

## **Kaushalya – The Skill University**

C/O Mahatma Gandhi Labour Institute, Drive-in-road, Near Manav Mandir,  
Sushil Nagar Society, Memnagar, Ahmedabad – 380052.

### **Recruitment for the post of Assistant Professor (Commerce-Accountancy)**

Kaushalya-The Skill University established by the State Govt. to facilitate and promote the skills to provide skill-based education, invites the applications from interested and eligible candidates for the following teaching positions **by direct recruitment or on deputation/loan service/lien basis from any State University/ Educational/ Research Institute.**

<b>SN</b>	<b>Name of Post</b>	<b>Subjects</b>	<b>No. of Posts</b>
1	Assistant Professor Pay level – 10; Pay Scale - 57700 – 182400	Commerce-Accountancy	1

Interested applicants have to submit their application in prescribed form available on the website along with all necessary documents in hard copy at the given address and in Google Form Link <https://forms.gle/ZEy2kgcf9THhpcCW9> as well. The last date of submission of the application is **24/02/2023, 18:00 Hrs.** For eligibility criteria and terms of reference, please visit the official website of KSU (<https://kaushalyaskilluniversity.ac.in>).

Registrar  
Kaushalya -The Skill University



# Kaushalya – The Skill University

(Established by Labour, Skill Development and Employment Department, Government of Gujarat)  
C/O Mahatma Gandhi Labour Institute (MGLI), Drive-in Road, Memnagar, Ahmedabad -380052  
E-mail: career@kaushalyaskilluniversity.ac.in

## **Terms of Reference for Recruitment of Assistant Professor in School of Management and Finance**

Kaushalya-The Skill University has been established by the State Govt. with an objective to facilitate and promote the skills to provide career-oriented skill-based education & make youth future ready.

Terms of Reference for Recruitment of “Assistant Professor (Commerce - Accountancy) in School of Management and Finance” are as mentioned below:

1.	Name of the Post	<b>Assistant Professor (Commerce – Accountancy)</b>
2.	No. of Post(s)	01
3.	Level in the pay matrix (7 <sup>th</sup> CPC)	Pay level – 10; Pay Scale – 57700 – 182400
4.	Education and other qualifications	<b>Eligibility:</b> 1) Masters’ degree with specialization in Accountancy with 55% marks or above (or an equivalent grade in a point-scale wherever the grading system is followed) from a recognized University <b>OR</b> Bachelor’s Degree with 55% marks or above (or an equivalent grade in a point-scale wherever the grading system is followed) from a recognized University and professionally qualified CA/CS/ICWA of the concerned statutory bodies. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET/JRF or who are or have been awarded a PhD in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or



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2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET/JRF : Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET/JRF for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency. The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned. Note: NET/SLET/SET/JRF shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET/JRF is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET/JRF.

**Note:** The Academic score as specified in Appendix II, Table 3A of UGC rules dated 18th July, 2018 shall be considered for short-listing of the candidates for



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		interview only, and the selections shall be based only on the performance in the interview.
5.	Tenure	a) 4 years extendable. b) the concerned person will be retained based on performance; performance will be reviewed at least once a year
6.	Method of recruitment	a) By direct recruitment b) By deputation / loan service/ lien basis

## **Terms & Conditions:**

1. The applicant must apply in the prescribed form available on Official website of KSU and submit the soft copy as well as in hard copy (along with all self-attested documents) through Speed Post/RPAD only to KSU latest by 24/02/2023, 18:00 Hrs. Application received after last date shall not be considered.
2. The applicant also needs to submit the application via Google form link <https://forms.gle/ZEy2kqcf9THhpcCW9> as well.
3. Following documents are required to furnish by the applicant in below mentioned sequence:
  - i. Application Form
  - ii. School Leaving Certificate
  - iii. Caste Certificate and Non-Creamy Layer Certificate, if applicable
  - iv. SSC Marksheet
  - v. HSC Marksheet
  - vi. UG Marksheet and Degree Certificate
  - vii. PG Marksheet and Degree Certificate
  - viii. M.Phil Marksheet, degree Certificate and Notification
  - ix. Ph.D Registration Certificate, Degree Certificate and Notification
  - x. NET/SLET/GATE Certificate, whichever is applicable
  - xi. Experience Certificates in ascending order (mentioning the mode of Pay/Pay Scale)
  - xii. Salary/Pay Slip from employers in accordance with the experience certificate
  - xiii. Research Publications in ascending order
4. University is not responsible for any postal delay.
5. Eligibility for the said post will be considered on the last day of application.



