



**Sher-e-Kashmir
University of Agricultural Sciences &
Technology of Kashmir**

Main Campus, Shalimar, Srinagar Kashmir (J&K) India-190025

Advertisement for the posts of

**Associate Professor-cum-
Senior Scientist & Equivalent**

**Advertisement Notification No. 07 of 2022
Dated: 21.10.2022**



0194-2461271 | registrar@skuastkashmir.ac.in

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Sher-e-Kashmir University of Agricultural Sciences & Technology, Kashmir invites online applications through University website www.skuastkashmir.ac.in from exceptionally bright & motivated Indian Nationals possessing established record of high quality Research, Teaching & outreach activities, for filling up of posts of Associate Professor-cum-Senior Scientist and equivalent {Pay Level-13A(1,31,400-2,17,100)} by selection across various Faculties/ Colleges/Stations of the University. The prospective candidates are expected to provide leadership to the concerned discipline/ University & contribute towards growth of the University by attracting extramural fundings, creating job opportunities, seeking placement of the students nationally & internationally in peer institutes/ high paid industry & the development of technologies with the potential for commercialisation.

The details of the posts are given below:

Faculty of Horticulture, Shalimar

S. No	Discipline	Total	UR	OBC	SC	ST	EWS
1.	Plant Biotechnology	02	02	-	-	-	-
2.	Vegetable Science	01	01	-	-	-	-

Faculty of Agriculture, Wadura

3.	Plant Pathology	02	02	-	-	-	-
4.	Agricultural Extension	02	01	01	-	-	-

Faculty of Veterinary Sciences & AH, Shuhama



5.	Veterinary Pharmacology & Toxicology	01	01	-	-	-	-
6.	Veterinary Physiology	01	01	-	-	-	-
7.	Veterinary Surgery & Radiology	03	01	01	01	-	-
8.	Animal Genetic Breeding	01	01	-	-	-	-
9.	Animal Nutrition	02	01	01	-	-	-
10.	Animal Reproduction Gynae. & Obstetrics	02	01	01	-	-	-
11.	Livestock Products Management	02	01	01	-	-	-
12.	Livestock Products Technology	01	-	-	-	01	-
13.	Veterinary Medicine	02	01	-	-	-	01
14.	Veterinary Parasitology	01	01	-	-	-	-
15.	Veterinary Pathology	02	01	-	01	-	-
16.	Vety. Anatomy & Histology	01	-	01	-	-	-

Faculty of Fisheries, Rangil

17.	Fish Post Harvest Technology	01	01	-	-	-	-
18.	Gear & Craft	01	01	-	-	-	-
19.	Economics	01	-	01	-	-	-
20.	Fisheries	01	01	-	-	-	-

Faculty of Forestry, Benhama

21.	Forestry	01	01	-	-	-	-
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College of Agri. Engineering & Technology, Shalimar

22.	Mechanical Engineering	01	01	-	-	-	-
23.	Irrigation & Drainage Engineering	01	01	-	-	-	-

College of Temperate Sericulture, Mirgund

24.	Sericulture	02	02	-	-	-	-
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Directorate of Research, Shalimar

25.	Animal Nutrition (Mountain Livestock Research Institute, Manasbal)	01	01	-	-	-	-
26.	Animal Genetics & Breeding (MRCS&G, Shuhama)	01	01	-	-	-	-
27.	Livestock Products Management (MLRI, Manasbal)	01	-	01			
28.	Genetics & Plant Breeding (Mountain Research Centre for Field Crops, Khudwani)	01	01	-	-	-	-
29.	Dairy Cattle Breeding (Mountain Livestock Research Institute, Manasbal)	01	01	-	-	-	-

Directorate of Extension, Shalimar

30.	Deputy Director (I&P)	01	01	-	-	-	-
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I. Essential Qualification:

- A good academic record, with a Ph.D Degree in the concerned discipline.
- A Master's Degree with at least 55% marks in the concerned discipline (or an equivalent grade in OGPA/ a point-scale wherever the grading system is followed).
- A minimum of eight years of experience of teaching and/or research and/or extension in an academic / research / extension position equivalent to that of Assistant Professor/Jr. Scientist in a University, College or Accredited Research Institution/ Industry with a minimum of seven (07) publications in the NAAS rated or Peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in the **Annexure** to this Notification.

