

**UNIVERSITY OF KALYANI**  
**Kalyani, Nadia – 741235**

**Employment Notification No: Rect./Teach./01/2026**

**Dated: 08.01.2026**

Kalyani University invites online applications from Indian citizens through the website [www.klyuniv.ac.in](http://www.klyuniv.ac.in) or through the portal [www.kums.klyuniv.ac.in](http://www.kums.klyuniv.ac.in) for the appointment of **23 (Twenty three)** teaching posts in the following departments. Applications received through any other mode will not be considered.

Sl. No.	Name of the Department	Name of the Post	Number of Vacant Posts	Specialization
1	Sociology	Professor	1 [SC(1)]	Sociological Theory and Thought/ Research Methodology/ Science, Technology and Society/ Social Demography
		Associate Professor	2 [SC(1), ST(1)]	One post for "Sociology of Health/ Environmental Sociology/ Industrial Sociology/ Indian Society"  and  One post for "Sociology of Development/ Research Methodology/ Sociology of Culture/Social Demography"
		Assistant Professor	6 [UR(2), UR-EC(1), EWS(1), OBC-A(1), SC(1)]	Open
2	Statistics	Professor	1 [OBC-B(1)]	Inference/Multivariate Analysis/Biostatistics/Data Analytics/Any other related field
		Associate Professor	2 [ST(1), OBC-A(1)]	Open
		Assistant Professor	4 [UR(2), EWS(1), SC(1)]	Open
3	Zoology	Professor	2 [SC(1), OBC-A(1)]	One post for "Fish and Fishery/Cell and Developmental Biology/ Parasitology and immunology"  and  One post for "Cell and Developmental biology/ Parasitology and immunology/ Fish and Fishery"
		Associate Professor	2 [SC(1), OBC-B(1)]	One post for "Fish and Fishery/Cell and Developmental Biology/ Parasitology and immunology"  and  One post for "Cell and Developmental biology/ Fish and Fishery/Parasitology and immunology"
		Assistant Professor	3 [UR(2), UR-EC(1)]	Open

**Reservation:** Reservation for the posts shall be implemented strictly in accordance with the Government of West Bengal reservation rules.

The specializations mentioned above are indicative. As mentioned, candidates possessing closely allied and relevant specializations may also apply; suitability shall be determined by the duly constituted Selection Committee.

The pay structure and other admissible allowances will strictly be followed under the rules of the Government of West Bengal for the post of Professor, Associate Professor and Assistant Professor. ***No TA/DA will be provided by the university for attending the interview.***

### **Application Fees\***

Applicants will have to pay the requisite application fees as per the following table during the application through the online portal only. No other mode of payment will be accepted.

<b>Name of the Post</b>	<b>Category</b>	<b>Application Fees (Rs.)</b>
Professor & Associate Professor	UR, UR-EC	2000
	OBC-B & OBC-A	2000
	EWS, SC & ST	500
Assistant Professor	UR, UR-EC	1000
	OBC-B & OBC-A	1000
	EWS, SC & ST	250

**\*No exemption of fee is available to SC/ST candidates of other states. Claim for refund of fee will neither be entertained nor will it be held in reserve for any other application.**

Applicants should have the minimum qualifications and experiences as per UGC Regulation No. F.1-2/2017(EC/PS) dated 18.07.2018 and Memorandum of Government of West Bengal (G. O. No 1081-Edn(U)/IU-91/10 dated Kolkata the 15th December 2021) for the direct recruitment of the Post of Assistant Professor, Associate Professor, and Professor in the State-aided Universities. Information concerning the Academic Performance Indicator (API), wherever relevant, will be computed as per existing Memorandum of the Govt. of West Bengal for the teachers in State-aided Universities.

Candidates presently employed in Central/State Government or Government aided Universities/Colleges, Central/State PSUs, or Semi Government organizations should apply through a proper channel and should produce No-Objection Certificate (NOC) from their present employer at the time of Interview.

