No.F.35 - 5 / 2018 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
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National Institute of Technology Delhi
Dy. No. 593
Date 11/4/19

Shastri Bhawan, New Delhi
dated, the 4th April, 2019

To

The Director of all the NITs.

Subject: **Implementation of Recruitment Rules for Non-Teaching Staff of NITs based on the recommendations of Oversight Committee - regarding.**

Sir \ Madam,

I am directed to refer to this Ministry's letter of even number dated 20th February, 2019 vide which the recommendations of the Oversight Committee along with the guidelines / instructions and the new Recruitment Rules (2019) for Non-Teaching Staff of the National Institute of Technology (NITs) have been communicated for implementation after adoption by the Board of Governors of all the NITs.

2. Subsequent to issue of new Non-Teaching RRs (2019), signed set of Annexure referred in letter of even number dated 20th February, 2019 is attached with this communication for ready reference. In addition to above, it has been decided to reiterate point (i) in para 3 of letter No.F.33-2/2012-TS.III dated 20th December, 2017, which reads as under:-

"For the promotion of Non-Teaching employees who were recruited before the implementation of above mentioned RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same educational qualifications, which were prevalent before the respective RRs. However, such employees will have to undergo requisite skill test / trade test for future promotion(s) and upgradation.

Those who have been recruited as per the RRs issued on 5th February, 2014 and 20th December, 2017, respectively, will continue to be governed by the same."

...contd./-

cc:
Upload on Institute website

11/4/19

4. All the Institutes are advised to adopt the new Recruitment Rules (2019) of Non-Teaching Staff as referred in attached Annexure and strictly adhere to RRs (2019) and guidelines / instructions in tandem with the communication dated 20th February, 2019.

Yours faithfully,

(K. Rajan)
Under Secretary to the Government of India

Encl.: Annexure.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. PS to Deputy Director General (HE), MHRD.
7. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
8. Guard File.

(K. Rajan)
Under Secretary to the Government of India
Tel: 23384159

No.F.35 - 5 / 2018 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
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Shastri Bhawan, New Delhi
dated, the 20th February, 2019

To

The Director of all the NITs.

Subject: Recommendations of Oversight Committee for removal of anomalies of non-teaching staff and revised Recruitment Rules (RRs) for Non-Teaching in the NITs - regarding.

Sir \ Madam,

I am directed to state that consequent upon approval of the Council of the National Institutes of Technology, Science Education and Research (Council of NITSER) in its 10th meeting held on 26th May, 2017, the new set of Recruitment Rules (RRs) for Non-Teaching staff of the National Institutes of Technology (NITs) were issued vide this Ministry's communication No.F.33-2/2012-TS.III dated 20th December, 2017.

2. Subsequent to issue of new RRs (2017), NITs further expressed need to take corrective steps to cover other issues / promotional aspects, which are not covered in the RRs (2017). With a view to further improvise the RRs and to take care of stagnation / career progression related issues of non-teaching carrying forward since REC regime, an Oversight Committee under the Chairmanship of Prof. Sivaji Chakravorti, Director, NIT, Calicut (Kerala) was constituted vide Order dated 15th May, 2018 for making further suggestions for improvements in RRs of non-teaching categories of staff of NITs. To cover majority of the issues, all the Directors of NITs were requested to forward the left out anomalies / issues in the RRs to the Chairman of the Oversight Committee directly. Simultaneously, the Oversight Committee also called individual anomalies / issues from the NITs.

3. The Oversight Committee after going through the representations / requests / grievances as received from the NITs, had submitted its report on 4th September, 2018 recommending thereby some one-time measures alongwith suitable modifications in the Recruitment Rules for non-teaching staff of NITs. Subsequently, the Oversight Committee held another meeting on 19th January, 2019 to discuss certain inconsistencies pointed out by the Ministry in the recommendations.

K. Raju

4. The report vis-à-vis recommendations of the Oversight Committee have further been examined in this Ministry. The Oversight Committee has followed a detailed process of inviting issues and has deliberated on them and has submitted its recommendations alongwith new set of Recruitment Rules for non-teaching staff of NITs. The competent authority has approved the recommendations vis-à-vis the new set of Recruitment Rules for non-teaching staff of NITs submitted by the Oversight Committee. The new RRs (2019) are placed at **Annexure** and the same will replace the RRs (2017) issued on 20th December, 2017. Besides, the new RRs of 2019, the competent authority has also approved following recommendations of the Oversight Committee:-

A. One-time measures / relaxations

(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT.

(ii) Employees of an Institute in a staff cadre who are holding substantive post at a lower stage but due to non-availability of promotion guidelines, have been granted higher grade pay under MACP, may be considered for mapping to the position corresponding to the grade pay under MACP, subject to availability of vacancies earmarked for promotion within that cadre such as 1,2,3,4,5 & 6 as detailed below. The vacancies which will be considered for such mapping will be flexible within the same cadre only.

Cadre 1:	Support Cadre (Office/Lab. Attendant to Office/Lab. Attendant SG-1),
Cadre 2:	Lower Ministerial (Junior Assistant to Assistant SG-1 & Stenographer to Stenographer SG-1)
Cadre 3:	Higher Ministerial (Suptd. to Suptd. SG-1 & PA to PS)
Cadre 4:	Lower Technical (Technician to Technician SG-1)
Cadre 5:	Higher Technical (TA to TA SG-1; JE to AE SG-1, LIA to LIA SG-1 & SAS Asstt. to SAS Asstt. SG-1)
Cadre 6:	Pharmacist (Pharmacist to Pharmacist SG-1)

After mapping, employees will be considered for promotion one stage above the feeder cadre or a maximum of two stages above the next below the feeder cadre. In such cases, combined regular service in feeder cadre and next below feeder grade should not be less than the total qualifying service required for promotion from the next below feeder grade to the post in question in normal course.

(iii) Staff of NITs who were appointed in the Officers cadre posts approved during REC period but because of the fact that they were not in Group-A, they could not be mapped directly to the Officer cadres on restructuring. The Committee recommended that they may be mapped to the lowest position of

the Officers cadre (respective stream) from the date of implementation of restructuring, as a one-time measure. The same is accepted with a condition that the said staff should have been appointed one stage below the lowest entry to the Group-A post starting in the pre-revised 6th CPC Grade Pay of Rs.5400/- in Pay Band - 3.

B. General Guidelines:

(i) Each Non-Teaching cadre (except Stenographer Higher cadre) will have 04 (four) designations and distribution of posts for these designations will be in the ratio of 4:3:2:1.

(ii) For officers/staff cadres, wherever the mode of recruitment is through promotion as well as direct recruitment and number of position are less than 04, minimum number of positions to be earmarked for promotion will be 01.

(iii) RRs were not in place for a very long time in NITs, and as such regular staffs are not eligible for direct recruitment as per RRs (2017) in terms of age. Further some of them may not possess the requisite percentage of marks as per new RRs (2017).. Considering the above, regular staff of NITs, who are otherwise eligible, shall be allowed to participate in the selection process irrespective of age and percentage of marks. This will be applicable to the regular staff of NITs who were appointed before the date of implementation of RRs in NITs including Model RRs (2012).

C. Other recommendations:

(i) The Registrars who have completed or completing their full term of 5 years in Institute concerned will be eligible to participate in the selection process for appointment for another term subject to fulfilling the conditions with regard to educational qualifications and experience as specified in RRs.

(ii) While examining the RRs (2017), it was observed that there is no provision for Hindi staff. The Oversight Committee has proposed to adopt the RRs prescribed by Department of Official Languages (MHA) for appointment of Hindi staff in NITs / IIEST.

(iii) The post of Security Officer has been abolished in the RRs (2017) keeping in mind that the security services in most of the CFTIs are outsourced. The same recommendation is reiterated and the existing Security Officer may be allowed to continue and in due course re-trained for other suitable tasks.

5. The Oversight Committee through its recommendations have improvised the non-teaching RRs, which is expected to address majority of the issues by way of granting one time-relaxations to internal staff for career progression and also enables the ad-hoc / contract / temporary / outsource staff, who are/have rendered a reasonable portion in service of the Institute, to participate in the regular recruitment processes after getting due age relaxation. However, no relaxations in educational qualification criterion have been recommended in all such cases.

6. The Committee has gone through the issues / representations received and take care of only those issues, which are common across the NITs system. However, the Institute specific issues in isolation are left upto the Institute and may be sorted out at the Institute / Board level in light of various instructions approved by the Council of NITSER on the subject from time to time, applicable extant Government of India instructions, Statutes and NITSER Act, 2007.

7. The new set of Recruitment Rules (2019) as proposed by the Oversight Committee will replace the non-teaching Recruitment Rules issued on 20th December, 2017 and the same being issued after getting the approval of the Hon'ble Minister of Human Resource Development in his capacity as the Chairperson of the Council of NITSER in accordance with provisions under Section 32 (2) (b) of NITSER Act, 2007 and Statute 23 (3) of the Statutes of NITs.

8. All the Institutes are advised to strictly adhere to the Non-Teaching Recruitment Rules (2019) referred at **Annexure** after adoption by the respective Board of Governors.

Yours faithfully,

K. Rajan

(K. Rajan)
Under Secretary to the Government of India

Encl.: as above.