Note: Academic / Research / Extension Score obtained as per the **Annexure** to this Notification, shall have a weightage of 80/100 marks (80%) and 20/100 marks (20%) shall be for interview before the prescribed Selection Committee.

The candidate's ability for teaching, research and extension appditude shall be assessed through a seminar/lecture in a classroom situation or discussion during the interview.

II. Desirable skills & Experiences:

- 1. Knowledge:** Should possess adequate knowledge as well as demonstrated contribution towards domain subject area in relation to agricultural scenario in the state and country
- 2. Communication:** Should be an effective communicator for inspiring young minds to take up advance scientific research as career.
- 3. Teaching:** Should have demonstrated excellence in teaching by way of developing new courses and course curricula, teaching recognitions, student achievements and placements, and having mentored a sizeable student community towards academic excellence.

4. **Research:** Should have demonstrated excellence in conducting basic and applied research, research programme development, and having led the development of new methods, protocols, patents, intellectual property and technology-based solutions.
5. **Scholarly output:** Should be widely published in reputed scientific journals with highly cited research, preferably with h index >10 and i-10 index >20
6. **Inclusion and diversity:** Should have demonstrated ability of working in diverse, multicultural environments.
7. **Organizational skills:** Significant contributions to overall institutional growth through scholarly output, developing policy frameworks, and having represented institution at national and international platforms.

III. **Expected Deliverables:**



1. **Teaching Competencies:** Should provide mid-level leadership steering curriculum refinement, developing new courses, e-content platforms and programmes on academic reforms.
2. **Research:** Should provide leadership in helping early career scientists in develop an independent research programme and undertake translational research driven by innovation and discovery. Demonstrated ability for problem identification and mapping solution portfolios as well as innovation driven technologies.
3. **Outreach:** Build strong linkages within and outside the organization with stakeholders for an integrated approach to academic and research endeavors.
4. **Resource generation:** Garner extramural funding through winning research proposals targeting specialized areas of action through a trans-disciplinary and multi-institutional research.
5. **Institutional development:** Work towards overall institutional growth through scholarly output, developing policy frameworks, representing institution at national and international platforms.

IV. **General Conditions:**

Age of the Candidate	Not less than 20 years & not more than 55 years as on 01.01.2022 Upper age limit relaxable in case of persons already in employment of SKUAST-Kashmir
Date of Commencement of Online Application Forms	07.11.2022(10:00 AM)
Last date of submission of Online Application Forms	06.12.2022(11:59 PM)
Application Fee	Rs. 2000/- (two thousand only) per application. (Fee can be paid only through Net Banking, Credit and Debit Card)
Mode of Application	Online Applications through University www.skuastkashmir.ac.in

V. **Submission of Application Forms:**

- i. After filling-up of Online Application Form, the Candidates are required to take print-out of the Online Application Form & submit/send the downloaded application form(s) (by hand or by post) along with filled-in **Score Card** attached as per Annexure to this Notification & self-attested copies of all the supporting documents/certificates/testimonials etc. to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K 190025 by or before **21st of December, 2022**. Applications received after last date i.e. 21.12.2022 will not be accepted.

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ii. **In-service candidates** are required to submit/send their Application Form(s) through proper channel, to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K-190025 by or before **5th of January, 2023**. However, advance copy of the Application form alongwith all enclosures must be submitted by or before **21st of December, 2022**

iii. Candidates should clearly mention following details on the envelope containing Hard Copy of Application Form:

“Application for the Post of _____ discipline _____ Faculty/
College _____ Advt. No. _____.”

