3.3 Recruitment Rules for Teaching Faculty

Name of the Post	No. of Post	Classification	Pay Scale	Whether Selection post or non-selection post	Whether benefits of added years of services admissible undeer rule 30 of the CCS (Pension ruls), 1972	Age limit for Direct Recruitment	Educational Qualifications and experience for Direct Recruitment	Whether age and educational qualifications prescribed for direct recruits will apply in the case of Promotion	Period of Probation if any	Method of Recruitment whetheer by direct recruitment or ny promotion or by deputation/transfer and percentage of the post to be filled by various methods	In case of rectt. By promotion/ deputation or transfer grades from which promotion/deputation or transfer to be made	The composition for DPC and for Selection Committee for Direct Recruitment/Deputation	Circumstances in which UPSC is to be consulted in making rectt.
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Senior Professor (Design)	*	Group A	₹37400-67000+8900/- (GP)	NA	NA	45-55 years (Maximum age limit may be relaxed upto 5 years in case of NIFT employees and deserving candidates possessing higher edu-cational qualifications / experience)	1. An eminent scholar / professional with published work of high quality, actively engaged in research design with over 15 yrs of experience in post-graduate teaching and / or research at the university / national level institutions, including experience of guiding research at the Doctoral level (or) an outstanding scholar with established reputation, who has made significant contribution to knowledge. (or) 2. Doctoral Degree (or) equivalent from an Indian University / institute or an institute of international repute or international university in the relevant areas of Design / Technology / Industrial Design / Architecture / Arts History / Social Sciences / Clothing & Textiles with teaching and research experience of 15 yrs out of which minimum 5 yrs as a Professor (in the scale of 37400-67000+8700/- (GP)	NA	1 year	Promotion failing which by Direct Recruitment	Promotion: Professors recruited/ promoted with 5 years service in the grade, possessing educational qualifications as prescribed in para 2 for direct recruitment.	A) Chairman BOG NIFT-Chairman B) DG-NIFT C) 2 Members of Board of Governors D) 2 Experts	NA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
	Senior Professor (Technology)	*	Group A	₹37400-67000+8900/- (GP)	NA	NA	45-55 years (Maximum age limit may be relaxed upto 5 years in case of NIFT employees and deserving candidates possessing higher educational qualifications / experience)	1. An eminent scholar / professional with published work of high quality, actively engaged in research design with over 15 years of experience in post-graduate teaching and / or research at the university / national level institutions, including experience of guiding research at the Doctoral level (or) an outstanding scholar with established reputation, who has made significant contribution to knowledge. OR 2. Doctoral degree (or) equivalent from an Indian University / Institute or an institute of international repute or international university in the relevant areas of Design / Technology - GMT / Textile Technology / Leather Technology / Industrial Production Engg. / Computer Sciences - Information Technology / Mechanical / Operation & Research / Statistics with teaching and research experience of 15 yrs out of which minimum 5 yrs as a Professor (in the scale of 37400-67000+8700/- (GP)	NA	1 year	Promotion failing which by Direct Recruitment	Promotion: Professors recruited/ promoted with 5 years service in the grade, possessing educational qualifications as prescribed in para 2 for direct recruitment.	A) Chairman BOG NIFT-Chairman B) DG-NIFT C) 2 Members of Board of Governors D) 2 Experts	NA
	Senior Professor (Manage-ment)	*	Group A	₹37400-67000+8900/- (GP)	NA	NA	45-55 years (Maximum age limit may be relaxed upto 5 years in case of NIFT emp-loyees and deserving candidates possessing higher edu-cational quali-fications / experience)	1. An eminent scholar / professional with published work of high quality, actively engaged in research design with over 15 years of experience in post-graduate teaching and / or research at the university / national level institutions, including experience of guiding research at the Doctoral level (or) an outstanding scholar with established reputation, who has made significant contribution to knowledge.	NA	1 year	Promotion failing which by Direct Recruitment	Promotion: Professors recruited/ promoted with 5 years service in the grade, possessing educational qualifications as pres-cribed in para 2 for direct recruitment. A)Chairman	Chairman NIFT-Chairman B) DG-NIFT C)2 Members of Board of Governors D) 2 Experts	NA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
								OR 2. Doctoral degree (or) equivalent from an Indian University / Institute or an institute of international repute or international university in the relevant areas of Management with teaching and research experience of 15 yrs out of which minimum 5 yrs as a Professor (in the scale of ₹37400-67000+8700 (GP).						
4	Professor	*	Group A	PB 4 - Rs. 37400-67000 + 8700 (GP)	'Selection' will include Personal Interview by Selection Committee	Not applicable	Upto 50 years (Maximum age limit relaxable upto 7 years in case of NIFT employees and upto 5 years deserving candidates possessing higher educational qualifications / experience)	UG/PG Diploma/Degree in relevant area (as per table "A")from a recognized institute or University of national /international repute, with required years of relevant experience in teaching/ research/ industry of which at least 5 years must be at the level of Associate professor and (or) equivalent to NIFT pay scales for the cadre. Candidates with a Ph.D. degree in the relevant area will be given preference. All candidates who do not possess Ph.D. degree shall be required to obtain the same within 5 years from the date of appointment. Total Minimum relevant experience required: ● 4-years UG Diploma/degree - 15 years (+1 year if its a 3-year UG degree/diploma) ● 2 years PG Diploma/degree - 12 years (+1 year if duration < 2 year) ● Ph.D. degree - 8 years.	No	1 year	Promotion failing which by Direct Recruitment	Associate Professor or equivalent level regularly recruited / promoted as per the prevailing GSR with total 10 years of experience in teaching/research/ industry out of which at least 5 yrs must be at the level of regular Associate Professor or equivalent. All candidates who do not possess Ph.D. degree shall be required to obtain the	Chairman NIFT - Chairman DG-NIFT, 2 Members of Board of Governors, 2 Experts (Academic, Industry)	Not Applicable