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6. Screening Test may be conducted of provisionally eligible candidates if it deems fit to the University, considering the number of applications received.
7. Applicant is required to submit separate applications, if he/she is applying for more than one post.
8. Incomplete application and such application that are not supported by the required documents shall be rejected and the applicant shall have no right for submission of documents at the later stage.
9. Those applicants who have applied for deputation/ Loan Service are required to send their application form complete in all respects through proper channel. Advanced copy shall be sent to KSU in case of submission of such application. The applicants will have to furnish "No Objection Certificate" from the employer at the time of interview.
10. The University reserves all rights to increase / decrease/ modify / cancel the number of posts mentioned in advertisement.
11. No TA / DA will be given for attending the interview.
12. Candidates shall be called for interview after due scrutiny and shortlisting of the applications. Merely being eligible shall not confer any right to be called for interview.
13. The University reserves the right to withhold appointment of the post at any stage before appointment.
14. The appointment shall be subject to verification of antecedents.
15. Selection, Appointment and Service Conditions shall be as per KSUs' Rules & Regulations.
16. Canvassing in any form may result in disqualification.
17. The Headquarter will be Ahmedabad.
18. If the candidate selected indulges into any sort of litigation against the university, then his / her recruitment will be liable to cancel.
19. For any interpretation or understanding or any other matters related to the university, the decision of the Director General-KSU will be final.
20. The Jurisdiction for any legal matters will be Ahmedabad.
21. UGC Norms, applicable from time to time, will be followed for the recruitment and appointment for the said post.



11. Religion: \_\_\_\_\_

12. Category: (Please Tick): SC  ST  SEBC  OBC  EWS  General

13. Whether qualified UGC NET/SET/SLET: Yes  No

(If yes, indicate the year, and attach a photocopy of NET/SLET/SET certificate) \_\_\_\_\_

14. Whether Ph.D. awarded: Yes  No

(If yes, indicate the year of award: \_\_\_\_\_)

Title of Ph.D. thesis awarded: \_\_\_\_\_

15. Educational Qualification (Please Attach Self Attested Copies of Certificates)

SN	Examination Passed	Degree with subject specialization	Year & Month of passing	University/ Board	Marks Obtained/ Total Marks	Division	Percentage/ CGPA/ Grade (Whichever Applicable)
1	MATRIC / EQUIVALENT						
2	10+2 / EQUIVALENT						
3	BACHELOR'S DEGREE						
4	MASTER'S DEGREE						
5	M.Phil.						
6	Ph.D.						
7	Other Qualification						
8	UGC NET/ SET/SLET/ Similar Test accredited by UGC						

16. Chronological List of the Experience (Including the Current Position / Employment):

Designation And Pay Scale	Name and Address of the Employer	Period Of Experience			Nature of Work / Duties	Reasons For Leaving
		From (Date of Joining)	To (Date of Leaving)	No. of Years /Months		
(A)	(B)	(C)	(D)	(E)	(F)	(G)

17. Summary of Experience/ Performance:

Teaching Experience	From	To	Total	
			Years	Months
i. Undergraduate				
ii. Postgraduate				
iii. Total Teaching Experience				
iv. Short term/ Continuing Education/ Specialist Course conducted				
Research Experience				
v. Research Experience other than the period spent for obtaining M.Phil/Ph.D. Research Degree				

18. Co-curricular, extension and professional development related activities

- 1) Student related co-curricular, extension and field-based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counselling).

SN	Description

- 2) Professional development activities (such as participation in seminars, conferences, short term training courses, talks, lectures, membership of associations, dissemination and general articles, etc.)

SN	Description



## Academic /Research Score

(As per UGC Regulation-2018, Page. No. 105, published in the Gazette of India, dated 18.07.2018)

### 1. Research Papers (Journal)

S. No.	Title with page nos. and date of publication	Name of the Journal	ISSN	Whether peer reviewed	*Impact Factor if any	No. of co-authors	Whether First Author/ Corresponding/ Supervisor/ Co-supervisor?	UGC-CARE listed or not?	Research Score

Peer-Reviewed or UGC-listed Journals/UGC-CARE listed Journals (\* Impact factor to be determined as per Thomson Reuters list proof attached).