Incomplete applications or applications bearing insufficient supporting documents regarding the credentials/experience will be summarily rejected.

## **Essential Educational Qualifications for Teaching Posts**

### **Professor**

#### **Eligibility (a or b)**

**a. (i)** An eminent scholar having Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 (ten) research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix I, Table 1.

**(ii)** A minimum of 10 years of teaching experience in University/College as AssistantProfessor/Associate Professor/Professor, and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidates.

#### **OR**

**b.** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in (a) above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years of experience.

### **Associate Professor**

#### **Eligibility**

**(i)** A good academic record, with a Ph.D. degree in the concerned/relevant/allied disciplines.

**(ii)** A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).

**(iii)** A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/Industry with a minimum of seven publications in the peer reviewed or UGC-listed journals and a total research score of Seventy-five (75) as per the criteria given in Appendix I, Table 1.

### **Assistant Professor**

#### **Eligibility (a or b)**

**a. (i)** A Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign University.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET etc. However, the exemptions in this regard are specified in Note 2.

**OR**

b. A Ph.D. degree obtained from a foreign University/Institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) Ranking (ii) The Times Higher Education (THE) Ranking or (iii) Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*The academic score (Appendix I, Table 2A) shall only be considered for short listing of the candidates for interview only as prescribed in the UGC Regulations, 2018 and the selections shall be made on the basis of existing Government rules.*

**NOTE**

**1. Relaxation of Marks for Direct Recruitment of the Post of Assistant Professor, Associate Professor, and Professor**

(i) A relaxation of 5% may be given at the Graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differentially-abled)/Other Backward Classes (non-creamy layer (NCL)) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching posts. However, differentially-abled (physically and visually) candidates are not eligible for any marks relaxation in Physical Education discipline.

(ii) The minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master level for Ph.D. Degree holders who have obtained their Master's degree prior to September 19, 1991.

(iii) The eligibility marks of 55% marks for an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

(iv) All the essential qualifications must have been obtained from a recognized University/Institute. By a recognized University/Institute is meant a University/institute affiliated to UGC/other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case of a foreign University, the degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

**2. NET/SLET/SET Exemption for the Post of Assistant Professor**

(i) The candidates who have been awarded Ph.D. Degree in the same or a relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations 2009 are exempted from qualifying in the Eligibility Test (NET/SLET/SET).

(ii) Candidates registered for Ph.D. programme prior to 11th July, 2009 shall be exempted from qualifying in the Eligibility Test (NET/SLET/SET) as described hereinafter.

The award of Degree to candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye laws/Regulations of the institutions awarding the Degree in the same or relevant subject shall be exempted from the requirement of NET/SLET/SET, subject to fulfilment of the following conditions.

- (a) Ph.D. degree of the candidate awarded in regular mode only
- (b) Evaluation of the Ph.D. thesis by at least two external examiners
- (c) Open Ph.D. viva voce of the candidate had been conducted.
- (d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal,
- (e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. work.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University Concerned.

(iii) NET/SLET/SET shall also not be required for such Master's programme in disciplines for which NET/SLET/SET is not conducted.

3. Relevant/allied disciplines in each case, good academic record may be decided by the appropriate bodies of the concerned university.

4. The Period of time spent by the candidates to acquire M.Phil. and/or Ph.D. degree shall not be claimed or considered as teaching/research experience for appointment to the post of Associate Professor/ Professor.

5. Composition of the selection committee and the selection criteria based on the candidates' academic record, research experience, performance in his/ her previous academic/ research positions in the colleges/ universities/ research institutes/ industries and other related aspects may be decided by the appropriate bodies of the concerned university taking into consideration as far as practicable, the relevant guidelines of UGC in such matters.

6. The overall selection procedure shall incorporate transparent and objective methodology of analysis of the merits and credentials of the applicants based on weightages given to the overall performance of the candidate in different relevant dimensions based on a scoring system adopted by the selection committee.