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
												same within 5 years from the date of appointment to be eligible for next pro-motion. They can apply for study leave as per NIFT's GSR for the purpose. Exceptional published/ professional work can be treated equivalent to Ph.D.		

Table "A"

Relevant Areas	Code
UG/PG (Design) Diploma/Degree from NIFT/NID or equivalent	A
M. Des from IIT / B. Arch./M.Arch/MFA	B
M.Sc (Clothing & Textiles) / M.Sc (Fabric & Apparel Science)	C
UG/PG Diploma/Degree from NIFT/NID or equivalent in Communication Design/ Photography / Exhibition Design / Diploma in Interior Design / Mass Communication	D
B.Tech / M.Tech (Mech. Engg. / Ind Engg / Production Engg.)	E
B.Tech / M.Tech in Leather Tech. / Footwear & Leather Prod. from CLRI/FDDI or equivalent	F
B.Tech/M. Tech/M.E. in Textile Tech. or equivalent	G
B.Tech/M.Tech/BE/ME (IT) or MCA / MCM or equivalent	H
UG / PG Diploma / Degree in GMT/ Apparel Production	I
PG Diploma in AMMM / MBA	J

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
5	Associate Professor	*	Group A	PB 3 - Rs. 15600 - 39100 + 6600 (GP)	'Selection' will include Personal Interview by Selection Committee	Not applicable	Upto 45 years (Maximum age limit relaxable upto 7 years in case of NIFT employees and upto 5 years deserving candidates possessing higher educational qualifications / experience)	UG/PG Diploma/Degree in relevant area (as per table "A")from a recognized institute or University of national /international repute, with required years of relevant experience in teaching/ research/ industry of which at least 5 years must be at the level of Assistant professor and (or) equivalent to NIFT pay scales for the cadre. Candidates with a Ph.D. degree in the relevant area will be given preference. All candidates who do not possess PhD degree shall be required to obtain the same within 5 years from the date of appointment. Total Minimum relevant experience required: • 4-years UG Diploma/degree - 10 years (+1 year if its a 3-year UG degree/diploma) • 2 years PG Diploma/degree - 7 years (+1 year if duration < 2 year) • Ph.D. degree - 3 years.	No	1 year	Promotion failing which by Direct Recruitment	Assistant Professor(s) or equivalent level regularly recruited as per the prevailing GSR with 5 years of service in the relevant specialization in teaching / research/ industry. All candidates who do not possess PhD degree shall be required to obtain the same within 5 years from the date of appointment to be eligible for next promotion. They can apply for study leave as per NIFT's GSR for the purpose. Exceptional published/ professional work can be treated equivalent to Ph.D.	DG-NIFT, 2 Members of Board of Governors, 2 Experts (Academic, Industry)	Not Applicable

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
6	Assistant Professor	*	Group A	PB 3 - Rs. 15600-39100 + 5400 (GP)	'Selection' will include Personal Interview by Sel-ection Com-mittee	Not applicable	Upto 35 years (Maximum age limit relaxable upto 7 years in case of NIFT employees and upto 5 years deserving candidates possessing higher educational qualifications / experience)	UG/PG Diploma/Degree in relevant area (as per table "A")from a recognized institute or University of national /international repute, with required years of relevant experience in teaching/research/ industry. Candidates with a Ph.D. degree in the relevant area will be given preference. All candidates who do not possess PhD degree shall be encouraged to obtain the same within 5 years from the date of appointment. Total Minimum relevant experience required: ● 4-years UG Diploma/degree - 5 years (+1 year if its a 3-year UG degree/diploma) ● 2 years PG Diploma/degree - 2 years (+1 year if duration < 2 year)	No	1 year	Direct Recruitment	Not applicable	DG-NIFT, 2 Members of Board of Governors, 2 Experts (Academic, Industry)	Not Appli-cable

