

In exercise of the powers conferred by the Memorandum of Association and Regulations and By-laws of Bose Institute, the Council of Bose Institute approved the recruitment rules for the following posts:

Cadre	Post
Academic/Scientific	Professor (Equivalent to Scientist F)
Academic/Scientific	Associate Professor (Equivalent to Scientist E)
Academic/Scientific	Assistant Professor (Equivalent to Scientist D)

These recruitment rules will come into effect from 03-11-2025.

[Adopted for implementation vide decision under Agenda Item No. 4 of the Minutes of the 210th Meeting of the Council of Bose Institute held on 29-07-2025]

ACADEMIC/SCIENTIFIC POSTS

PROFESSOR (equivalent to Scientist F)

Sl. No.		Recruitment Rules
01	1. Name of post	PROFESSOR (equivalent to Scientist F)
	2. No. of posts	As Approved
	3. Classification	Academic/Scientific
	4. Scale of Pay	Pay Level 13A as per 7th CPC
	5. Whether Selection or Non-Selection Post	Selection
	6. Method of recruitment whether by direct recruitment or by promotion	Promotion/Direct recruitment
	7. Age limit for direct recruitment only	Not exceeding 50 years (for direct recruitment)
	8. Educational and other qualifications required for direct recruitments only	Eligibility Criteria (for direct recruitment): (i) <u>Educational:</u> PhD (doctoral degree) in Basic or Applied Science/Technology from a recognized University or Institution and a consistently good academic record throughout. (ii) <u>Experience:</u> Sixteen years of experience in Research and Development in Industry or Academic Institution or Science and Technology Organisation. OR Minimum of 12 years of research/professional experience (excluding the experience gathered during PhD) in Science/Technology/Industry, of which a minimum 05 years of regular service in Science/Technology/Industry at least in the Pay Level 13 of 7th CPC or an equivalent level in any recognized Indian or Foreign Institution/Industry.

		(iii) Publications of commendable merit, preferably in frontier areas of Physical/Chemical/Biological Sciences; a proven track-record of independent research ability and should have demonstrated leadership in a specific research area. (iv) Should have supervised PhD students. (v) Should have received research grants. (vi) Carried out laboratory development/course development/ technology development/ innovative work leading to patents and has generated sufficient funding for research Note: Experience in (ii) will be counted only after the date of PhD thesis defence. Duration of experience may be evidenced from the Joining and Release order OR experience certificate OR similar issued by the respective institutions.
	9. Period of Probation	01 (One) year
	10. Whether age and educational qualifications prescribed for the direct recruitments will apply in the case of promotees	Age: No Qualification: Yes
	11. In case of recruitment by promotion grades from which promotion to be made	As per Revised Flexible Complementing Scheme
	12. Composition of Selection Committee for deputation/direct recruitment	(i) Director – Chair (ii) Dean-Faculty Affairs or nominee (not below Level 14 of 7th CPC) – Member. (iii) Chairperson(s) of the department(s) of Bose Institute for the area of science in which to recruit – Member(s) (iv) Two or more nominees of the Council of Bose Institute, who shall be a scientist but not necessarily member of the Council and preferably a specialist in the area of science in which to recruit – Members
	13. Job Profile	(i) To work in accordance with the mandate of the Institute. (ii) To initiate and develop independent projects in new and emerging frontiers, and if required, to participate in existing institutional projects of Basic or Applied Research in Science, generating sufficient funding for research. (iii) To lead in identifying innovative research projects of national and international relevance in the frontiers of

		Basic or Applied Research in Science. (iv) To enthuse and motivate younger generation of scientists and scholars, promote creativity, collaboration and excellence in Basic or Applied Research in Science. (v) To supervise research scholars for obtaining PhD by thesis. (vi) To mentor postdoctoral scholars. (vii) To secure extramural research funding. (viii) To play substantial roles in the teaching and training programs of the Institute. (ix) To participate and facilitate various academic, scientific, outreach and other associated activities. (x) Any other organizational work as entrusted upon from time to time.
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ASSOCIATE PROFESSOR (equivalent to Scientist E)

Sl. No.		Recruitment Rules
02	1. Name of post	ASSOCIATE PROFESSOR (equivalent to Scientist E)
	2. No. of posts	As Approved
	3. Classification	Academic/Scientific
	4. Scale of Pay	Pay Level 13 as per 7th CPC
	5. Whether Selection or Non-Selection Post	Selection
	6. Method of recruitment whether by direct recruitment or by promotion	By Promotion/Direct Recruitment
	7. Age limit for direct recruitment only	Not exceeding 45 years
	8. Educational and other qualifications required for direct recruitments only	Educational qualification & experience (for direct recruitment): (i) <u>Educational</u> PhD (doctoral degree) in Basic or Applied Science/Technology from a recognized University or Institution and a consistently good academic record throughout. (ii) <u>Experience:</u> A minimum of 08 years of research/ professional experience (excluding the experience gathered while pursuing PhD) in Science/Technology/Industry, of which a minimum of 4 years should be of regular service at least in the Pay Level 12 of 7th CPC or at an equivalent level in any recognized Indian or Foreign Institution/Industry. OR A minimum 08 years of regular service (excluding the tenure of Ph.D.) in Academia/Industry at least in the Pay Level 11 of 7th CPC or an equivalent level in any recognized Indian or Foreign Institution/Industry. Publications of commendable merit, preferably in frontier areas of Physical/Chemical/Biological Sciences.