VI. **Other Conditions:**

- The service conditions including mode of appointment shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments as may come into force from time to time, together read with provisions of J&K CSR, wherever applicable at the time of appointment;
- Reservation is as specified by the guidelines of University Grants Commission/Ministry of Human Resource Department(as amended from time to time);
- Mere submission of Application Form(s) for the positions advertised here-in-above does not by itself entitle the applicant to be called for interview;
- Application Form(s) which shall have the attachment(s) without marked page No.(s)/self-attestation, shall be summarily rejected on the risk and responsibility of the candidate;
- A candidate seeking his/her consideration under any reserved category must be in possession of valid category certificate as on the cut-off date on the submission of the online application form. Category certificates issued after the cut-off dates shall in no case be entertained;
- The last date of receipt of applications form(s), as stipulated above, shall be the cut-off date for determining the eligibility for the post. Any qualification/experience acquired thereafter shall not be considered;
- Certificates in support of qualification must have been obtained from duly recognized University/Institutions or organizations/departments, as the case may be;
- The number of post(s) indicated here-in-above are subject to increase/decrease at the sole discretion of the University;
- University reserves the right to withdraw and/or defer filling up of all or any of the posts at any time, without assigning any reason thereof;
- Applicant shall necessarily indicate their active Mobile No. & E-mail ID in the relevant column of the Application Form and inform the University about any change in his/her correspondence or permanent/residential address, failing which University shall not be held responsible for any communication error;
- Intending eligible candidate desirous of applying for more than one position shall have to apply for each position separately;
- Canvassing in any form shall render the applicant ineligible;
- Candidates may note that their candidature shall remain provisional till the genuineness of their qualification/category certificate(s) is/are verified by the University;
- The candidature of any candidate found indulging in any irregularity/misconduct/malpractice at any stage of selection process shall be cancelled forthwith & such candidate shall be debarred from the applying to any post advertised by the University in the future & any action as deemed appropriate under rules shall also be taken;
- Schedule of interview shall be placed on University website www.skuastkashmir.ac.in for general information. However, the call letter for appearing before the Selection Committee for interview shall be separately emailed to the Eligible/shortlisted candidates on the


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e-mail recorded on the Application form. University shall not be held responsible for any communication error due to incorrect email address /working cell No.;

- Selected candidates(s) can be posted at any Constituent Unit of the University;
- No TA/DA will be paid to the candidates for participation in the selection process;
- In case of any dispute, any suit or legal proceedings against University, the jurisdiction for such proceeding(s) shall be restricted to the Courts at Srinagar, UT of J&K only;
- Candidates, in their own interest, are advised to keep visiting University website for updates in this regard;
- Any other details if required, can be had from the Office of Registrar, SKUAST-K, Shalimar, Srinagar-190025 on any working day during office hours.

Sd/-
(Prof. T.H. Masoodi)
Registrar

No: Au/Adm/(GAD)/Adv-T/2022/14027-14231

Dated: 21.10.2022

Copy for information to the:

- ✓ Financial Commissioner (Adl. Chief Secretary), Agriculture Production Deptt., GoJK, Civil Secretariat, Srinagar
- ✓ All Deputy/Assistant Director Generals of ICAR, New Delhi
- ✓ All Officers of the University
- ✓ Professor Incharge, ARIS for placing the Advertisement Notice on University website
- ✓ Registrars of all Agricultural Universities and ICAR Institutes with the request to give wide publicity to the Notice
- ✓ Directors, Agriculture, Kashmir/Jammu
- ✓ Directors Horticulture, Kashmir/Jammu
- ✓ Directors Animal Husbandry, Kashmir/Jammu
- ✓ Directors Sheep Husbandry, Kashmir/Jammu
- ✓ Chief Wild Life Warden, J&K, Srinagar
- ✓ Managing Director, HPMC, J&K, Sgr/Managing Director, Agro-Industries, J&K, Sgr.
- ✓ Directors HP&M, J&K Srinagar/Director Sericulture, Kashmir/Jammu
- ✓ Directors Command Area, Kashmir/Jammu
- ✓ Executive Secretary, IAUA, New Delhi.
- ✓ All Heads of the Divisions/Faculties/Directorates/Colleges/Stations/ Units/KVKs and other constituent Units of SKUAST-K
- ✓ University Advertisement Notice file (w.3.s.c.)
- ✓ Notice Board