Copy for information to:-

1. The Chairperson, Board of Governors of all NITs.
2. PS to Hon'ble HRM.
3. PS to Hon'ble MoS (SPS).
4. Sr. PPS to Secretary (HE), MHRD.
5. PS to Additional Secretary (TE), MHRD.
6. The Registrars of all the NITs - with a request to update the information on the website of the respective NITs.
7. Guard File.

K. Rajan

(K. Rajan)
Under Secretary to the Government of India
Tel: 23384159

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GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION
*** - * - * - ***

Recruitment Rules for the Non – Teaching posts in National Institutes of Technology (NITs)

1. **Short title and commencement**: These rules may be called the NITs Non-Teaching Recruitment Rules, 2019. These shall come into force from the date of their acceptance / adoption by the Board of Governors of the concerned Institute.

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

   1) "Act" means National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.
   2) "Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by the respective NIT or framed by the Ministry of Human Resource Development.
   3) "Service Rules" means Service Rules of the respective NIT.

3. **Method of Recruitment and other matters**: The method of recruitment and other matters relating to the post of non-teaching shall be specified in the **Annexure** attached to these rules.

4. **Disqualification**: No person,

   (i) Who had entered into or contracted a marriage with a person having a spouse living; or
   (ii) Who having a spouse living, has entered into or contracted a marriage with any person.

   shall be eligible for appointment to the said post;

provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.

5. **Saving**: Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made; but any appointment or promotion proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.

6. **Other conditions of service**: The other conditions of service of the non-teaching official for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.

7. **Qualifications and other requirements of Selection**: Qualifications and other requirements of recruitment various non-teaching posts are given in detail in the **Annexure.**

8. These rules are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed, in consultation with the Council of NITSER.

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ANNEXURE

Recruitment Rules (2019) for the post of REGISTRAR in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Registrar**
2.	Number of Post(s)	01
3.	Classification	Group – A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 4 (Rs.37400-67000) with Grade Pay of Rs.10000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit	56 years
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits	Not Applicable
9.	Period of probation, if any	Not Applicable
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	Deputation (including Short Term Contract) for a period of 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time.
11.	In case of recruitment by deputation / transfer, grades from which deputation / transfer to be made	**Deputation (including Short Term Contract),** Officers under the Central / State Governments / Universities / Recognized Research Institutes or Institute of national importance or Govt. laboratory or PSU:- **Educational Qualification & Experience:** **Essential** **Educational Qualification:** Masters' degree with at least 55% Marks or its equivalent grade 'B' in the UGC 7 point scale from a recognized University/Institute. **Experience:** i) Holding analogous post. ii) At least 15 year's experience as Assistant Professor in the AGP of 7000/- and above

Sl.No.	Particular	Criteria
		or with 8 years of service in the AGP of 8000/- and above including as Associate Professor along with *3 years* experience in educational administration, or iii) Comparable experience in research establishment and /or other institutions of higher education, or iv) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post in the GP of Rs.7600/- or above. **Desirable**: i) Qualification in area of Management / Engineering /Law. ii) Experience in computerized administration / legal / financial / establishment matters.
12.	If DPC exists, what is its composition	Not Applicable
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of DEPUTY REGISTRAR in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Deputy Registrar**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group –A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (Rs.15600-39100/-) with Grade Pay of Rs.7600/. After five years of service as Deputy Registrar with Grade Pay of Rs.7600/- an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade in PB-4 (Rs.37400 - 67000/-) with Grade Pay of Rs.8700/- and re-designated as Joint Registrar (personal to the incumbent).
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 50 years
7.	Educational and other qualifications required for direct recruits	**Essential:** **Educational Qualification:** Master's degree in any discipline with at least 55% marks or its equivalent Grade in the CGPA / UGC point scale with good academic record from a recognized University/Institute. **Experience:** i) 9 years experience of Assistant Professor in the AGP of Rs.6000/- and above with 3 years of experience in educational administration, or ii) Comparable experience in research establishment and/ or other institutions of higher education, or iii) 5 years of administrative experience as Assistant Registrar in the Grade Pay of Rs.5400/- or equivalent post. **Desirable**: i) Qualification in area of Management / Engineering /Law. ii) Experience of working in E-Office system. iii) A Chartered or Cost Accountant degree or diploma for the post of Deputy Registrar

Sl.No.	Particular	Criteria
		(Finance & Accounts) or Deputy Registrar (Internal Audit).
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in any discipline or equivalent from a recognized University/Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment failing which by deputation (including Short Term contract) 25% on promotion failing which by deputation (including Short Term contract)
11.	In case of recruitment by promotion / deputation, grades from which promotion / deputation to be made	**Promotion:** Assistant Registrar with a regular service at least 10 years, with at least 5 years with GP of Rs.6600/- and working performance record (APAR).
		Deputation (including Short Term Contract): Officers from the Central/ State Government or Institute of national importance or Universities / University level Institution or PSU / Industry: a) i) holding analogous post or ii)10 years of administrative experience at the level of Assistant Registrar in the Grade Pay of Rs.5400/- or in the combination of Grade Pay of Rs.5400/- or Rs.6600/- or its equivalent. b) Possessing educational qualification as prescribed in Row 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT REGISTRAR in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Assistant Registrar**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 3 (Rs.15,600-39,100) with Grade Pay of Rs.5400/-. After five years of service as Assistant Registrar with GP of Rs.5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 35 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government.
7.	Educational and other qualifications required for direct recruits	**Essential:** **Educational Qualification & Experience:** Master's degree in any discipline with at least 55% marks or its equivalent Grade in the CGPA / UGC point scale with good academic record from a recognized University / Institute. Or Employees serving as Superintendent (SG-I) / Private Secretary (NFG) in PB-2, GP of Rs.5400/- with at least two years regular service or Superintendent (SG-II) / Private Secretary (NFG) in PB-2 GP of Rs.4800/- with at least five years regular service with Master's degree. **Desirable:** i) Qualification in area of Management / Engineering / Law. ii) Experience of working in E-Office system. iii) A Chartered or Cost Accountant for the post of Assistant Registrar (Finance & Accounts).

Sl.No.	Particular	Criteria
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in any discipline or its equivalent from a recognized University/Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment failing which by deputation (including Short Term contract) 25% by Promotion failing which by deputation (including Short Term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Employees of the Institute serving as Superintendent (SG-I) / Private Secretary (NFG) in PB-2, GP of Rs.5400/- with at least two years regular service or Superintendent (SG-II) / Private Secretary (NFG) in PB-2 GP of Rs.4800/- with at least five years regular service and working performance record (APAR), through prescribed test and interview. **Deputation (including Short Term Contract):** Officers from the Central / State Governments or Institute of national importance or Universities / University level Institution or Govt. laboratory or PSU a) Holding analogous post and b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, the First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of LIBRARIAN in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Librarian**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 4 (Rs.37400-67000) with GP of Rs.10000/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	56 years
7.	Educational and other qualifications required for direct recruits	**Educational Qualification and Experience:** **Essential:** **Educational Qualification:** Master's Degree in Library Science/ Information Science/Documentation with CGPA of 6.5 in 10 points scale or at least 60% marks or its equivalent grade of 'B' in the UGC seven point scale and a consistently good academic record set out in these Regulations. **Experience:** i) holding analogous post or ii) At least ten years' experience as a Deputy Librarian in the library of technical University, educational institute of national importance, or any other large technical library at least 3 years being spent on a post in PB-4 (Rs.37400 - 67000/-) with GP of Rs.8700/- or an equivalent post. iii) Experience (supported with evidence) of innovative Library service and commitment for computerization of library. **Desirable:** Higher degree (Ph. D. or equivalent) in a relevant Discipline directly relevant to Library Science/ Information Science/Documentation.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable

Sl.No.	Particular	Criteria
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct recruitment failing which by Deputation (including Short Term Contract) for a period of 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time. Note: Age Limit :- not exceeding 56 years
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/ deputation/ transfer to be made	**Deputation (including Short Term Contract)**: Officers from the Central/ State Government or Institutes of national importance or universities/ University level institution or PSU; and a) i) holding analogous post or ii) With at least 3 years service in posts in PB-4 (Rs.37400-67000/-) with GP of Rs.8700/- or AGP of Rs.9000/- or its equivalent and having experience of innovative Library service and commitment for computerization of library. b) Possessing educational qualification and experience as prescribed in Row 7. **Desirable:** Higher degree (Ph. D. or equivalent) in a relevant Discipline directly relevant to Library Science/ Information Science/Documentation.
12.	If DPC exists, what is its composition	Not applicable.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of DEPUTY LIBRARIAN in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Deputy Librarian**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB 3 (Rs.15,600 – 39,100/-) with GP of Rs.7600/- After Five years of service as Deputy Librarian with GP of Rs.7600/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade in PB-4 (Rs.37400 - 67000/-) with GP of Rs.8700/- with the same designation. Note: Those who are already appointed on AGP of Rs.8000/- may continue with same AGP as recommended by the Selection Committee till 5 yrs of their service. Already appointed on AGP of Rs.8000/- shall move to GP of Rs.8700/- instead of AGP of Rs.9000/- (As there is no GP exist at Rs.8000/- and Rs.9000/- in Non-Teaching) after 5 yrs of their service. No further recruitment will be made on AGP of Rs.8000/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 50 years
7.	Educational and other qualifications required for direct recruits	**Educational Qualification & Experience:** **Essential:** **Educational Qualification:** (i) Master's Degree in Library Science/ Information Science/Documentation with CGPA of 6.5 in 10 points scale or at least 60% of the marks or its equivalent grade of 'B'. in the UGC seven point scale and a consistently good academic record. (ii) Qualifying in the national level test such as NET / SLET / SET conducted for the purposed by the UGC or any other agency approved by the UGC. **Experience:** Five years' experience as an Assistant University Librarian / College Librarian or an equivalent post with GP of Rs.5400/- or above.