Table "A"

Relevant Areas	Code
UG/PG (Design) Diploma/Degree from NIFT/NID or equivalent	A
M. Des from IIT / B. Arch./M.Arch/MFA	B
M.Sc (Clothing & Textiles) / M.Sc (Fabric & Apparel Science)	C
UG/PG Diploma/Degree from NIFT/NID or equivalent in Communication Design/ Photography / Exhibition Design / Diploma in Interior Design / Mass Communication	D
B.Tech / M.Tech (Mech. Engg. / Ind Engg / Production Engg.)	E
B.Tech / M.Tech in Leather Tech. / Footwear & Leather Prod. from CLRI/FDDI or equivalent	F
B.Tech/M. Tech/M.E. in Textile Tech. or equivalent	G
B.Tech/M.Tech/BE/ME (IT) or MCA / MCM or equivalent	H
UG / PG Diploma / Degree in GMT/ Apparel Production	I
PG Diploma in AMMM / MBA	J

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
7	Associate Professor (Technical)	*	Group A	₹ 15600-39100+ 6600/- (GP)	'Selection' Selection will include Personal Interview by Selection Committee	NA	Upto 45 years (Maximum age limit relaxable upto 7 years in case of NIFT employees and upto 5 years deserving candidates possessing higher educational qualifications / experience)	PG/UG in GMT/FD Diploma from NIFT/NID or Equivalent Qualification + 8 years of relevant Industry/ Teaching /Research Experience. Diploma/Degree in Design / Technology from recognized Institutes or equivalent + 10 years of relevant Industry/Teaching Experience in the field of Garment Manufacturing / Pattern Making / Grading /Draping. Graduate in any discipline with certificate from NIFT with 10 years relevant experience in Industry / Teaching in the field of Pattern making & construction /Production Technology. Training /Exposure to advance Manufacturing / Pattern Development Techniques in Fashion Industry. Experience Profile Pattern development for men, women's and kids garments, grading, quality control, fabric consumption calculation, knowledge of CAD and /or proficiency in various methods of garment construction, use of work aids and attachments, good understanding of allied machines and their application.	No	1 year	By Promotion failing which by Direct Recruitment	Asst. Prof. (Tech.) or Faculty in equivalent grade exclusively teaching Garment Construction, Pattern Making, Draping and Grading with 5 years of service in the grade of Assistant Professor in NIFT.	A) Director General- NIFT B) 2 Members of Board of Governors C) 2 Experts	NA
8	Assistant Professor (Technical)	*	Group A	₹ 15600-39100+ 5400 (GP)	NA	NA	Upto 35 years (Maximum age limit relaxable upto 7 years in case of NIFT employees and upto 5 years deserving candidates possessing	PG/UG in GMT/FD Diploma from NIFT or Equivalent Qualification + 3 years of relevant Industry/Teaching /Research Experience. Diploma/certificate in Pattern Making & Construction /Production Technology from Government recognized Institutes or equivalent + 5 years of relevant Industry/ Teaching Experience in the field of	NA	1 year	Direct Recruitment	NA	A) Director General- NIFT B) 2 Members of Board of Governors	NA

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
							higher educat-ional qualifications / experience)	Garment Manufacturing / Pattern Making /Grading /Draping. Graduate in any discipline with 05 years relevant experience in Industry / Teaching in the field of Pattern making & construction /Production Technology. Training /Exposure to advance Manufacturing / Pattern Development Techniques in Fashion Industry. Experience Profile Pattern development for men, women's and kids garments, grading, quality control, fabric consumption calcul-ation, knowledge of CAD and /or proficiency in various methods of garment cons-truction, use of work aids and attachments, good under-standing of allied machines and their application.					C) 2 Experts	

*Subject to variation depending upon workload

NB:

The qualifying marks in the respective educational qualifications of PG Diploma/Post Graduate Degree shall be 55% mark(s) equivalent grades with consistently good academic record.

The UG Diploma /PG Diploma/Degree shall be at least 3 years/4years and 2 years duration respectively.

All Degree/Diplomas prescribed for teaching positions shall be full time course from an institute of national/international repute.

In the event of those promoted under this rule, not acquiring the requisite qualifications prescribed at the time of promotion the officials may be liable to be reverted to their previous grade.

Preference will be given to candidates possessing combination(s) of prescribed qualification(s) as mentioned in col. (8).