21/10/22
(Mir Rashid Ahmad)
Assistant Registrar (GAD)
21.10.22

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(For Associate Professor & Equivalent)

**Methodology for calculating Academic/Research/Extension Score for the appointment of
Associate Professor & Equivalent**

S. NO.	Academic / Research /Extension Activity	Score as Per UGC Regulations 2018: Faculty of Sciences/Engineering/ Medical/ Agriculture/Veterinary Sciences	Enter Quantity/ Parameter	Obtained Score	Annexure No.
1.	Research Papers in NAAS rated or Peer-Reviewed or UGC-listed (Refereed) Journals without Impact Factor				
	Single Author	13/13			
	Two Authors	9.1/13			
	First/Principal/ Corresponding Author (More than 2 Authors)	9.1/13			
	Joint Author (More than 2 Authors)	3.9/13			
	Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor less than 1				
	Single Author	18/18			
	Two Authors	12.6/18			
	First/Principal/Corresponding Author (More than 2 Authors)	12.6/18			
	Joint Author (More than 2 Authors)	5.4/18			
	Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor between 1 and 2 (Include 1 not 2)				
	Single Author	23/23			
	Two Authors	16.1/23			

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First/Principal/ Corresponding Author (More than 2 Authors)	16.1/23			
Joint Author (More than 2 Authors)	6.9/23			
Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 2 and 5 (Include 2 not 5)				
Single Author	28/28			
Two Authors	19.6/28			
First/Principal/ Corresponding Author (More than 2 Authors)	19.6/28			
Joint Author (More than 2 Authors)	8.4/28			
Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 5 and 10 (Include 5 not 10)				
Single Author	33/33			
Two Authors	23.1/33			
First/Principal/ Corresponding Author (More than 2 Authors)	23.1/33			
Joint Author (More than 2 Authors)	9.9/33			

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	Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor > 10 (Include 10)				
	Single Author	38/38			
	Two Authors	26.6/38			
	First/Principal/ Corresponding Author (More than 2 Authors)	26.6/38			
	Joint Author (More than 2 Authors)	11.4/38			
Sub Total (Part 1)					
2 (a)	Books Authored				
	Published by International Publishers	12/12			
	Published by National Publishers	10/10			
	Publication of Chapter in Edited Books	5/5			
	Editor of Book by International Publishers				
	Editor of Book by International Publishers	10/10			
	Editor of Book by National Publishers	8/8			
2 (b)	Translation Works in Indian and Foreign languages				
	Chapter or Research Paper	3/3			
	Translation Work of Book	8/8			
Sub Total (Part 2)					

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3	Creation of ICT-mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula				
(a)	Development of Innovative pedagogy; Contributor / Contributors Planning and Implementation of On Farm Trials	5/5			
(b)	Design of New Curricula and Courses (ICT Based)/ Conducting of PRA/Base Line survey of operational villages				
	Contributor / Contributors	2/2			
(c)	Development of Complete MOOC's in 4 Quadrant (4 Credit Course)/ Publication of Success stories				
	4	20/20			
	3	15/15			
	2	10/10			
	1	5/5			
	MOOCs (developed in 4 quadrant) per module / lecture / Lecture given in Extension Programmes/				
	Module / Lecture Creator (Per Module)	5/5			
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)				
	Content Writer / Subject Matter Expert (Per Module)	2/2			
	Course Coordinator for MOOCs				
	4 Credit Course	8/8			
	3 Credit Course	6/6			

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	2 Credit Course	4/4			
	1 Credit Course	2/2			
(d)	Development of E-Content in 4 quadrants for a Complete Course / E-Book/ Literature developed for Farmers/Trainees/Extension Functionaries				
	E-Content in 4 quadrants for a Complete Course / E-Book	12/12			
	E-Content (developed in 4 quadrants) per module/ Coordinator/co-coordinator/member of organizing an event/activity/programme of National Initiatives				
	Module(s)	5/5			
	Contribution to development of E-Content module in Complete Course / Paper / E-Book (at least one quadrant) / Coordinator/Co-coordinator/member of publication of university/Division/Research station/KVK newsletter/Progress Report/Annual Report/QRT Report or any other report				
	Contributor	2/2			
	Editor of E-Content for Complete Course / Paper / E-Book				
	Editor	10/10			
Sub Total (Part 3)					
4 (a)	Research Guidance				
	Ph.D. Guidance (Degree Awarded)				
	Ph.D. Guidance (Awarded) (Major Advisor)	7/10			
	Ph.D. Guidance (Awarded) (Advisory Committee member)	3/10			
	Ph.D. Guidance (Thesis Submitted)				
	Ph.D. Guidance (Submitted) (Major Advisor)	5/5			