Sl.No.	Particular	Criteria
		Desirable: i) Experience (supported with evidence) of innovative Library service and commitment for computerization of library. ii) Higher degree (Ph.D. or equivalent) in a relevant Discipline directly relevant to Library Science / Information Science / Documentation.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in Library Science / Information Science / Documentation Science or equivalent from a recognized University / Institute.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% Direct recruitment, failing which by deputation (including Short Term contract). 50% by promotion failing which by deputation (including Short Term contract).
11.	In case of recruitment by promotion / deputation / absorption, grades from which promotion / deputation / absorption to be made.	**Promotion**: From Assistant Librarian with a regular service of at least 10 years with relevant experience out of which at least 5 years should be with GP of Rs.6600/- or AGP of Rs.7000/- and working performance record(APAR).
		Deputation (including Short Term Contract): Officers from the Central/ State Government or Institutes of national importance or universities/ University level institution or PSU: a) i) holding analogous post or; ii)10 years of experience at the level of Assistant Librarian in the Grade Pay of Rs.5400/- or in combination of Grade Pay of Rs.5400/- or Rs.6600/- or its equivalent. b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT LIBRARIAN in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Assistant Librarian**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB 3 (Rs.15,600 – 39,100) with GP of Rs.5400/-. After Five years of service as Assistant Librarian with GP of Rs.5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation. Note: Those who are already appointed on AGP of Rs.6000/- may continue with same AGP as recommended by the Selection Committee till 5 yrs of their service. Already appointed on AGP of Rs.6000/- shall move to GP of Rs.6600/- instead of AGP of Rs.7000/- (As there is no GP exist at Rs.6000/- and Rs.7000/- in Non-Teaching) after 5 yrs of their service. No further recruitment will be made on AGP of Rs.6000/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 35 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Educational Qualification & Experience:** **Essential:** **Educational Qualification:** (i) Master's Degree in Library Science / Information Science / Documentation Science with at least 60% marks or an equivalent Professional degree or its equivalent with equivalent grade (6.5 in 10 point scale) or its equivalent grade of 'B'. in the UGC seven point scale and a consistently good academic record with superior knowledge of computerized library service. (ii) Qualifying in the national level test such as NET/SLET/SET conducted for the purposed by the UGC or any other agency approved by the UGC.

Sl.No.	Particular	Criteria
		Desirable: 1) PG Diploma in Library Automation and Networking or PGDCA or equivalent. **2) Candidate with higher degree (Ph. D. or equivalent) in a relevant Discipline shall be preferred.**
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in Library Science / Information Science / Documentation Science or equivalent from a recognized University/Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment, failing which by deputation (including Short Term contract). 25% by Promotion failing which by deputation (including Short Term contract.
11.	In case of recruitment by promotion/deputation/ absorption, grades from which promotion/ deputation/ absorption to be made	**Promotion**: Promotion from the post of Library & Information Assistant (SG-II) with GP of Rs.4800/-) with 5 years regular service or Library and Information Assistant (SG-I) with GP of Rs.5400/-) with 2 years regular service and working performance record, through prescribed test and interview.
		Deputation (including Short Term Contract): Officers from the Central / State Government of Institutes of national importance or Universities / University level Institution or PSU: a) Holding analogous post, and b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PRINCIPAL STUDENTS ACTIVITY & SPORTS (SAS) OFFICER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Principal SAS Officer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 4 (Rs.37400-67000) with Grade Pay of Rs.10000/- ##
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	**56 years**
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** (i) Master's Degree in Physical Education or Master's Degree in Sports Science with at least 60% marks or its equivalent Grade in the CGPA / UGC point scale with good academic record from a recognized University / Institute; (ii) Record of having represented the University / College at the inter - University / Inter - collegiate competitions or state and / or national championships; (iii) Qualifying in the national - level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations. (iv) Record of organizing such events as student's convener or in later part of life. **Experience:** a) i) holding analogous post or ii) With at least 15 years service in post as SAS Officer or equivalent out of which 3 years should be as Senior SAS Officer in PB-4 with GP of Rs.8700/- or AGP of Rs.9000/-. **Desirable**: i) Experience in guiding group of students in creative activities. ii) Candidate with higher degree (Ph.D. or

Sl.No.	Particular	Criteria
		equivalent) in a relevant Discipline shall be preferred. iii) Record of strong involvement and proven track record of participation in sports and drama / music / films / painting / photography / journalism / event management or other student activities during college / University studies.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 year as per NIT Statutes for direct recruits.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which on Deputation (including Short Term Contract) for a period of 5 years or till attaining the age of 62 years whichever is earlier, or as fixed by Govt. of India by orders issued in this regard from time to time.
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Deputation (including Short Term Contract)**: Officers from the Central/ State Government or Institutes of national importance or universities/ University level institution or PSU: **Experience:** a) i) holding analogous post or ii) With at least 15 years service in post as SAS Officer or equivalent out of which 3 years should be as Senior SAS Officer in PB-4 with GP of Rs.8700/- or AGP of Rs.9000/-. b) Possessing Educational qualification and Experience as prescribed in Row 7. **Desirable**: i) Experience in guiding group of students in creative activities. ii) Candidate with higher degree (Ph.D. or equivalent) in a relevant Discipline shall be preferred. iii) Record of strong involvement and

Sl.No.	Particular	Criteria
		proven track record of participation in sports and drama / music / films / painting / photography / journalism / event management or other student activities during college / University studies.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable.

Subject to creation of post if not sanctioned in the past.

Recruitment Rules (2019) for the post of SENIOR STUDENTS ACTIVITY & SPORTS (SAS) OFFICER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Students Activity & Sports (SAS) Officer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (Rs.15600-39100) with Grade Pay of Rs7600/-. After Five years of service as SAS Officer with GP of Rs.7600/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade in PB-4 with GP of Rs.8700/- with the same designation. Note: Those who are already appointed on AGP of Rs.8000/- may continue with same AGP as recommended by the Selection Committee till 5 yrs of their service. Already appointed on AGP of Rs.8000/- shall move to GP of Rs.8700/- instead of AGP of Rs.9000/- (As there is no GP exist at Rs.8000/- and Rs.9000/- in Non-Teaching) after 5 yrs of their service. No further recruitment will be made on AGP of Rs.8000/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not exceeding 50 years
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** (i) Master's Degree in Physical Education or Master's Degree in Sports Science or equivalent degree with at least 60% marks or its equivalent Grade in the CGPA / UGC point scale with good academic record from a recognized University / Institute.; (ii) Record of having represented the University / College at the Inter University / Inter- Collegiate competitions or state and / or national championships; (iii) Qualifying in the national - level test conducted for the purpose by the UGC

Sl.No.	Particular	Criteria
		or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations. (iv) Record of organizing such events as student's convener or in later part of life. **Experience:** a) i) holding analogous post or ii) At least 5 years of experience as SAS Officer or an equivalent post in PB-3, with GP of Rs.5400/- or above on an equivalent post in the University / Institute of National importance / Central / State Govt. or similar organization having strong involvement and proven track record in organizing sports and drama / music / films / painting / photography / journalism / event management or other student activities. **Desirable**: i) Experience in guiding group of students in creative activities. ii) Candidate with higher degree (PhD or equivalent) in a relevant Discipline shall be preferred. iii) Record of strong involvement and proven track record of participation in sports and drama / music / films / painting / Photography / journalism event management or other student / event management activities during college / University studies.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in Physical education or Sports Science or equivalent from a recognized University/ Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by	50% Direct Recruitment, failing which by deputation (including Short Term contract).

