



Public Service Commission, West Bengal

161A, S. P. Mukherjee Road, Kolkata-700026

Advertisement No. 30/2019

Applications in the prescribed format given at the Commission's website at www.pscwbapplication.in are invited from Indian citizens and such other nationals as are declared eligible by Govt. of India for recruitment to the under mentioned post. The post is permanent.

N.B. ABILITY TO READ, WRITE AND SPEAK IN BENGALI IS AN ESSENTIAL QUALIFICATION FOR RECRUITMENT TO THE POST AND SERVICE MENTIONED BELOW. PROVIDED THAT THE SAID COMPULSORY REQUIREMENT OF KNOWLEDGE IN BENGALI INCLUDING THE ABILITY TO READ, WRITE AND SPEAK IN BENGALI FOR RECRUITMENT TO THE FOLLOWING POST, SHALL NOT BE APPLICABLE TO THOSE CANDIDATES WHOSE MOTHER TONGUE IS NEPALI. THIS WILL BE TESTED AT THE TIME OF INTERVIEW.

NAME OF THE POST	PRINCIPAL IN GOVERNMENT DEGREE COLLEGES
SERVICE/ CADRE	W.B.S.E.S.
DEPARTMENT	HIGHER EDUCATION DEPARTMENT, GOVERNMENT OF WEST BENGAL.
DIRECTORATE	
PAY:	Rs.37, 400/- – Rs.67, 000/- plus Academic Grade Pay of Rs. 10, 000/-.
VACANCIES	38* (Thirty Eight), *ONE UNRESERVED VACANCY FOR BANARHAT KARTIK ORAON HINDI GOVT. COLLEGE
RESERVATION	ELEVEN RESERVED FOR S.C., THREE FOR S.T., FOUR FOR O.B.C. CATEGORY 'A'(NON - CREAMY LAYER), THREE FOR O.B.C. CATEGORY 'B'(NON - CREAMY LAYER) CANDIDATES AND TWO FOR PERSONS WITH DISABILITIES (BLINDNESS OR LOW VISION – 1 AND HEARING IMPAIRED - 1)
ACADEMIC QUALIFICATIONS & EXPERIENCE :	<p>(a) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized university, along with relaxations applicable to specified categories, as explained under the provisio-I.</p> <p>(b) A Ph.D. degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.</p> <p>(c) Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities, Colleges and other institutions of Higher Education as clarified under provisio-II.</p> <p>(d) A minimum score stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out in the U.G.C.(Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) regulation 2010 and subsequent amendment thereto in appendix III for direct recruitment of principal in colleges (as prescribed for professor by U.G.C.)</p> <p>(e) Any other stipulations prescribed by UGC from time to time as accepted by the State Government.</p>
AGE	Not below 40 years and not above 55 years as on 01.01.2019.

Note: Proficiency, spoken and written, in Bengali & English are required for all Colleges except Banarhat Kartik Oraon Hindi College where Bengali, Hindi & English are required.

Provisio- I:

- i) A relaxation of 5% may be provided at the Master’s level for the Scheduled Castes/Scheduled Tribes/Differently abled (Physically and visually differently abled)/ Other Backward Classes (Non Creamy Layer) categories for the purpose of eligibility.
- ii) For Phd Degree holders who have obtained their Masters degree prior to Sept.,19, 1991, the minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Masters’ level.
- iii) The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible based on only the qualifying marks, without including any grace mark procedures.
- iv) All the essential qualifications must have been obtained from a recognized University/Institute. By a recognized University/Institute is meant a University/Institute affiliated to University Grant Commission or other statutory apex bodies, or recognized by the State or Central govt. as a centre of higher learning. In case of a foreign university, the degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

Provisio- II:

- i) Teaching experience will be considered for a whole time faculty who was enjoying equivalent scale of pay prescribed by the University Grants Commission in a recognized University or College or an Institution of Higher Education.
- ii) The period of time spent by the candidates to acquire M.Phil and/or Ph.D degree shall not be claimed or considered as teaching/research experience for appointment to the post of Principal.
- iii) The period of regular service as teaching, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in any recognized Institution of Higher Education or in a University, College, National Laboratories or other scientific/professional Organization such as CSIR, ICAR, DRDO, UGC, ICSSR, ICMR, DBT, etc.. may be counted as teaching/research experience for appointment to the post of Principal subject to fulfillment of provisions as laid down in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic staff in Universities and Colleges and other measures for maintenance of standard in Higher Education) regulation,2010 with subsequent amendment vide para 10.1.
- iv) The period spent in an administrative post in any UGC recognized University/ College/ Institution of Higher Education appointed through duly constituted selection committee should be in at least the Assistant Professor’s Scale.