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	Ph.D. Guidance (Submitted) (Advisory Committee member)	1.5/5			
M.Phil./P.G Dissertation Guidance (Degree Awarded)					
	M.Phil./P.G Dissertation (Major Advisor)	2/2			
	M.Phil./P.G Dissertation (Advisory Committee member)	0.6/2			
(b)	Research Project Completed (More than 10 Lakhs)				
	Sole Investigator	10/10			
	Principal Investigator in Joint Project	5/5			
	Co-investigator in Joint Project	5/5			
Research Project Completed (Less than 10 Lakhs)					
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
(c)	Research Project Ongoing (More than 10 Lakhs)				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
Research Project Ongoing (Less than 10 Lakhs)					
	Sole Investigator	2/2			

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	Principal Investigator in Joint Project	1/1			
	Co-investigator in Joint Project	1/1			
(d)	Consultancy				
	Consultancy	3/3			
Sub Total (Part 4)					
5 (a)	Patent				
	International	10/10			
	National	7/7			
5 (b)	*Policy Document (International Body/Organization/Central Govt. or State Govt. or UT government)				
	International	10/10			
	National	7/7			
	State	4/4			
5 (c)	Awards / Fellowship				
	International	7/7			
	National	5/5			
Sub Total (Part 5)					
6	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference				
	International (Abroad)	7/7			
	International (Within Country)	5/5			
	National	3/3			
	State University	2/2			

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Sub Total (Part 6)		
7.	Extension Education activities :	
	New Extension Models developed and implemented	7/7
	Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village.	5/5 per activity
	Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories:	8/8
	Involvement in technology application programs through technology assessment and refinement/On-farm testing	3/3
	Capacity Development	2/2
	Technology dissemination and its impact as evidenced in peer reviewed journals	4/4
	Total Score without Capping	
	Total Score of 5(b) + 6/7	

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	Capped Score of 5(b) + 6 and or 7 (30 % of Total Score of 5(b) + 6 and or 7)	
	Total Score with Capping, wherever applicable	
	FINAL OBTAINED SCORE (API)	

Notes:

1. The Research score for research papers would be augmented as follows :
Peer-Reviewed or NAAS rated or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):
 - a. Paper in refereed journals without impact factor = 5 Points
 - b. Paper with impact factor less than 1 = 10 Points
 - c. Paper with impact factor between 1 and 2 = 15 Points
 - d. Paper with impact factor between 2 and 5 = 20 Points
 - e. Paper with impact factor between 5 and 10 = 25 Points
 - f. Paper with impact factor >10 = 30 Points
 - i. Two authors: 70% of total value of publication for each author.
 - ii. More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.
2. Joint Projects: Principal Investigator and Co-investigator would get 50% each.
3. Paper presented if part of edited book or proceeding then it can be claimed only once.
4. For joint supervision of research students, the formula shall be 70% of the total score for major advisor and 30% of the total score advisory committee members.
5. *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 (30%) of the total research score of the teacher concerned.
6. The research & extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7).
7. The extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7). Category 7 is the compulsory category for the scientists working in extension system of the university
8. Academic/Research/Extension Score = 100
9. Academic /research /extension score will have a weightage of 80% (80/100) and interview a weightage of 20% (20/100)

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DECLARATION

I declare that the entries made in this form are true and correct to the best of my knowledge and behalf.

Place _____ Signature of candidate _____

Date _____

Note:

1. Attested copies of the papers, documents and reprints submitted with the application will not be returned.
2. Candidates already in service should apply through their present employer.