Sl.No.	Particular	Criteria
	promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% by promotion failing which by deputation (including Short Term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** SAS Officer with regular service of 10 years, out of which 5 years with GP of Rs.6600/- or its equivalent and working performance record (APAR).
		Deputation (including Short Term Contract): Officers from the Central/ State Government or Institutes of national importance or universities/ University level institution or PSU: a) i) holding analogous post or ii) With at least 10 years service as SAS Officer or an equivalent post in PB-3, GP of Rs.5400/- or in combination of Grade Pay of Rs.5400/- or Rs.6600/- or its equivalent post b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of STUDENTS ACTIVITY & SPORTS (SAS) OFFICER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Students Activity & Sports (SAS) Officer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of pay (Grade Pay, Band Pay)	PB : 3 (Rs.15,600 – 39,100/-) with Grade Pay of Rs.5400/-. After Five years of service as SAS Officer with GP of Rs5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation. (Those who are already appointed on AGP of Rs.6000/- may continue with same AGP as recommended by the selection committee till 5 yrs of their service. Already appointed on AGP of Rs.6000/- shall move to GP of Rs.6600/- instead of AGP of Rs.7000/- (As there is no GP exist at Rs.6000/- and Rs.7000/- in Non-Teaching) after 5 yrs of their service. No Further Recruitment will be made on AGP of Rs.6000/- the existing column may be replaced as: PB 3 (Rs.15,600 – 39,100) with GP of Rs.5400/-. After Five years of service as SAS Officer with GP of Rs.5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation.)
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	35 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** Master's Degree in Physical Education or Master's Degree in Sports Science or equivalent degree with at least 60% marks or its equivalent Grade in the CGPA / UGC point scale with good academic record from a recognized University /

Sl.No.	Particular	Criteria
		Institute. Record of having represented the University/College at the inter-University/Inter-Collegiate competitions or the State and/or national championships; Qualifying in the national–level test conducted for the purpose by the UGC or any other agency approved by the UGC and passed the physical fitness test conducted in accordance with these regulations. **Desirable**: i) Experience in guiding group of students in creative activities. ii) Candidate with higher degree (Ph.D. or equivalent) in a relevant Discipline shall be preferred. iii) Record of organizing such events as student's convener or in later part of life. iv) Record of strong involvement and proven track record of participation in sports and drama / music / films / painting / Photography / journalism event management or other student/ event management activities during college / University studies.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least Master's degree in Physical education or Sports Science or equivalent from a recognized University/ Institute
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment, failing which by deputation (including Short Term c 25% by promotion failing which by deputation (including Short Term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from	**Promotion:** Promotion from the post of SAS Assistant (SG-II) with Grade Pay of Rs.4800/- with 5 years

Sl.No.	Particular	Criteria
	which promotion / deputation / transfer to be made	regular service or SAS Assistant (SG-I) with Grade Pay of Rs.5400/- with two years regular service and working performance record (APAR), through prescribed test and interview.
		Deputation (including Short Term contract): Officer of the Central / State or similar services / semi -Govt./ PSU / Statutory or Autonomous organization or University / Institution of national importance. a) holding analogous post and b) Possessing educational qualification as prescribed in Row 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PRINCIPAL SCIENTIFIC OFFICER / PRINCIPAL SCIENTIFIC / TECHNICAL OFFICER (GENERAL / ICT / RESEARCH) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Principal Scientific Officer / Principal Technical Officer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 4 (Rs.37,400 – 67,000/-) with Grade Pay of Rs.10000/-. ##
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	56 years
7.	Educational and other qualifications required for direct recruits	**Educational Qualification & Experience:** **Essential:** **Educational Qualification:** B.E./ B.Tech. or M.Sc./ MCA Degree in relevant field with first class or equivalent grade (6.5 in 10 point scale or 60% marks) and consistently excellent academic record. **Experience:** At least 15 years experience as Scientific Officer / Technical Officer or an equivalent post or above out of which at least 8 years experience as Sr. Scientific Officer / Sr. Technical Officer in PB-3 with GP of Rs.7600/- or an equivalent post in Central / State Government Department / Autonomous Bodies / University / Institution of national importance / PSU etc.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	1 year as per NIT Statutes for direct recruits.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by	100% Direct Recruitment failing which by deputation / contract.

Sl.No.	Particular	Criteria
	various methods	
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Deputation :** Officers from the Central/State Governments or Institute of national importance or Universities/University level Institution or PSU : a) i) holding analogous post or ii)With at least 3 years service in posts with Grade Pay of Rs.8700 or at least 8 years' service in posts with GP of Rs.7600/- or its equivalent. and b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	Not applicable.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Subject to creation of post if not sanctioned in the past.

Recruitment Rules (2019) for the post of SENIOR SCIENTIFIC / TECHNICAL OFFICER (GENERAL / ICT / RESEARCH) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Sr. Scientific Officer / Technical Officer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (Rs.15600-39100) with Grade Pay of Rs.7600/-. After five years of service as Senior Scientific Officer and Senior Technical Officer with GP of Rs.7600/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade in PB-4 with GP of Rs.8700/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	50 years
7.	Educational and other qualifications required for direct recruits	**Educational Qualification & Experience:** **Essential:** **Educational Qualification:** B.E./ B.Tech. / M.Sc. in relevant field or MCA Degree with first class or equivalent grade (6.5 in 10 point scale) and consistently excellent academic record. **Experience:** Five years experience in the field of Science/ Technology/ ICT/ Research as Technical Officer/ Scientific Officer or an equivalent post in PB-3 with Grade Pay of Rs.5400/- or above. **Desirable:** Candidates with Ph.D in the relevant field shall be preferred.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least B.E./ B.Tech. / M.Sc. in relevant field or MCA Degree from a recognized University/ Institute
9.	Period of probation, if any	1 year as per NIT Statutes for direct recruits.
10.	Method of Recruitment whether by direct recruitment or by promotion or by	50% Direct Recruitment, failing which by deputation (including Short Term contract). 50% by promotion failing which by deputation

Sl.No.	Particular	Criteria
	deputation or transfer & percentage of the vacancies to be filled by various methods	(including Short Term contract).
11.	In case of recruitment by deputation / transfer, grades from which deputation / transfer to be made	**Promotion:** Scientific / Technical Officer with regular service of 10 years, out of which 5 years to be with GP of Rs.6600/- and working performance record (APAR).
		Deputation (including Short Term Contract): a) Officers from the Central/ State Government or Institutes of national importance or Universities/ University level institution or PSU: i) holding analogous post or ii) 10 years of experience in the field of Science/Technology/Research at the level of Technical Officer/ Scientific Officer or an equivalent post in PB-3, Grade Pay Rs.5400/- or in combination of Rs.5400/- or Rs.6600/- or its equivalent. b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable.

Recruitment Rules (2019) for the post of SCIENTIFIC OFFICER / TECHNICAL OFFICER (GENERAL / ICT / RESEARCH) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Scientific Officer / Technical Officer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 3 (Rs.15,600 – 39,100/-) with Grade Pay of Rs.5400/-. After Five years of service as Scientific/Technical Officer with GP of Rs.5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	35 years. Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Educational Qualification & Experience:** **Essential:** **Educational Qualification:** i) B.E. / B.Tech. / M.Sc. in relevant field or MCA Degree with first class or equivalent grade (6.5 in 10 point scale) and consistently excellent academic record. OR ii) Employees of the Institute serving as Technical Assistant (SG II) for at least 5 years (Grade Pay 4800/-) or Technical Assistant (SG-I) with Grade Pay of Rs.5400/- in PB-2 with two years regular service in the institute. **Desirable:** a) Work experience in relevant field, e.g. maintenance of scientific equipment, system administration, software development in fabrication and support to research. b) Candidates with Ph.D. in the relevant field shall be preferred.

Sl.No.	Particular	Criteria
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational qualification: No, but must possess at least B.E. / B.Tech. / M.Sc. or equivalent in relevant field or MCA Degree from a recognized University/ Institute.
9.	Period of probation, if any	1 year as per NIT Statutes for direct recruits.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment failing which by deputation (including Short Term contract). 25% by Promotion failing which by deputation (including Short Term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Promotion from the post of Technical Assistant (Selection Grade II) with GP of Rs.4800/- with 5 years regular service or Technical Assistant (SG-I) (PB-2 with Grade Pay of Rs.5400/-) with 2 years of experience through DPC **and working performance record (APAR).**
		Deputation (including Short Term Contract): a) Officers of the Central / State / PSU / Statutory or Autonomous organization or University / Institution of national importance: b) holding analogous post and c) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SUPERINTENDING ENGINEER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Superintending Engineer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 4(Rs.37,400 – 67,000) with Grade Pay of Rs.8700/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	**56 years**
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** B.E./ B.Tech. in Civil Engineering with first class or its equivalent Grade in the CGPA / UGC 7 point scale with good academic record from a recognized University / Institute. **Experience:** i) Holding analogous post or ii) With at least 5 years regular service as Senior Executive Engineer in GP of Rs.7600/- or 10 years regular service as Executive Engineer in GP of Rs.6600/- or equivalent; and iii) 15 years experience in relevant field as Engineer / (GP of Rs.5400/-) or higher level from CPWD, State Govt. or Semi–Govt./ PSU / Statutory or Autonomous organization / University / Institution of national importance / reputed organization under Central / State Govt. of which 5 at least years should be as Executive Engineer in the GP of Rs.7600/- or its equivalent. **Desirable:** i) Knowledge of Computer–aided Design (CAD) and latest Management Technology / other relevant software. ii) Proven track record of handling projects / consultancy in organization of repute. iii) Experience of working with high tension lines, electrical maintenance planning

Sl.No.	Particular	Criteria
		and execution of electrical works or civil engineering, Designing and estimation, construction management etc., as relevant to his specialization.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment failing which through Deputation (including Short Term Contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Not Applicable **Deputation (including Short Term Contract):** Officers of the Central PWD / State Govt. s or similar services / semi–Govt. / PSU / Statutory or Autonomous organization, University / Institution of national importance/ reputed organization: **Experience:** a) i) Holding analogous post or ii) With at least 5 years regular service as Senior Executive Engineer in GP of Rs.7600/- or its equivalent. Or 15 years experience in relevant field as Engineer / (GP of Rs.5400/-) or higher level from CPWD, State Govt. or Semi–Govt./PSU/Statutory or Autonomous organization / University / Institution of national importance /reputed organization under Central / State Govt. of which 5 years should be as Executive Engineer in the GP of Rs.7600/- or its equivalent. b) Possessing educational qualification as prescribed in Row 7.