(Note: Enclose all journals papers in sequence i.e. Journal first page along with proof of ISSN no., peer reviewed, UGC-CARE listed).

### 2. (a) (i) Books authored

S. No.	Book Title with page Nos. and date of publication	Name of the Publisher	Whether National/ International Publisher	ISBN	No. of co-authors	Whether you are the main author	Research Score

(Note: Enclose all relevant documents in sequence i.e Book cover page, back page, contents proof and ISBN no proof)

### 2. (a)(ii) Chapters published in Books/ Edited Books

S. No.	Title with page Nos. and date of publication	Book/ Title editor & publisher	ISBN	No. of co-authors	Whether you are the main author	Research Score

(Note: Enclose all relevant documents in sequence i.e Book cover page, back page, contents proof, ISBN no proof and concern chapter first page proof)

### 2. (a) (iii) Editor of Book

S. No.	Title with page No and date of publication	Name of Publisher	Whether National/ International Publisher	ISBN	No. of co-editors	Whether you are the main editor	Research Score

(Note: Enclose all relevant documents in sequence i.e Edited Book cover page, back page, contents proof and ISBN no proof)

### 2. (b) (i) & (ii) Translation works in Indian and Foreign Languages by qualified faculties

S. No.	Title with page No and date of publication	Types of Translation Indian/Foreign Languages	Publisher & ISSN/ ISBN	Chapter/Research Paper/ Book	No. of co-Translator	Whether you are the main Translator?	Research Score

(Note: Enclose all relevant documents in sequence i.e Research paper, Book cover page, back page, contents proof, ISSN/ISBN no proof and concern chapter first page proof)

**3. (a) Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula: Development of Innovative pedagogy**

S. No.	Title of Development of Innovative pedagogy	Short Description/ Contribution	Type of Pedagogy/Modules/ E-content/ uploaded link	Level UG/PG	No. of Quadrants	CEC/UGC approval if any	Research Score
(Note: Enclose all relevant documents in sequence)							

**3. (b) Design of new curricula and courses**

S. No.	Title of curricula and course	Level UG/PG	No. of Units/ course	Approval of competent authority (if any)	Research Score
(Note: Enclose all relevant documents in sequence)					

**3. (c) MOOCs**

S. No.	MOOCs (Development of complete MOOCs, MOOCs module/lecture, Content writer/subject matter expert, Course Coordinator for MOOCs)	Short Description/ Contribution	Level of contribution (Content writer/ subject matter expert)	No. of Quadrants	No. of Module/ lecture	Research Score
(Note: Enclose all relevant documents in sequence)						

**3. (d) E-Content**

S. No.	Title of E-content	Level of contribution UG/PG	No. of Quadrants	Level of contribution (Editor of e-content for complete course/paper/e-book)	No. of Module	Research Score
(Note: Enclose all relevant documents in sequence)						

**4. (a) Research Guidance**

S. No.	Degree	Name of the Students	Thesis Submitted (with date)	Degree awarded (with date)	Research Score
1	*M. Phil/ *P.G dissertation		N/A		
2	Ph. D.				
*Note: Only awarded will be considered. (Note: Enclose all relevant documents in sequence)					

**4. (b), (c) & (d) Ongoing and Completed Research Projects/ Consultancy Projects.**

S. No.	Title of Research Project	Funding Agency	Date of Sanction	Grant/Amount Mobilized (Rs. Lakhs)	Whether you are the PI/Co-PI/Consultant	Status Ongoing/ Completed	Research Score
Note 1: Principal Investigator and Co-investigator would be 50% each. (Note 2: Enclose all relevant documents in sequence i.e. Sanctioned letter and UC certificate)							

**5. (a) Patent**

S. No.	Title	National / International	Date of Filing	Status: Published/ Granted as on date	Patent file No.	Research Score
(Note: Enclose all relevant documents in sequence)						

**5. (b) \*Policy Documents**

S. No.	Title	Funding Agency	Date of Submission/ approval	*Policy documents prepare for International bodies like IMF/UNO/UNESCO/World Bank etc. Central/State Govt. Bodies (name of the bodies)	International/ National/ State	Research Score
(Note: Enclose all relevant documents in sequence)						

**5. (c) Awards/ Fellowships**

S. No.	Title of the Fellowships/Awards	Date of award	Awarding Agency	Whether level International/National	Research Score
(Note: Enclose all relevant documents in sequence)					