Academic Performance Indicators (API):

- i) A minimum score under the Academic Performance Indicator (API) will be considered along with other specified eligibility qualifications stipulated in these rules for direct recruitment of Principal.
- ii) The minimum Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS), is set out in the Appendix below which are essential to score by a candidate for selection of the post of Principal.

APPENDIX

Minimum API Score	Consolidated API score requirement of 400 points from categories II & III of API (cumulative)
Selection Committee criteria/weightage (Total Weightage = 100)	(a) Academic Background: (20%) (b) Research Performance based on API score and quality of publications: (40%) (c) Assessment of Domain knowledge and Teaching Skills : (20%) (d) Interview performance: (20%)

Procedure in General: -

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system Proforma, based on Academic Performance Indicator (API) as provided in the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic staff in Universities and Colleges and other measures for

maintenance of standard in Higher Education) (4th Amendment), Regulations, 2016 (No.F 1-2/2016 dated 11.07.2016).

N.B.: Relevant column of online application regarding API scores must be filled by the candidates and supporting documents in the prescribed proforma attached along with the advertisement regarding API scores must be submitted in this office in person within 7 (seven) days positively after closing date of submitting online application otherwise the candidature will be liable to be cancelled.

FEE: Rs. 210/- (Rupees two hundred ten) only

Candidates may in addition have to bear the following charges:

For online payment through debit/credit cards:	Convenience fee @ 1% of the examination fee subject to a minimum of Rs. 5/- (Rupees Five) only plus 18% G.S.T. on such convenience fee.
For online payment using net banking facility:	Convenience fee of Rs. 5/- (Rupees Five) only plus 18% G.S.T. on such convenience fee.
For offline payment through Bank Counter:	Service Charge of Rs. 20/- (Rupees Twenty) only.

S.C./S.T. candidates of West Bengal and Persons with disabilities (P.W.D.) having physical disability of 40% and above are not required to pay any fee. BC candidates of West Bengal are, however, required to pay usual fee as aforesaid. NO EXEMPTION OF FEE IS AVAILABLE TO S.C./S.T. CANDIDATES OF OTHER STATES. No claim for refund of the fee will be entertained nor will it be held in reserve for any other examination.

Online applications are to be submitted at <http://www.pscwbapplication.in> according to the following schedule:

Commencement of online applications	: The 3 rd December, 2019
Closing date for receipt of online application	: The 24 th December, 2019
Last date of payment of fees	: The 24 th December, 2019
Last date for payment of fees Offline in Branches of UBI	: The 26 th December, 2019
Last date for Generation of Payment Challans by Branches of UBI	: The 24 th December, 2019

INFORMATION

1. SUBMISSION OF MORE THAN ONE APPLICATION FOR ONE PARTICULAR POST IS STRICTLY FORBIDDEN. THE CANDIDATURE OF A CANDIDATE WHO SUBMITS MORE THAN ONE APPLICATION FOR ADMISSION TO THE SELECTION PROCEDURE, WILL BE CANCELLED EVEN IF HE/SHE IS ADMITTED TO THE SAME.
2. The qualifications prescribed in the advertisement are as per the notified recruitment rules issued by Government.
3. All the degrees/diplomas/certificates mentioned in the advertisement must have been obtained from recognized Universities/Institutions.
4. The prescribed 'essential qualifications' are the bare minimum and mere possession of the same does not entitle applicants to be called in for the interview. Where the number of applications received in response to the advertisement is large and it is not convenient or possible for the Commission to interview all the applicants the Commission may restrict the number of candidates to be called for interview to a reasonable limit on the basis of either higher qualifications/ higher marks/grade obtained in the essential qualifications or experience in relevant field higher than the minimum prescribed in the advertisement or on the basis of a **Preliminary Screening Test (P.S.T)**. The Commission may fix qualifying cut-off marks for all the categories of the vacancies in each level of examination, i.e. written & interview.

Note : Commission has fixed the following category wise qualifying marks in Personality Test/ Interview and candidates unable to secure such qualifying marks would not be considered for the post, irrespective of their academic qualification and/ or marks obtained in P.S.T.

Sl. No.	Category	Qualifying Marks
1.	General	50%
2.	OBC	48%
3.	SC	45%
4.	ST	40%

Commission may further lower the qualifying level category-wise as and when necessary in the event of non-availability of candidates for filling up vacancies in a particular category.