Sl.No.	Particular	Criteria
		Desirable: i) Knowledge of Computer–aided Design (CAD) and latest Management Technology/other relevant software. ii) Proven track record of handling projects / consultancy in organization of repute. iii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, Designing and estimation, construction management etc., as relevant to his specialization.
12.	If DPC exists, what is its composition	Not applicable
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR EXECUTIVE ENGINEER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Executive Engineer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (15,600-39,000/-) With Grade Pay of Rs.7600/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	50 years
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** B.E. / B.Tech. in Civil/ Electrical Engineering with first class or its equivalent Grade in the CGPA / UGC 7 point scale with good academic record from a recognized University / Institute. **Experience:** At least 5 years experience in PB-3 with GP of Rs.5400/-. **Desirable:** i) Knowledge of Computer–aided Design (CAD) and latest Management Technology/other relevant software. ii) Proven track record of handling projects/works in reputed organization of relevant magnitude and qualities. iii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, Designing and estimation, construction management etc, as relevant to the profession.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.

Sl.No.	Particular	Criteria
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% Direct Recruitment, failing which through Deputation (including Short Term Contract). 50% Promotion, failing which through Deputation (including Short Term Contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion**: Executive Engineer with at least 10 years experience in PB-3 with GP of Rs.5400/- out of which at least 5 years experience in PB-3 with GP of Rs.6600/- and possessing B.E./B.Tech. in Civil / Electrical Engineering from a recognized University or Institution or any other equivalent qualification.
		Deputation (including Short Term Contract): Officers of the Central PWD / State Govt. s or similar services / semi–Govt. / PSU / Statutory or Autonomous Organization, University / Institution of national importance etc:- **Experience:** a) i) Holding analogous post or ii) With at least 5 years regular service as Executive Engineer Or an equivalent post in PB-3 with GP Rs.6600/-. b) Possessing educational qualification as prescribed in Row 7. **Desirable:** i) Knowledge of Computer–aided Design (CAD) and latest Management Technology / other relevant software. ii) Proven track record of handling projects/works in reputed organization of relevant magnitude and qualities. iii) Experience of working with high tension lines, electrical maintenance planning and execution of electrical works or civil engineering, Designing and estimation, construction management etc, as relevant to the profession.

Sl.No.	Particular	Criteria
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of EXECUTIVE ENGINEER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	Executive Engineer
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (15,600-39,000/-) With Grade Pay of Rs.5400/-. After five years of service as Engineer with GP of Rs.5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	35 years.
7.	Educational and other qualifications required for direct recruits	**Educational Qualification and Experience:** **Essential:** **Educational Qualification:** B.E./ B.Tech. in Civil / Electrical Engineering with first class or its equivalent Grade in the CGPA / UGC 7 point scale with good academic record from a recognized University/Institute. OR Employees of the Institute with at least five years regular service as Assistant Engineer (SG II) in PB-2, Grade Pay of Rs.4800/- or with at least two years regular service as Assistant Engineer (SG-I) in PB-2, Grade Pay of Rs.5400/-.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar : No Qualification: No, but must possess at least B.E. / B.Tech.in Civil / Electrical Engineering from a recognized University/ Institute.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment, failing which by deputation. 25% by promotion failing which by deputation/ contract, failing which in both, by direct recruitment.

Sl.No.	Particular	Criteria
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Employees of the Institute with at least five years regular service as Assistant Engineer (SG II) in PB-2, Grade Pay Rs.4800/- or with at least two years regular service as Assistant Engineer (SG-I) in PB-2, Grade Pay of Rs.5400/- and working performance record (APAR), through prescribed test and interview. **Deputation (including Short Term Contract):** Officers of the CPWD/ State PWD or similar organized services / semi-Govt./ PSU / Statutory or Autonomous organization/University, Institutes of national importance, **Experience:** a) holding analogous post on regular basis; and b) Possessing educational qualification as prescribed in Col. 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR MEDICAL OFFICER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Medical Officer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB 3 (Rs.15600-39100) with Grade Pay of Rs.7600/- + NPA as per Govt. instructions. After 5 years of service as Senior Medical Officer with GP of Rs.7600/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of Rs.8700/- in PB-4 with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	50 Years
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register. Or Post Graduate Qualification, preferably MD, in General Medicine, or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register **Experience:** i) For Post Graduate Degree holders, at least 5 years regular service as Medical Officer in PB–3 with GP of Rs.5400/- or equivalent, ii) For MBBS degree holders, at least 10 years experience as Medical officer in PB-3 with GP of Rs.5400/- or equivalent.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age: No Educational Qualification: Yes

Sl.No.	Particular	Criteria
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% Direct Recruitment, failing which through Deputation (including Short Term Contract). 50% Promotion, failing which through Deputation (including Short Term Contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 10 years experience as Medical Officer in PB-3 with GP of Rs.5400/- of which at least 5 years in PB-3, GP of Rs.6600/-.
		Deputation (including short term Contract): Medical Officers of the Central / State or similar services / semi–Govt. / PSU / Statutory or Autonomous organization, University / Institution of national importance: Experience: a) i) Holding analogous post or ii) With at least 5 years regular service in PB–3 with GP of Rs.6600/- or equivalent, b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	NA

Note:

i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.

ii) Completion of compulsory Rotating Internship Certificate, [Registration Certificate, an official document showing name of College / Institution from where degree / diploma has been done and official document showing name of the institution from where experience has been gained are required].

Recruitment Rules (2019) for the post of MEDICAL OFFICER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Medical Officer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - A
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 3 (Rs.15,600 – 39,100/-) with Grade Pay of Rs.5400/- + NPA as per Govt. instructions. After 5 years of service as Medical Officer with GP of 5400/-, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher GP of 6600/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	35 years
7.	Educational and other qualifications required for direct recruits	**Educational qualification and Experience:** **Essential:** **Educational qualification:** MBBS Degree or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register. **Desirable:** Post Graduate Qualification, preferably MD in General Medicine, or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956) and must be registered in a State Medical Register or Indian Medical Register.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by	100% Direct Recruitment failing which through deputation (including Short Term contract)

Sl.No.	Particular	Criteria
	various methods	
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Deputation:** Medical Officers of the Central/State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institute of national importance. **Experience**: a) Holding analogous post on regular basis; or b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statute.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Note:

i) The Medical qualifications possessed by the candidates should have the recognition of the Medical Council of India.
ii) Completion of compulsory Rotating Internship Certificate, [Registration Certificate, an official document showing name of College / Institution from where degree / diploma has been done and official document showing name of the institution from where experience has been gained are required.]

Recruitment Rules (2019) for the post of TECHNICIAN

Sl.No.	Particular	Criteria
1.	Name of the Post	**Technician**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB :1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	27 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Essential:** Senior secondary (10+2) with Science from a Government recognized board with at least 60% marks Or Senior secondary (10+2) from a Government recognized board with at least 50% marks and ITI Course of one year or higher duration in appropriate trade. Or Secondary (10) with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a Government recognized Polytechnic / Institute.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: No. However, must possess at least Senior Secondary with Science or Secondary and ITI certificate of 2 years duration in appropriate trade.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by	i) 75% Direct recruitment ii) 25% by Promotion.

Sl.No.	Particular	Criteria
	various methods	
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/ deputation/ absorption to be made	**Promotion:** Lab Attendant (SG-II) with at least 2 years regular service with Grade Pay of Rs.2000/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR TECHNICIAN in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Technician**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 1 (Rs.5,200 – 20,200) with Grade Pay of Rs.2400/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% by Promotion. 50% by Direct Recruitment
11.	In case of recruitment by promotion/deputation/absorption, grades from which promotion/ deputation/ absorption to be made	**Promotion :** At least 5 years regular service as Technician in PB-1, GP 2000/- or at least 5 years combined service of Lab. Attendant (SG-II) and Technician in PB-1, Grade Pay of Rs.2000/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of TECHNICIAN (SELECTION GRADE-II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Technician (Selection Grade-II)**
2.	Number of Post(s)	As per Sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB:1 (Rs.5,200 – 20,200) with Grade Pay of Rs.2800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion / deputation / absorption, grades from which promotion / deputation / absorption to be made	**Promotion** At least 5 years regular service with Grade Pay of Rs.2400/- as Senior Technician through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term contract):** Officers of the Central/State Govt. or similar organized services / semi-Govt. / PSU / autonomous organization / University / Institute of national importance: **Educational Qualification:** Senior secondary (10+2) with Science from a recognized board with at least 60% marks Or Senior secondary (10+2) from a recognized

Sl.No.	Particular	Criteria
		board with at least 50% marks and ITI Course of one year or higher duration in appropriate trade. Or Secondary (10) with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute. **Experience:** (i) Holding analogous post; or (ii) 5 years regular service with Grade Pay of Rs.2400/- as Senior Technician or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of TECHNICIAN (SELECTION GRADE–I) in NITs

