research if you were to join BITS. Also ensure that the referees will indeed write letters of reference if and when we write to them. Briefly:

1. Applications must be submitted in the prescribed form on BITS' website. Please ensure that you meet the minimum qualification before applying. However, you may consider applying if you expect to complete the minimum degree requirements within the next 3 months, or so. The appointment will however be conditional upon your completing the degree requirements.
2. Incomplete applications will not be entertained.
3. You must indicate the campuses for which you wish to be considered. Your application will be considered for short-listing by the concerned committees, one for each discipline and campus you wish to be considered.
4. Once the committee decides to take your application forward, you may be invited to give a technical seminar on your (i) background, (ii) research that you have carried out thus far, (iii) your plans to teach and do research if and when you join BITS Pilani. If you have expressed interest in more than one campus, you may have to repeat the seminar at other campuses as well. The seminar may be given in person, or using technology (audio- or video-conferencing).
5. The committee may also seek letters of reference from the referees that you have identified in your application. Please be sure they will respond in time.

6. There may be a cross-discipline review of the short-listing done by various departments in a given campus. This will be followed by a cross-campus review by the university-level short-listing committee.
7. Candidates who are finally short-listed by the university-level short-listing committee will be called for interview by a “selection committee”, one for each discipline, but common to all campuses. It will be to your advantage if you were to appear in person before the committee. However, if you simply cannot, the selection committee would like to interact with you using video-conferencing or over telephone.
8. You will be informed in due course of time about the outcome of your application irrespective of whether you are selected or not. You are welcome to contact us at [DeanFacultyAffairs@bits-pilani.ac.in](mailto:DeanFacultyAffairs@bits-pilani.ac.in), if you do not receive any communication from us within 3 months of your application.





**Pay Matrix - Academic Levels (Teaching)**  
(All figures are in Rupees per month)

Designation	ASTP, Gr-II		ASTP, Gr-I		ASOP	PROF	Sr Prof	DIRECTOR	Pro VC	VC
	10	11	12	13A1	13A2	14A	15	16	16A	17
<b>Revised Entry Pay</b>	<b>68800</b>	<b>75300</b>	<b>101500</b>	<b>131400</b>	<b>148100</b>	<b>173900</b>	<b>211300</b>	<b>217900</b>	<b>222800</b>	<b>225000</b>
1	57700	68900	101500	131400	139600	159100	182200	205400	210000	225000
2	59400	71000	104500	135300	143800	163900	187700	211600	216300	231800
3	61200	73100	107600	139400	148100	168800	193300	217900	222800	238800
4	63000	75300	110800	143600	152500	173900	199100	224400	229500	246000
5	64900	77600	114100	147900	157100	179100	205100	231100	236400	253400
6	66800	79900	117500	152300	161800	184500	211300	238000	243500	261000
7	68800	82300	121000	156900	166700	190000	217600	245100	250800	268800
8	70900	84800	124600	161600	171700	195700	224100	252500	258300	276900
9	73000	87300	128300	166400	176900	201600	230800	260100	266000	285200
10	75200	89900	132100	171400	182200	207600	237700	267900	274000	293800
11	77500	92600	136100	176500	187700	213800	244800	No Cap	No Cap	No Cap
12	79800	95400	140200	181800	193300	220200	252100			
13	82200	98300	144400	187300	199100	226800	259700			
14	84700	101200	148700	192900	205100	233600	267500			
15	87200	104200	153200	198700	211300	240600	275500			
16	89800	107300	157800	204700	217600	247800	283800			
17	92500	110500	162500	Truncated	224100	255200	292300			
18	95300	113800	167400		Truncated	262900	301100			
19	98200	117200	Truncated			270800	310100			
	Truncated	Truncated				No Cap	No Cap			