7. In addition to the minimum eligibility criteria and experiences as stated above for each category of academic positions, the University of Kalyani may include other relevant qualifications/ experiences

**8. Age Limits:** The upper age limit is 40 years on the 1st January of the year of the advertisement and relaxable up to 5 years for SC/ST and 3 years for OBC Category (non-creamy layer) candidates for the post of Assistant Professor. Differently-abled candidates (except in the post of Physical Education) are entitled to an age relaxation of 10 years.

**9. Reservation:** The State Government norms regarding reservation as amended from time to time shall be followed.

#### **Scale of Pay**

- Professor: BP Rs. 1, 44,200/- - Rs. 2,18,200/- in Academic level 14 and other admissible allowances are as per State Government Orders.
- Associate Professor: BP Rs. 1,31,400/- - Rs. 2,17,100/- in Academic level 13A and other admissible allowances are as per State Government Orders.
- Assistant Professor: BP Rs. 57,700/- - Rs. 1, 82,400/- in Academic level 10 and other admissible allowances are as per State Government Orders.

#### **General Instructions to the Candidates**

- A. Appointments will be made on probation for one year which may be waived or extended in exceptional cases and will be guided by the rules as framed and / or amended from time to time. During or at the end of the period of probation, the services of the concerned faculty may be terminated without assigning any reasons thereof. On satisfactory completion of the probationary period the concerned incumbent will be considered for confirmation of service. Stipulation in respect of Experience and Age may be relaxed by the authority in case of exceptionally brilliant candidates on recommendation of relevant selection committee.
- B. Service conditions as will be notified by order of the Dept. of Higher Education, Govt of West Bengal from time to time, will be applicable.
- C. Candidates applying for more than one post will have to apply separately for each post.
- D. University of Kalyani reserves the right to keep all or some of the vacancy if circumstances so warrant.
- E. The selection of advertised posts need not necessarily be confined only to those who formally apply.

- F. Essential qualifications prescribed are the minimum and mere possession of them will not entitle applicants to be called in for interview. If the number of applications received in response to this advertisement is large and it is not convenient for the University to interview all the applicants, the number of candidates for interview may be restricted to a reasonable limit on the basis of qualifications, experience and other credentials or by any other suitable method.
- G. For all posts, Proficiency in the medium of instruction in this University (Bengali and English) is required.
- H. ***Candidates already in employment must apply through proper channel and “No Objection Certificate” must be produced in order to appear before Selection Committee.***
- I. Photocopies of all testimonials & certificates must be submitted at the time of interview (If called) and the originals of the same will be required for necessary verification.
- J. Fulfilment of the minimum criteria will not ensure to get call letter for interview. University has the right to filter relevant candidates.
- K. The period of time spent by the candidates to acquire M.Phil. and Ph.D. degree shall not be claimed or considered as teaching/research experience.
- L. In order to get reservation benefit, the certificate, (as the case may be, if applicable) issued by the competent authority of Govt. of West Bengal only, will be considered.
- M. Incomplete applications will be rejected.
- N. Candidates belonging to the OBC-A and OBC-B categories, whose caste certificate was issued more than one year ago, must produce a certificate from the issuing competent authority that they do not belong to the creamy layer as on date of advertisement along with a copy of the previous certificate. For reservation for SC, ST, OBC-A (with NCL), OBC-B (with NCL) the certificates issued by the competent authority within the state of West Bengal shall only be considered valid. Such certificates issued by other states shall not be considered for the purpose of reservation.
- O. **Applicants have to submit a duly computed Academic/Research Score strictly as per the prescribed criteria and format given in Table 1 of Appendix I against the relevant items in the online application form, along with all supporting documents. Supporting documents shall include front pages of publications/books/book chapters indicating ISSN/ISBN/DOI and impact factor (if applicable), and proofs of e-content development, research guidance, research/consultancy projects, patents, and awards/fellowships etc. in proper order. Claims without valid documentary proof shall not be considered.**
- P. **Applicants for the post of Assistant Professor have to additionally upload a scanned copy of the duly computed score sheet prepared as per Table 2A of Appendix I along with supporting documents. Claims without valid documentary proof shall not be considered.**
- Q. The Academic Score Sheets will be used only for screening and/or short-listing purposes, and the University reserves the right to verify the correctness of the scores at any stage of the recruitment process.