Sl.No.	Particular	Criteria
1	Name of the post	**Technician (Selection Grade–I)**
2	Number of Post(s)	As per Sanctioned strength.
3	Classification	Group - B
4	Scale of Pay (Grade Pay, Band Pay)	PB:2 (Rs.9,300 – 34,800) with Grade Pay of Rs.4200/-
5	Whether selection post or non-selection post	Not applicable
6	Age-limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and education qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not applicable
10	Method of Recruitment Whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods.	100% promotion, failing which by deputation (including short term contract).
11	In case of recruitment by promotion / deputation /absorption, grades from which promotion/ deputation/ absorption to be made	**Promotion :** At least 6 Years regular service with Grade Pay of Rs.2800/- as Technician (Selection Grade–II) through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term contract):** Officers of the Central/State Govt. or similar organized services / semi-Govt. / PSU / autonomous organization / University / Institute of national importance: **Educational Qualification:** Senior secondary (10+2) with Science from a recognized board with at least 60% marks Or Senior secondary (10+2) from a recognized

Sl.No.	Particular	Criteria
		board with at least 50% marks and ITI Course of one year or higher duration in appropriate trade. Or Secondary (10) with at least 60% marks and ITI Certificate of 2 years duration in appropriate trade. Or Diploma in Engineering of three year's duration in relevant field from a recognized Polytechnic / Institute. **Experience:** i) Holding analogous post; or ii) 6 years regular service with Grade Pay of Rs.2800/- as Technician (SG-II) or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of TECHNICAL ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Technical Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB -2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	30 years. Note:- Relaxable for Departmental Candidates up to five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Essential:** First Class or equivalent Grade in B.E. / B.Tech. / MCA in relevant subject from a recognized University / Institute. Or First Class Diploma in Engineering in relevant Field with excellent academic record Or First Class Bachelor's Degree in Science from a recognized University or Institute Or Master's Degree in Science from a recognized University or Institute with at least 50% marks or equivalent grade
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	**Age bar**: Not applicable **Educational Qualification**: No. However must possess any of the qualifications mentioned in Row 7 without insisting on percentage of marks/class.
9.	Period of probation, if any	1 Year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% by direct Recruitment 25% by Promotion, failing which by deputation (including short term contract).

Sl.No.	Particular	Criteria
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 Years regular service with Grade Pay of Rs.4200/- as Technician (Selection Grade–I) through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: a i) holding analogous post; or ii) 6 years regular service with Grade Pay of Rs.2800/- as Technician (SG-II) or its equivalent post. b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR TECHNICAL ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Technical Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotes	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 5 years regular service as Technical Assistant in PB-2, GP 4200/- or at least 5 years combined service of Technician (SG-I) and Technical Assistant in PB-2, Grade Pay of Rs.4200/- through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term Contract)**: Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-

Sl.No.	Particular	Criteria
		Educational Qualification: First Class or equivalent Grade in B.E. / B.Tech. / MCA in relevant subject from a recognized University / Institute. Or First Class Diploma in Engineering in relevant Field with excellent academic record Or First Class Bachelor's Degree in Science from a recognized University or Institute Or Master's Degree in Science from a recognized University or Institute with at least 50% marks or equivalent grade **Experience:** i) holding analogous post; or ii) At least 5 years regular service as Technical Assistant in PB-2, GP 4200/- or at least 5 years combined service of Technician (SG-I) and Technical Assistant in PB-2, Grade Pay of Rs.4200/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of TECHNICAL ASSISTANT (SELECTION GRADE II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Technical Assistant (Selection Grade II)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 years regular service as Senior Technical Assistant in PB-2, GP Rs.4600/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central / State Govt. Or similar organized services / Semi - Govt./ PSU / autonomous organization / University Institute of national importance: - **Educational Qualification:** First Class or equivalent Grade in B.E. / B.Tech. / MCA in relevant subject from a recognized University / Institute.

Sl.No.	Particular	Criteria
		Or First Class Diploma in Engineering in relevant Field with excellent academic record Or First Class Bachelor's Degree in Science from a recognized University or Institute Or Master's Degree in Science from a recognized University or Institute with at least 50% marks or equivalent grade **Experience:** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4600/- as Senior Technical Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of TECHNICAL ASSISTANT (SELECTION GRADE I) in NITs

Sl.No.	Particular	Criteria
1	Name of the Post	**Technical Assistant (Selection Grade I)**
2	Number of Post(s)	As per sanctioned strength.
3	Classification	Group - B
4	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.5400/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 years regular service as Technical Assistant (SG-II) in PB-2, GP 4800/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central / State Govt. Or similar organized services / Semi - Govt./ PSU / autonomous organization/ University Institute of national importance: - **Educational Qualification:** First Class or equivalent Grade in B.E. / B.Tech. / MCA in relevant subject from a recognized University / Institute.

Sl.No.	Particular	Criteria
		Or First Class Diploma in Engineering in relevant Field with excellent academic record Or First Class Bachelor's Degree in Science from a recognized University or Institute Or Master's Degree in Science from a recognized University or Institute with at least 50% marks or equivalent grade **Experience:** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4800/- as Technical Assistant (SG-II) or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of JUNIOR ENGINEER / SAS ASSISTANT / LIBRARY AND INFORMATION ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Jr. Engineer / SAS Assistant / Library and Information Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB -2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	30 years.
7.	Educational and other qualifications required for direct recruits	**Essential:** **A. Junior Engineer** First Class B.E. / B.Tech. in Civil/Electrical Engineering from a recognized University or Institute. OR First Class Diploma in Civil/Electrical Engineering with excellent academic record **B. SAS Assistant** (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in sports and drama / music / films / painting / Photography / journalism event management or other student/ event management activities during college / University studies. **C. Library & Information Assistant** First Class Bachelors Degree in Science /Arts/ Commerce from recognized University /Institute and Bachelor's Degree in Library and Information Science. **Desirable (for C only)**: Post Graduate Diploma in Library Automation and Networking, PGDCA or equivalent from a recognized Institution.
8.	Whether age and educational qualifications prescribed for direct	Not Applicable

Sl.No.	Particular	Criteria
	recruits will apply in the case of promotees	
9.	Period of probation, if any	1 Year for direct recruits as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% direct recruitment
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	Not Applicable.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT ENGINEER / SENIOR SAS ASSISTANT / SENIOR LIBRARY AND INFORMATION ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Assistant Engineer / Senior SAS Assistant / Senior Library and Information Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 5 years regular service as in PB-2 with GP Rs.4200/- as Jr. Engineer / SAS Assistant / Library Information Assistant (LIA) through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term contract)**: Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- **Educational Qualification:** **A. Junior Engineer**

Sl.No.	Particular	Criteria
		First Class B.E. / B.Tech. in Civil / Electrical Engineering from a recognized University or Institute. Or First Class Diploma in Civil / Electrical Engineering with excellent academic record **B. SAS Assistant** (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in sports and drama/ music / films/ painting / Photography / journalism event management or other student / event management activities during college / University studies. **C. Library & Information Assistant** First Class Bachelors Degree in Science /Arts/ Commerce from recognized University /Institute and Bachelor's Degree in Library and Information Science. **Desirable (for C only)**: Post Graduate Diploma in Library Automation and Networking, PGDCA or equivalent from a recognized Institution. **Experience** i) holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.4200/- as Jr. Engineer / SAS Assistant/ LIA or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT ENGINEER (SELECTION GRADE – II) / SAS ASSISTANT / LIBRARY AND INFORMATION ASSISTANT (SELECTION GRADE – II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Assistant Engineer (Selection Grade II) / SAS Assistant (Selection Grade II) / Library and Information Assistant (Selection Grade II)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 years regular service as in PB-2 with GP Rs.4600/- as Assistant Engineer / Sr. SAS Assistant / Sr. LIA through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term contract)**: Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-

Sl.No.	Particular	Criteria
		Educational Qualification: **A. Junior Engineer** First Class B.E. / B.Tech. in Civil / Electrical Engineering from a recognized University or Institute. Or First Class Diploma in Civil / Electrical Engineering with excellent academic record **B. SAS Assistant** (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in sports and drama / music / films / painting / Photography / journalism event management or other student / event management activities during college / University studies. **C. Library & Information Assistant** First Class Bachelors Degree in Science / Arts / Commerce from recognized University / Institute and Bachelor's Degree in Library and Information Science. **Desirable (for C only)**: Post Graduate Diploma in Library Automation and Networking, PGDCA or equivalent from a recognized Institution. **Experience** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4600/- as Assistant Engineer / Sr. SAS Assistant / Sr. LIA or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT ENGINEER (SELECTION GRADE – I) / SAS ASSISTANT (SELECTION GRADE – I) / LIBRARY AND INFORMATION ASSISTANT (SELECTION GRADE – I) in NITs

Sl.No.	Particular	Criteria
1	Name of the Post	**Assistant Engineer (Selection Grade I) / SAS Assistant(Selection Grade I) / Library and Information Assistant (Selection Grade I)**
2	Number of Post(s)	As per sanctioned strength.
3	Classification	Group - B
4	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.5400/-
5	Whether selection post or non-selection post	Not Applicable
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion failing which by deputation (including short term contract).
11	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 years regular service as in PB-2 with GP Rs.4800/- as Assistant Engineer (SG-II)/ SAS Assistant (SG-II)/LIA (SG-II) through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- **Educational Qualification:** **A. Junior Engineer**

