



**THE WEST BENGAL COLLEGE SERVICE COMMISSION
APPLICATION FOR THE POSTS OF PRINCIPAL IN GOVT.-AIDED COLLEGES
(GENERAL DEGREE COLLEGES) OF WEST BENGAL
(ADVT. NO. 2/2019)**

ONLY ONLINE APPLICATION THROUGH www.wbcsc.org.in WILL BE ACCEPTED

IMPORTANT DATES

Commencement of on-line Application	01/11/2019 (12 noon)
Last date of On-line Application	30/11/2019 (12 midnight)
Last date of submission of Print-out of Application form along with filled in API format	16/12/2019 (4 PM)



**THE WEST BENGAL COLLEGE SERVICE COMMISSION
(ADVT. NO. 2/2019)**

Applications are invited from Indian Citizens (and such other nationals as are declared eligible by Govt. of India) for recruitment to the following post.

1. Post

Principal in different Government-aided Colleges (**General degree Colleges**) in West Bengal (except the colleges granted minority status through the due process).

2. Vacancy

The vacancy calculation shall be done in accordance with the terms laid down in the **West Bengal College Service Commission (Manner of Selection of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians and Re-recommendation of Assistant Professor) Regulations, 2012 as amended from time to time**. The vacancy cut-off date and the exact vacancy position will be notified before the publication of the merit panel under this recruitment process. The Commission is not responsible for any error in reporting of vacancies from the end of College(s).

3. Method of Recruitment

The eligible candidates will be called for interview and selection (direct recruitment). ***The minimum eligibility conditions contained in this advertisement are governed by the provisions of the order no. 710-Edn(CS)/10M-27/2015 dated 28/06/2017 [General Degree Colleges] of the West Bengal Government, the Department of Higher Education, Science & Technology and Biotechnology. The Commission, however, can introduce additional parameters in order to select candidates of higher merit. Therefore, mere possession of eligibility does not confer any right to an applicant to be selected or empanelled, or even called for the interview.***

4. Pay scale: Pay Band of Rs. 37,400- 67,000/- plus Academic Grade Pay Rs 10,000/- along with special allowances as notified by the State Government from time to time.

5. Academic Qualifications and Experience

General Degree Colleges:

- i) 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/ Institution, along with relaxations applicable to specified categories.
- ii) A Ph.D. Degree in concerned/ allied/ relevant discipline(s) in the institution concerned with evidence of published work and research.

- iii) Associate Professor / Professor with a total experience of fifteen (15) years of teaching/research in a UGC specified institution /administration in Universities, Colleges and other institutions of higher education.
- iv) A minimum score stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), as set out in UGC Regulations, 2016 (4th Amendment) in Appendix III Table II (B) for direct recruitment of Principal in colleges (as prescribed for Professor by UGC).

NOTE 1

Relaxation of Marks for Direct Recruitment to the Post of Principal

- i. A relaxation of 5% marks may be provided at the Master's level for the scheduled castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled, for a disability of 40% and above) / other Backward-classes (non-creamy layer) categories for the purpose of eligibility during direct recruitment to the post of Principal.
- ii. For Ph.D. Degree holders who have obtained their Master's Degree prior to September 19, 1991, the minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master's 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 is 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 UGC/other statutory apex bodies, or recognized by the State or Central Government 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.

NOTE 2

Teaching / Research/ Administrative Experience criteria

- i. Teaching experience will be considered for a whole time faculty only in UGC scale of pay in recognized University / College / Institution of Higher Education.
- ii. The period of regular service as teaching / Post-Doctoral research experience, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in any recognized Institution of Higher Education in 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 fulfilment of provisions as laid down in UGC Regulations, 2010 vide Para 10.1.
- iii. 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.

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.

6. Academic Performance Indicators (API)

A minimum Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations, 2016 (4th Amendment) in Appendix III Table II(B) score and weightages in Selection Committees are essential for Direct Recruitment as mentioned below for the post of Principal.