**6. \*Invited Lectures/ Resource Person/Paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once).**

S. No.	Title / Academic Session	Date	Lecture/Resource Person/Paper presentation/full paper in Conference Proceedings	Agency	Whether International (Abroad)/ International (within country)/ National/State/ University level	Research Score
<p><i>*Note: *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5 (b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned. (As per UGC Regulation-2018, page no. 107, published in the Gazette of India dated 18.07.2018)</i></p> <p>(Note: Enclose all relevant documents in sequence i.e. Certificate is required for lecture and paper presentation)</p>						

**Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- The research score shall be from the minimum of three categories out of six categories.

**SUMMARY OF RESEARCH SCORE ( Kindly fill below table )**

Sr. No.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines	Total Research Score claimed by the candidate	For Office use only
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper		
	Publications (other than Research papers)				
	(a) Books authored which are published by ;				
	International publishers	12	12		
	National Publishers	10	10		
	Chapter in Edited Book	05	05		
	Chapter in Edited Book	10	10		

	<b>Editor of Book by National Publisher</b>	<b>08</b>	<b>08</b>		
	<b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>				
	<b>Chapter or Research paper</b>	<b>03</b>	<b>03</b>		
	<b>Book</b>	<b>08</b>	<b>08</b>		
<b>3.</b>	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>				
	<b>(a) Development of Innovative pedagogy</b>	<b>05</b>	<b>05</b>		
	<b>(b) Design of new curricula and courses</b>	<b>02 per curricula/course</b>	<b>02 per curricula/course</b>		
	<b>(c) MOOCs</b>				
	<b>Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)</b>	<b>20</b>	<b>20</b>		
	<b>MOOCs (developed in 4 quadrant) per module/lecture</b>	<b>05</b>	<b>05</b>		
	<b>Content writer/subject matter expert for each module of MOOCs (at least one quadrant)</b>	<b>02</b>	<b>02</b>		
	<b>Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)</b>	<b>08</b>	<b>08</b>		
	<b>(d) E-Content</b>				
	<b>Development of e-Content in 4 quadrants for a complete course/e-book</b>	<b>12</b>	<b>12</b>		
	<b>e-Content (developed in 4 quadrants) per module</b>	<b>05</b>	<b>05</b>		
	<b>Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)</b>	<b>02</b>	<b>02</b>		
	<b>Editor of e-content for complete course/ paper /e-book</b>	<b>10</b>	<b>10</b>		
<b>4.</b>	<b>(a) Research guidance</b>				
	<b>Ph.D.</b>	<b>10 per degree awarded 05 per thesis submitted</b>	<b>10 per degree awarded 05 per thesis submitted</b>		
	<b>M.Phil./P.G dissertation</b>	<b>02 per degree awarded</b>	<b>02 per degree awarded</b>		
	<b>(b) Research Projects Completed</b>				
	<b>More than 10 lakhs</b>	<b>10</b>	<b>10</b>		
	<b>Less than 10 lakhs</b>	<b>05</b>	<b>05</b>		
	<b>(c) Research Projects Ongoing :</b>				

	More than 10 lakhs	05	05		
	Less than 10 lakhs	02	02		
	(d) Consultancy	03	03		
5.	(a) Patents				
	International	10	10		
	National	07	07		
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)				
	International	10	10		
	National	07	07		
	State	04	04		
	(c) Awards/Fellowship				
	International	07	07		
	National	05	05		
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)				
	International (Abroad)	07	07		
	International (within country)	05	05		
	National	03	03		
	State/University	02	02		
<b>Total</b>					

**REFERENCES:**

**Name:**

**Name:**

**Designation:**

**Designation:**

**Institute Name and Address:**

**Institute Name and Address:**

**Mobile No.:**

**Mobile No.:**

**Email Id:**

**Email Id:**

**LIST OF ENCLOSURES:** *(Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)*

1.		4.	
2.		5.	
3.		6.	

**I certify that the information provided is correct as per records available with the university and/or documents enclosed along with the duly filled proforma.**

**Signature of the Applicant:**

**Place:**

**Date:**

**The particulars given in this application have been checked and verified from office records and documents enclosed are found to be correct.**

**Signature of HoD/Director/ Principal**

**NB: The individual research proforma duly filled along with all enclosures, submitted for Direct recruitment for assessment/verification.**

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