Sl.No.	Particular	Criteria
		First Class B.E. / B.Tech. in Civil / Electrical Engineering from a recognized University or Institute. Or First Class Diploma in Civil / Electrical Engineering with excellent academic record **B. SAS Assistant** (i) First Class Bachelor's Degree in Physical Education from a recognized University or Institution. (ii) Strong record of participation in sports and drama / music / films / painting / Photography / journalism event management or other student / event management activities during college / University studies. **C. Library & Information Assistant** First Class Bachelors Degree in Science / Arts / Commerce from recognized University / Institute and Bachelor's Degree in Library and Information Science. **Desirable (for C only)**: Post Graduate Diploma in Library Automation and Networking, PGDCA or equivalent from a recognized Institution. **Experience** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4800/- as Assistant Engineer (SG-II) / SAS Assistant (SG-II) / LIA (SG-II) or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PHARMACIST in NITs

Sl.No.	Particular	Criteria
1	Name of the post	**Pharmacist**
2	Number of Post(s)	As per Sanctioned strength.
3	Classification	Group - C
4	Scale of Pay (Grade Pay, Band Pay)	PB:1 (Rs.5,200 – 20,200) with Grade Pay of Rs.2800/-
5	Whether selection post or non-selection post	Not Applicable
6	Age-limit for direct recruits	27 years.
7	Educational and other qualifications required for direct recruits	**Essential:** (i) 10+2 in Science (PCB/PCM) subjects from recognized Board or University. (ii) 2 Years Diploma with First class from an Institute recognized by the Pharmacy Council of India with minimum two years experience in any recognized hospital or pharmacy. Or Bachelor's degree in Pharmacy (B.Pharma.) (iii) Registered as Pharmacist under the Pharmacy Act 1948.
8	Whether age and education qualifications prescribed for direct recruits will apply in the case of promotes	Not Applicable
9	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10	Method of Recruitment Whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct recruitment
11	In case of recruitment by promotion / deputation /absorption, grades from which promotion/ deputation/ absorption to be made	Not Applicable

Sl.No.	Particular	Criteria
12	If Departmental Promotion Committee exists, what is its composition	Not Applicable.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Note: After 2 Years' experience in the Grade Pay of Rs.2800/-, the incumbent will be granted Non Functional up-gradation to the next higher Grade Pay of Rs.4200/- in PB-2 and re-designated as Sr. Pharmacist (personal to the incumbent).

Sr. Pharmacist with GP of Rs.4200/- and 7 years of service, out of which at least 5 years of service in GP of Rs.4200/-, may be considered for promotion to the post of Pharmacist (SG II) with GP of Rs.4600/-.

Recruitment Rules (2019) for the post of PHARMACIST (SELECTION GRADE – II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Pharmacist (Selection Grade – II)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 5 years regular service asa in PB-2, GP of Rs.4200/- Senior Pharmacist through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:- **Educational Qualification:** (i) 10+2 in Science (PCB/PCM) subjects from recognized Board or University.

Sl.No.	Particular	Criteria
		(ii) 2 Years Diploma with First class from an Institute recognized by the Pharmacy Council of India with minimum two years experience in any recognized hospital or pharmacy. Or Bachelor's degree in Pharmacy (B.Pharma.) (iii) Registered as Pharmacist under the Pharmacy Act 1948. **Experience:** i) holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.4200/- as Senior Pharmacist or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PHARMACIST (SELECTION GRADE – I) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Pharmacist (Selection Grade I)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-. After 2 years of regular service, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade of PB2 with GP of Rs.5400/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 2 years regular service as in PB-2, GP 4600/- Pharmacist (SG-II) through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers under the Central / State Governments / Universities recognized Research Institutes or Institutes of national importance or Govt. laboratory or PSU:-

Sl.No.	Particular	Criteria
		Educational Qualification: (i) 10+2 in Science (PCB/PCM) subjects from recognized Board or University. (ii) 2 Years Diploma with First class from an Institute recognized by the Pharmacy Council of India with minimum two years experience in any recognized hospital or pharmacy. Or Bachelor's degree in Pharmacy (B.Pharma.) (iii) Registered as Pharmacist under the Pharmacy Act 1948. **Experience:** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4600/- as Pharmacist (SG-II) or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of JUNIOR ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Junior Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	27 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Senior secondary (10+2) from a recognized board with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. **Desirable:** Proficiency in other computer skills; stenography skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Qualifications and Experience: No, but must possess at least 10+2 and having proficiency in Computer Word Processing.
9.	Period of probation, if any	1 Year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct recruitment. 25% by Promotion.
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Office Attendant (SG-II) with at least 2 years regular service with Grade Pay of Rs.2000/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.

Sl.No.	Particular	Criteria
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB: 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2400/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	33 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	Senior secondary (10+2) from a recognized board with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. **Desirable:** Proficiency in other computer skills, stenography skills, Bachelor's degree.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: No, but must possess at least 10+2 and having proficiency in Computer Word Processing.
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% by Promotion. 50% by Direct Recruitment
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion** At least 5 years regular service as Junior Assistant in PB-1, GP 2000/- or at least 5 years combined service of Office Attendant (SG-II) and Junior Assistant) in PB-1, Grade Pay of Rs.2000/-through DPC and working performance record (APAR), through prescribed test and interview.

Sl.No.	Particular	Criteria
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT (SELECTION GRADE – II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Assistant (Selection Grade-II)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion** Senior Assistant with 5 Years regular service with Grade Pay of Rs.2400/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/University/Institute of national importance: **Educational Qualification:** Bachelor's degree from a recognized University/institute with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet.

Sl.No.	Particular	Criteria
		Desirable: Proficiency in other computer skills; stenography skills. **Experience:** i) Holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.2400/- as Senior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of ASSISTANT (SELECTION GRADE-I) in NITs

Sl.No.	Particular	Criteria
1	Name of the Post	**Assistant (Selection Grade-I)**
2	Number of Post(s)	As per sanctioned strength.
3	Classification	Group – B
4	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion** Assistant SG-II with 6 Years regular service with Grade Pay of Rs.2800/- through DPC and working performance record (APAR) through prescribed test and interview.
		Educational Qualification: Bachelor's degree from a recognized University/institute with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. **Desirable:** Proficiency in other computer skills; stenography skills. **Experience:** i) Holding analogous post; or

		ii) 6 years regular service with Grade Pay of Rs.2800/-as Assistant SG-II or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SUPERINTENDENT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Superintendent**
2.	Number of Post(s)	As per Sanctioned strength.
3.	Classification	Group B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	30 years. Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Essential:** i) First Class Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline Or Master's Degree in any discipline from a recognized University or Institute with at least 50% marks or equivalent grade ii) Knowledge of Computer applications viz., Word processing, Spread Sheet.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	**Age bar**: Not applicable **Educational Qualification:** No, but must possess at least Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% by direct Recruitment 25% by promotion, failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Assistant (SG-I) with 2 years regular service with Grade Pay of Rs.4200/- through DPC and working performance record (APAR), through prescribed test and interview.

Sl.No.	Particular	Criteria
		<u>Deputation (including short term Contract):</u> Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: a) i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4200/- as Assistant (SG-I) or its equivalent post. b) Possessing educational qualification as prescribed in Row 7.
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR SUPERINTENDENT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Superintendent**
2.	Number of Post(s)	As per Sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** At least 5 years regular service as Superintendent or Accountant (Existing) in PB-2, GP 4200/- or at least 5 years combined service of Assistant (SG-I) and Superintendent) in PB-2, Grade Pay of Rs.4200/-through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/ Institute of national importance: **Educational Qualification:** i) First Class Bachelor's Degree or its equivalent from a recognized University or

Sl.No.	Particular	Criteria
		Institute in any discipline Or Master's Degree in any discipline from a recognized University or Institute with at least 50% marks or equivalent grade ii) Knowledge of Computer applications viz., Word processing, Spread Sheet. **Experience:** i) holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.4200/- as Superintendent or its equivalent post.
12.	If DPC exists, what is its composition	As per provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SUPERINTENDENT (SELECTION GRADE – II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Superintendent (Selection Grade-II)**
2.	Number of Post(s)	As per Sanctioned Strength
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB - 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.4800/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion/ deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Senior Superintendent with 2 years regular service with Grade Pay of Rs.4600/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization /University/Institute of national importance: **Educational Qualification:** i) First Class Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline Or

Sl.No.	Particular	Criteria
		Master's Degree in any discipline from a recognized University or Institute with at least 50% marks or equivalent grade ii) Knowledge of Computer applications viz., Word processing, Spread Sheet. **Experience:** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4600/- as Superintendent or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SUPERINTENDENT (SELECTION GRADE – I) in NITs

Sl.No.	Particular	Criteria
1	Name of the Post	**Superintendent (Selection Grade-I)**
2	Number of Post(s)	As per Sanctioned Strength
3	Classification	Group - B
4	Scale of Pay (Grade Pay, Band Pay)	PB - 2 (Rs.9,300 – 34,800/-) with Grade Pay of Rs.5400/-
5	Whether selection post or non-selection post	Not Applicable
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9	Period of probation, if any	Not Applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion, failing which by deputation (including short term contract).
11	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Superintendent SG-II with 2 years regular service with Grade Pay of Rs.4800/- through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term Contract):** Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization /University/Institute of national importance: **Educational Qualification:** i) First Class Bachelor's Degree or its equivalent from a recognized University or Institute in any discipline Or Master's Degree in any discipline from a