APPENDIX - III TABLE - II (B)

Minimum Scores for APIs for direct recruitment of Principal to be considered along with other specified eligibility qualifications stipulated in the Regulations:

Minimum API Score	Consolidated API score requirement of 400 points from categories II & III of APIs(cumulative)
Selection Committee criteria / weightages (Total Weightages =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%)

7. Selection Procedure

The overall selection procedure shall incorporate a transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on Academic Performance Indicators (API) as provided in the UGC (4th Amendment) Regulations, 2016.

8. Age Limit

The upper age limit for the post of Principal shall be **55 years on the 1st day of January, 2019.**

9. Application Fee

Fees: Rs. 5000/- (Rs. Five thousand only) for General/OBC candidates and Rs. 2500/- (Rs. Two thousand Five hundred only) for SC/ST/Differently abled candidates. The candidates have to pay the application fee by credit card/ debit card/internet banking. Additional processing charges as following will also be debited from the credit card /debit card/bank account of the candidate.

Credit card: 1.20% of the application fee plus the service tax as applicable.

Debit Card: 1.00% of application fee plus the service tax as applicable.

Internet Banking: Rs. 10/- per transaction plus the service tax as applicable.

Fees once paid will not be refunded under any circumstances.

10. Mode of Application

Prospective candidates are requested to visit web portal www.wbcsc.org.in for the ONLINE APPLICATION facility. They are further requested to go through the "HOW TO APPLY" section thoroughly before they go for ONLINE APPLICATION. Online Application will commence on 01/11/2019 (12 noon) and will close on 30/11/2019 (12 Midnight). Applicants should take print out of the application form and send/submit the same along with authenticated filled in API format, self-attested photocopies of relevant academic/other credentials to the Commission's office at Purta Bhavan, DF Block, Sector – I, 3rd Flr, Salt Lake, Kolkata – 700 091 before 16/12/2019 (4 PM).

Information and Instruction

1. Applicants with grade/grade points should write the percentage equivalent according to the formula used by their Boards/Universities. As grade/grade points are typically associated with an interval of marks, the exact midpoint of the relevant interval should be considered for the purpose. It is the responsibility of the applicants to obtain the necessary certification from their Boards/Universities in support of their claims. They will be required to justify the 'percentage equivalent' claimed by them at the time of interview and failure to do so may even lead to the cancellation of their candidature or calculation of the percentage equivalent by the Commission itself by whatever method it considers reasonable, including the methodology suggested in this regard by the University Grants Commission in its " ***Regulations on Minimum Qualification of Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010***" . No complaints in that regard will be entertained at any later stage.
2. The competent authority of judging the equivalence of all degrees obtained from foreign Universities is **Association of Indian Universities (AIU)**. Candidates are advised to have their foreign degrees authenticated as equivalent to their Indian counterparts from AIU. The selection committee may not recognize a degree as a valid one in the absence of such an equivalence certificate.
3. The cut-off date for all items of **qualification and experience**, including **publication**, shall be **30/11/2019**. The age of the candidate, however, shall be calculated on **1st January, 2019**.

4. The **Academic Performance Indicators (API)**, designed in accordance with UGC Regulations, 2016 (4th Amendment) is uploaded in the website (www.wbcsc.org.in). All applicants are requested to study carefully the same, calculate their API Score and fill-in the API format. Please note that API Score is a crucial component of the eligibility-cum-selection criteria, and therefore, accuracy in filling up the API is very important for one's candidature.
5. The '**relevance**', or **lack of it**, of the area of expertise of a candidate vis-a-vis the subjects taught in a College, will be **decided by the experts representing the Universities on the interview board and their decision will be final and binding.**
6. It should be noted that calculation of experience should not involve double counting of the same period. For example, acting as a Bursar in a College for one year will not entitle an applicant to claim one year's teaching experience as well as one year's administrative experience.

Place : Kolkata
Date : 31/10/2019

Controller of Examinations