		Note: Essential experience will be counted only after the date of Ph.D. thesis defense. Duration of experience may be evidenced from the Joining and Release order OR experience certificate OR similar issued by the respective institutions.
	9. Period of Probation	01 (One) year
	10. Whether age and educational qualifications prescribed for the direct recruitments will apply in the case of promotees	Age: No Qualification: Yes
	11. In case of recruitment by promotion grades from which promotion to be made	As per Revised Flexible Complementing Scheme
	12. Composition of Selection Committee deputation/direct recruitment	(i) Director – Chair (ii) Dean-Faculty Affairs or nominee (Not below Level 14 of 7th CPC) – Member (iii) Chairperson(s) of the Department(s) of Bose Institute for the area of science in which to recruit – Member(s) (iv) Two or more nominees of the Council of Bose Institute, who shall be a scientist but not necessarily member of the Council of Bose Institute and preferably a specialist in the area of Science in which to recruit – Members
	13. Job Profile	(i) To work in accordance with the mandate of the Institute. (ii) To initiate and develop independent projects in new and emerging frontiers, and if required, to participate in existing institutional projects of Basic or Applied Research in Science, generating sufficient funding for research. (iii) To provide high-level leadership in identification of research programmes and projects of national and international relevance in the frontiers of Basic or Applied Research in Science. (iv) To enthuse and motivate younger generation of scientists and scholars, promote creativity, collaboration and excellence in Basic or Applied Research in Science. (v) To supervise research scholars for obtaining PhD by thesis. (vi) To mentor postdoctoral scholars. (vii) To secure extramural research funding. (viii) To play substantial roles in the teaching and training programs of the Institute. (ix) To participate and facilitate various academic, scientific, outreach and other associated activities.

		(x) Any other organizational work as entrusted upon from time to time.
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ASSISTANT PROFESSOR (equivalent to Scientist D)

Sl. No.		Recruitment Rules
03	1. Name of post	ASSISTANT PROFESSOR (equivalent to Scientist D)
	2. No. of posts	As Approved
	3. Classification	Academic/Scientific
	4. Scale of Pay	Pay Level 12 as per 7th CPC
	5. Whether Selection or Non-Selection Post	Selection
	6. Method of recruitment whether by direct recruitment or by promotion	Direct Recruitment
	7. Age limit for direct recruitment	Not exceeding 40 years
	8. Educational and other qualifications required for direct recruitments only	Eligibility Criteria(for direct recruitment): (i) <u>Educational:</u> PhD (doctoral degree) in Basic or Applied Science/Technology from a recognized University or Institution and a consistently good academic record throughout. (ii) <u>Experience:</u> Minimum 03 years of experience in R&D in industrial and/or academic institutions and / or Science and Technology organizations or as faculty / scientist of recognized national / international universities / research institutes / corporate R&D Labs etc. OR Minimum 03 years of research experience in Science/Technology/Industry, OR Minimum 04 years of regular service in Basic or Applied Research in Science at least in the Pay Level 11 of 7th CPC. (iii) Publications of commendable merit in Basic or Applied Science or Technology.

		Note: Experience in (ii) will be counted only after the date of PhD thesis defense. Duration of experience may be evidenced from the Joining and Release order OR experience certificate OR similar issued by the respective institutions.
	9. Period of Probation	01 (One) year
	10. Whether age and educational qualifications prescribed for the direct recruitments will apply in the case of promotees	N.A.
	11. In case of recruitment by promotion grades from which promotion to be made	N.A.
	12. Composition of Selection Committee	(i) Director – Chair (ii) Dean-Faculty Affairs or nominee (Not below Level 14 of 7th CPC) (iii) Chairperson(s) of the Department(s) of Bose Institute for the area of Science in which to recruit – Member(s) (iv) Two or more nominees of the Council of Bose Institute, who shall be a scientist but not necessarily member of the Council of Bose Institute and preferably a specialist in the area of Science in which to recruit – Member
	13. Job Profile	(i) To work towards the achievement of the objects of the Institute in consonance to its mission and vision. (ii) To initiate and develop independent projects in new and emerging frontiers, and if required, to participate in existing projects of Basic or Applied Research in Science. (iii) To enthuse and motivate scholars, promote creativity, collaboration and excellence in Basic or Applied Research in Science. (iv) To supervise research scholars for obtaining PhD by thesis. (v) To mentor postdoctoral scholars. (vi) To secure extramural research funding. (vii) To play substantial roles in the teaching and training programs of the Institute. (viii) To participate and facilitate various academic, scientific, outreach and other associated activities. (ix) Any other organizational work as entrusted upon from time to time.