The qualifying marks for Differently abled candidates will be 2% less than what is prescribed for a particular category when sufficient number of candidates will not be available for the respective category.

IN THE CASES OF SCREENING TEST, CANDIDATES SUFFERING FROM BLINDNESS OR LOW VISION AND LOCO-MOTOR DISABILITY OR CEREBRAL PALSY WITH WRITING EXTREMITY WILL BE ALLOWED THE HELP OF A SCRIBE, IF REQUIRED. THE SCRIBE SHOULD NOT POSSESS EDUCATIONAL QUALIFICATION HIGHER THAN THE REQUISITE QUALIFICATION FOR THE POST.

If sufficient number of candidates with prescribed age limit is available for selection for a particular post, the commission may exercise its discretion not to relax upper age limit of the candidate(s) even if the provision for such relaxation is laid down in the advertised criteria.

5. In cases where no Division/Class is awarded and only grading is done, exact percentage of marks and conversion formula adopted are to be mentioned with documentary evidence, if required.
6. Where experience of a number of years is prescribed as an item of qualification this would mean only experience/research experience gained in full time employment/research in the relevant field within the closing date of receipt of applications.
[Certificate(s) from the Head(s) of the Organization(s)/Department(s) or Competent Authority for the entire experience claimed, clearly mentioning the duration of employment (date, month and year) and field of experience indicating basic pay and consolidated pay must be obtained. The certificate(s) should also mention the nature of duties performed/experience obtained in the post(s) with duration(s)].
7. Besides pay, the posts carry allowances as admissible.
8. The benefits of reservation of vacancies and upper age concession up to 5 years are admissible only to S.C. and S.T. candidates of West Bengal and up to 3 years to O.B.C. (category 'A' & 'B')(non creamy layer) candidates of West Bengal. S.C., S.T. and O.B.C. candidates of other States may apply for unreserved vacancies as general candidates. Such benefits are also available up to the age of 45 years for Persons with disabilities.
(a) A candidate claiming to be S.C., S.T., O.B.C. (non creamy layer) or persons with disabilities (40% and above) must have a certificate in support of his/her claim from a competent authority of West Bengal as specified below:
For S.C., S.T. and O.B.C. (non creamy layer) candidates:
(i) In the district, the Sub-Divisional Officer of the Sub-Division concerned, and
(ii) In Kolkata, the District Magistrate, South 24-Parganas or such Additional District Magistrate, South 24-Parganas, as may be authorized by the District Magistrate, South 24-Parganas, on behalf and the District Welfare Officer, Kolkata and Ex-officio Joint Director, Backward Classes Welfare.
[vide the W.B.S.Cs. & S.T.s. (Identification) Act, 1994 and S.C. & S.T. Welfare Deptt. Order No. 261-TW/EC/MR-103/94 dated 6.4.95 read with B.C.W. Deptt. Order no. 6320-BCW/MR-84/10 dated 24.9.2010 and No. BCW/MR-61/2012 (Pt.) dated 12.7.2013.]
For Persons with Disabilities:
A Medical Board constituted at Government Medical College Hospitals in Kolkata, District Hospitals and Sub-Divisional Hospitals.
[vide West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999]
(b) The Public Service Commission may require such further proof of particulars from the candidates as it may consider necessary and may make enquiries about their character and other particulars regarding suitability and eligibility.
(c) S.C., S.T., O.B.C. (NON CREAMY LAYER) OR PERSON WITH DISABILITY CERTIFICATE MUST BE OBTAINED WITHIN THE CLOSING DATE OF RECEIPT OF APPLICATIONS AND NO CLAIM IN THIS REGARD WILL BE ENTERTAINED AFTERWARDS.
(d) O.B.C. (Non Creamy Layer) candidates should renew / revalidate their O.B.C. (Non Creamy Layer) certificate in due time.
9. CANDIDATES MUST FULFIL THE ESSENTIAL QUALIFICATIONS BY THE CLOSING DATE.
10. **All requisite certificates regarding educational qualifications, proof of age, other relevant experience certificates and other requisite documents must be furnished as and when required by the Commission.**
11. If at any stage even after issue of a letter of recommendation for appointment a candidate is found ineligible in terms of the advertisement his/her candidature will be cancelled without further reference to him/her.
12. CANVASSING IN ANY FORM WILL DISQUALIFY THE CANDIDATURE
13. **ALL INFORMATION REGARDING RECRUITMENT TO THE POST WILL BE AVAILABLE, TIME TO TIME, IN THE COMMISSION'S WEBSITE AT <https://www.pscwbapplication.in> & www.pscwbonline.gov.in**
14. Date of Examination/Interview will be notified latter in the Commission's website at <https://www.pscwbapplication.in> & www.pscwbonline.gov.in