- R. The university reserves the right of rejecting any or all the applications without assigning any reason thereof.
- S. The university reserves the right of cancelling the present employment notification without assigning any reason thereof.
- T. Any dispute(s), subject to jurisdiction will be under the Hon'ble High Court at Calcutta only.
- U. **Protection of pay will be given as per G.O. No. 951(21)-Edn(U)/1U-87/16 Dated 26.08.2019 and University Ordinance.**

**Commencement of online application is 09.01.2026 from 10:00 am**

**Last date of submission of online application is 27.01.2026 up to 6:00 pm**

Sd/-

Registrar



## Appendix I

### **Criteria for Calculating Research/Academic Activity Score for the Posts of Professor/Associate Professor (As per UGC Regulations, 2018 and Government of West Bengal G.O. No. 1081-Edn(U)/IU-91/10 dated 15 December 2021)**

**Table 1**

S.N.	Academic / Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
1	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2	Publications (other than Research papers)		
	(a) Books authored which are published by:		
	International Publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/e-book	10	10
4	(a) Research guidance		

	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

**A. The Research score for research papers would be augmented as follows:**

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- i) Paper in refereed journals without impact factor – 5 Points
- ii) Paper with impact factor less than 1 – 10 Points
- iii) Paper with impact factor between 1 and 2 – 15 Points
- iv) Paper with impact factor between 2 and 5 – 20 Points
- v) Paper with impact factor between 5 and 10 – 25 Points
- vi) Paper with impact factor >10 – 30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**B. Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**C. However, equivalence of the above mentioned parameters based on academic / research experience / performances / publications (if required) may be decided by respective screening committee of the concerned University.**

**D. The number of candidates to be called for interview will be decided by respective screening committee of the concerned University.**

**For Shortlisting of Candidates for Interview for the Post of Assistant Professor**

(As per UGC Regulations, 2018 and Government of West Bengal G.O. No. 1081-Edn(U)/IU-91/10 dated 15 December 2021)

**Table 2A**  
(To be submitted by candidates applying for Assistant Professor Post)

S.N.	Academic Record	Score				Claim by the Candidate
1.	Graduation	80% & Above =15	60% to less than 80% =13	55% to less than 60% =10	45% to less than 55% =05	
	Post-Graduation	80% & Above =25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% =20		
3.	M.Phil.	60% & above =07	55% to less than 60% =05			
4.	Ph.D.	30				
5.	NET/JRF	07				
	NET	05				
	SLET/ SET	03				
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10				
7.	Teaching / Post doctoral Experience (2 marks for one year each)	10				
8.	Awards					
	International/National Level (Awards given by International Organisations/ Government of India/Government of India recognised National Level Bodies)	03				
	State-Level (Awards given by State Government)	02				
Total						

*If the period of teaching/Post-doctoral experience is less than one year, the marks shall be reduced proportionately.*

**Note:**

**(A)**

(i) M.Phil. + Ph.D.      Maximum – 30 Marks

(ii) JRF/NET/SET      Maximum – 07 Marks

(iii) In awards category      Maximum – 03 Marks

**(B) Academic Score – 80; Research Publication – 10; Teaching Experience – 10**

**(C) However, equivalence of the above-mentioned parameters based on academic/research experience/performances/publications (if required) may be decided by the respective Screening Committee of the University.**

**(D) The number of candidates to be called for interview shall be decided by the respective Screening Committee of the concerned University.**

**Candidates must prepare a single PDF containing all supporting documents in proper order along with the table and upload it as one consolidated file.**