Sl.No.	Particular	Criteria
		recognized University or Institute with at least 50% marks or equivalent grade ii) Knowledge of Computer applications viz., Word processing, Spread Sheet. **Experience:** i) holding analogous post; or ii) 2 years regular service with Grade Pay of Rs.4800/- as Superintendent (SG-II) or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of STENOGRAPHER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Stenographer**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB:1 (Rs.5,200-20,200) with Grade Pay of Rs.2400/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	27 years
7.	Educational and other qualifications required for direct recruits	**Essential**: Senior secondary (10+2) from a recognized board with minimum speed in short hand 80 w.p.m. in Stenography. **Desirable**: Proficiency in Computer Word processing and spread sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment.
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	Not applicable.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR STENOGRAPHER in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Stenographer**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB:1 (Rs.5,200-20,200) with Grade Pay of Rs.2800/-.
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	33 years Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Essential**: 10+2 or equivalent from a recognized Board or University. Minimum speed in short hand 100 w.p.m. in Stenography. **Desirable:** Bachelor's degree. Proficiency in Computer Word Processing and Spread Sheet with advance skills.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age bar: Not applicable Educational Qualifications: Yes
9.	Period of probation, if any	1 year for direct recruits only as per NIT Statutes.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	i) 50% by Promotion, failing which by deputation (including short term contract) ii) 50% by direct recruitment.
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion :** Stenographer with 5 years regular service with Grade Pay of Rs.2400/- through DPC and working performance record (APAR), through prescribed test and interview.

Sl.No.	Particular	Criteria
		Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./PSU/ autonomous organization/ University/Institute of national importance: a) i) holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.2400/- as Stenographer or its equivalent post. b) Possessing educational qualifications as prescribed in Row 7
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of STENOGRAPHER SELECTION GRADE-II in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Stenographer SG-II**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB-2 (Rs.9,300-34,800/-) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by promotion failing which by deputation (including short term contract)
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion:** Senior Stenographer with 6 years regular service with Grade Pay of Rs.2800/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institute of national importance. **Educational Qualification and Experience**: **Essential**: **Educational Qualification**: Bachelor's degree or equivalent from a

Sl.No.	Particular	Criteria
		recognized University/Interview. Minimum speed in short hand 100 w.p.m. in Stenography. **Desirable**: Proficiency in Computer Word Processing and spread sheet with advance skills. **Experience:** i) Holding analogous post; or ii) 6 years regular service with Grade Pay of Rs.2800/- as Senior Stenographer or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of STENOGRAPHER SELECTION GRADE-I in NITs

Sl.No.	Particular	Criteria
1	Name of the Post	**Stenographer SG-I**
2	Number of Post(s)	As per sanctioned strength
3	Classification	Group - B
4	Scale of Pay (Grade Pay, Band Pay)	PB-2 (Rs.9,300-34,800/-) with Grade Pay of Rs.4600/-
5	Whether selection post or non-selection post	Not applicable
6	Age limit for direct recruits	Not applicable
7	Educational and other qualifications required for direct recruits	Not applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9	Period of probation, if any	Not applicable
10	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion failing which by Deputation (including short term contract)
11	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made.	**Promotion:** Senior Stenographer (SG-II) with 5 years regular service with Grade Pay of Rs.4200/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central / State Govt. or similar organized services / semi-Govt. / PSU / Statutory or Autonomous organization / University / Institute of national importance. **Educational Qualification and Experience**: **Essential**: **Educational Qualification**: Bachelor's degree or equivalent from a recognized University/Interview. Minimum

Sl.No.	Particular	Criteria
		speed in short hand 100 w.p.m. in Stenography. **<u>Desirable</u>**: Proficiency in Computer Word Processing and spread sheet with advance skills. **<u>Experience</u>:** i) Holding analogous post; or ii) 5 years regular service with Grade Pay of Rs.4200/- as Stenographer (SG-II) or its equivalent post.
12	If Departmental Promotion Committee exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13	Circumstances in which Union Public Service Commission is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PERSONAL ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Personal Assistant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB - 2 (Rs.9300-34800) with Grade Pay of Rs.4200/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	30 years. Note:- Relaxable for Departmental Candidates upto five years in accordance with the instructions or orders issued by the Central Government
7.	Educational and other qualifications required for direct recruits	**Essential**: Bachelor's degree in any discipline or its equivalent from a recognized University/Institute. Minimum speed of 100 w.p.m. In stenography.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age. NO Educational Qualification: Yes
9.	Period of probation, if any	1 Year for Direct recruits as per NIT Statutes
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	50% Direct recruitment. 50% by Promotion.
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Employees of the Institute with at least 2 years regular service as Stenographer (SG-II) PB-2 with GP Rs.4200/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not applicable

Recruitment Rules (2019) for the post of SENIOR PERSONAL ASSISTANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Personal Assistant**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB – 2 (Rs.9300-34800) with Grade Pay of Rs.4600/-
5.	Whether Selection Post or non-Selection Posts	Not applicable
6.	Age limit for direct recruits	Not applicable
7.	Educational and other qualifications required for direct recruits	Not applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion** At least 5 years regular service as Personal Assistant in PB-2, GP 4200/- or at least 5 years combined service of Stenographer (SG-II) and Personal Assistant in PB-2, Grade Pay of Rs.4200/-through DPC and working performance record (APAR), through prescribed test and interview. **Deputation (including short term Contract)**: Officers of the Central/State Govt. or similar organized services/semi-Govt./ PSU/ autonomous organization /University/Institute of national importance: Educational Qualification: Bachelor's degree in any discipline or its

Sl.No.	Particular	Criteria
		equivalent from a recognized University / Institute. Minimum speed of 100 w.p.m. In stenography. Experience: i) Holding analogous post; or ii) 5 Years regular service with Grade Pay of Rs.4200/- as Personal Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of PRIVATE SECRETARY in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Private Secretary**
2.	Number of Post(s)	As per sanctioned strength
3.	Classification	Group - B
4.	Scale of Pay (Grade Pay, Band Pay)	PB:2 (Rs.9300-34800) with Grade Pay of Rs.4800/-. After 2 years of regular service, an incumbent will be assessed by Departmental Promotion Committee (DPC) for moving to the higher grade of PB2 with GP of Rs.5400/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not applicable
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Promotion, failing which by deputation (including short term contract).
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	**Promotion**: Senior Personal Assistant with 2 Years regular service at Grade Pay of Rs.4600/- through DPC and working performance record (APAR), through prescribed test and interview.
		Deputation (including short term Contract): Officers of the Central/State Govt. or similar organized services/semi-Govt./ PSU/ autonomous organization /University/Institute of national importance: Educational Qualification: Bachelor's degree in any discipline or its

Sl.No.	Particular	Criteria
		equivalent from a recognized University/Institute. Minimum speed of 100 w.p.m. in stenography. Experience: i) Holding analogous post; or ii) 2 Years regular service with Grade Pay of Rs.4600/- as Senior Personal Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of LAB ATTENDANT / OFFICE ATTENDANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Office Attendant / Lab Attendant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.1800/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not exceeding 27 years
7.	Educational and other qualifications required for direct recruits	**Essential:** **Office Attendant** Senior secondary (10+2) from a recognized board. **Lab Attendant** Senior secondary (10+2) in Science from a recognized board.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	1 year for direct recruits as per NIT Statutes
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	Not applicable
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of SENIOR LAB ATTENDANT / SENIOR OFFICE ATTENDANT in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Senior Office Attendant / Senior Lab Attendant**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.1900/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not Applicable
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	At least 3 years regular service as Lab Attendant / Office Attendant in PB-I, Grade Pay of Rs.1800/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of LAB ATTENDANT (SG-II) / OFFICE ATTENDANT (SG-II) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Office Attendant (SG-II) / Lab Attendant (SG-II)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not Applicable
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	At least 3 years regular service as Senior Lab Attendant / Senior Office Attendant in PB-I, Grade Pay of Rs.1900/- through DPC and working performance record (APAR), through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules (2019) for the post of LAB ATTENDANT (SG-I) / OFFICE ATTENDANT (SG-I) in NITs

Sl.No.	Particular	Criteria
1.	Name of the Post	**Office Attendant (SG-I) / Lab Attendant (SG-I)**
2.	Number of Post(s)	As per sanctioned strength.
3.	Classification	Group - C
4.	Scale of Pay (Grade Pay, Band Pay)	PB : 1 (Rs.5,200 – 20,200/-) with Grade Pay of Rs.2400/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Not Applicable
7.	Educational and other qualifications required for direct recruits	Not Applicable
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	Not Applicable
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% by Promotion
11.	In case of recruitment by promotion / deputation / transfer, grades from which promotion / deputation / transfer to be made	At least 5 years regular service as Lab Attendant (SG-II) / Office Attendant (SG-II) in PB-I, Grade Pay of Rs.2000/- through DPC and working performance record (APAR) through prescribed test and interview.
12.	If DPC exists, what is its composition	As per the provisions contained in the NITSER Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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