N.B.: Mobile Phones, Bluetooth or any other communication device are not allowed inside the premises where the examination is being conducted. Any infringement of this instruction shall entail disciplinary action including ban from future examinations

			III. Regional)				

C) Ongoing and Completed Research Projects and Consultancies

API Score for Projects -

Category I : (Sc - Rs.30 lakhs + Non-Sc. Rs. 5 lakhs +): 20

Category II: (Sc - Rs 5 lakhs + Non-Sc. Rs. 3 lakhs +): 15

Category III (Sc - Rs 0.5 lakhs + Non-Sc. Rs 0.25 lakhs +): 10

Other approved projects of Universities/Other agencies : 5

API Score for Consultancies-

(Sc-Rs.10 lakhs + Non-Sc: Rs.2 lakhs +): 10

API Score for Quality Evaluation-

Major (Completed) Project Eval: 20

Minor (Completed) Project Eval: 10

C. (i) & (ii) Ongoing Projects / Consultancies

Sl. No.	Title	Agency	Period	Grant / Amount mobilized (Rs. lakh)	API score

C. (iii) & (iv) Completed Projects / Consultancies

Sl. No.	Title	Agency	Period	Grant / Amount mobilized (Rs. lakh)	Whether policy document. Patent as outcome	API score

D) Research Guidance

(i) Degree-oriented: API Score - Ph. D. Awarded - 10; Ph.D. Submitted - 7;

M. Phil. Awarded - 3;

Sl. No.	Number enrolled	Thesis submitted	Degree awarded	API score
M. Phil or equivalent				
Ph. D or equivalent				

E) (i) Training Courses, Teaching-Learning - Evaluation Technology Programmes, Faculty Development Programme (not less than one week duration)

Category I : (Not less than two week duration):20

Category II: (Not less than one week duration): 10

Sl. No.	Programme	Duration	Organized by	API Score
Maximum API score = 30				

E) (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

API Score – Category 1 International – 10
 Category 2 National – 7.5
 Category 3 Regional – 5
 Category 4 Local – 3

Sl. No.	Title of the paper presented	Title of Conference / Seminar	Organized by	Whether International / National / State / Regional / College or University level	API score

E) (iii) Invited lectures / Chairing the session or presentation for conferences / symposia etc.

API Score – Category 1 International – 10
 Category 2 National – 7.5
 Category 3 Regional / State level – 5
 Category 4 Univ / Endowment Lect – 3

Sl. No.	Title of the Lecture / Academic session	Title of Conference / Seminar	Organized by	Whether International / National / State / Regional / College or University level	API score

Total API Score:

Signature of the Candidate

Counter Signature of Competent Authority

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening / selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner; Of the total score for the relevant category of publication by the concerned teacher, the first / Principal author and the corresponding author / supervisor / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.
3. A paper published in an unaccredited departmental journal or in other type of in house journal will get 50% of weightage allocated for a paper published in an ISSN / ISBN accredited journal.

UGC GUIDELINES FOR SCORING IN CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Brief Explanation: Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from this category is **300 points for Associate Professor** and **400 for Professor** for Direct recruitment.

S.No.	APIs	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III A	Research Papers published in:	Refereed Journals*	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 /chapter in an edited book
		Subject Books by / national level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes in Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects carried out/ ongoing	Major Projects amount mobilized with grants above 5.0 lakhs	20 /each Project
		Major Projects Amount mobilized with minimum of Rs. 3.00 lakhs up to Rs. 5.00 lakhs	15 /each Project
		Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects: Quality Evaluation	Completed project report (Accepted by funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Major Policy document of Govt. Bodies at Central and State level	30 / each national level output or patent/ 50 /each for International level,

S.No.	APIs	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Max. points for University and college teacher position
III (D)	RESEARCH GUIDANCE		
III (D) (i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D.	Degree awarded	10 /each candidate
		Thesis submitted	7 /each candidate
III (E)	TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS		
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching- Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	20/each
		(b) One week duration	10/each
III (E) (ii)	Papers in Conferences/ Seminars/Workshops, etc.**	Participation and Presentation of research papers (oral/poster) in	
		(a) International conference	10 each
		(b) National	7.5 / each
		(c) Regional/State level	5 /each
		(d) Local δUniversity/College level	3 / each
III (E) (iv)	Invited lectures or presentations for conferences/ symposia	(a) International	10 /each
		(b) National level	5

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals δ by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points. ** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.