

B.N.M. Institute of Technology

(Approved by AICTE, Affiliated to VTU, ISO 9001:2008 Certified)

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Recruitment & Promotion Policy (effective from 1.6.2013)

Assistant professors:

Policy: Recruit as per AICTE norms.

Minimum qualification is M.Tech. in relevant field with 1st class at B.E. level. Experience of 2-3 years preferred.

Procedure:

1. The requirement of staff both teaching and non teaching needed for the subsequent semester is determined by each HoD (as per VTU/AICTE guidelines) at the end of a semester and presented at the HoDs meeting chaired by Director.
2. The requirements are discussed in HoDs meeting and decision to appoint/recruit staff is taken.
3. Office sends out an advertisement in reputed news papers.
4. The received applications are sorted and sent to respective departments for further action.
5. Department scrutinizes the applications and those eligible are short listed. They also add applications received during the previous semester for scrutiny.
6. Short listed candidates for asst. professors are called for a demonstration evaluated by HoD and at least three other senior faculties.
7. The listed candidates are interviewed by the selection committee consisting of Secretary, Dean, Director, Principal, respective HoD and chaired by a governing council member.
8. Based on the performance, a merit list is prepared and the candidates are given appointment order.

Associate professors and professors:

Policy: Recruit as per AICTE norms.

The minimum qualification is PhD. In relevant field with minimum 5 years teaching/ research experience for Associate professor and 10 years experience for professors.

Procedure:

Largely these positions are filled by invitation/ advertisement and interview by the selection committee chaired by one GC member.

Recruitment of non teaching staff:

All laboratory instructors are appointed following the procedure given above for Assistant professors except for an additional written examination and/or demonstration.

General guidelines are:

1. Diploma with 5 years experience for Foreman.
2. Diploma with atleast 2 years experience for Lab. Instructor
3. ITI with atleast 1 year experience for Mechanic/ Assistant Instructor.

Promotional policies:

All promotions are based on requirement and faculty acquiring qualifications/ experience prescribed by AICTE for the post. Preference will be given to internal staff for filling higher positions before considering outside candidates.

For B.N.M. Institute of Technology


Secretary