

No. KUDSIT/511/AR AD/2022

Technocity, Dated: 01.08.2022

Notification for Faculty Recruitment

(Rolling advertisement)

Kerala University of Digital Sciences, Innovation and Technology is established by the Government of Kerala under the Act 10 of 2021 by upgrading the Indian Institute of Information Technology and Management-Kerala (IIITM-Kerala) to transform into a world-class institution excelling in the digital world. The University mainly focuses on postgraduate education, research and application development mainly in the domain of Digital Sciences and Technology.

The University invites applications from qualified Indian Nationals graduated from any part of the world with excellent academic records, commitments to quality teaching and outstanding research aptitude for appointment to the Faculty positions outlined in the General Requirements Section of this notification.

This advertisement shall be open for a period of one year from the date of this advertisement. The applications can be submitted throughout the year. Shortlisting and ranking will be done based on the requirements. **The Phase I of the selection process will start from 25.08.2022.** The applications received up to 24.08.2022 will be considered in the Phase I. The applicants are required to read the details included in this notification prior to filling up the form. In case of any persistent technical issue, the applicants can mail their problem at the email id: **recruitments@duk.ac.in**

I. General Guidelines

1. Applicants are required to fill the application form as available on the University website **<https://www.duk.ac.in/careers>**.
2. Applicants should calculate their academic scores as indicated in the Shortlisting guidelines section of this notification and attach the calculations with details along with the application. The sample academic score calculation should contain the SJR scores of each journal paper published. Note that only publications during the last five years will be considered in score calculation.
3. Publication list included in the application should include the journal DOI number, peak SJR score in the last five years and a web link to the individual publication listed.
4. The applicant will be solely responsible for the authenticity and accuracy of the submitted information.
5. The specific details regarding qualifications, experience and screening etc., are mentioned under separate Sections on General Requirements and Shortlisting Guidelines.



6. Incomplete applications or applications without filling the relevant fields will be summarily rejected.
7. Interim queries after the submission of the application will not be entertained.
8. The Screening Committee will shortlist the eligible and desirable candidates based on the criteria mentioned under General Requirements and Shortlisting Guidelines Sections included as part of this notification. Meeting the requirements for minimum qualification and experience alone will not be sufficient to qualify for short listing.
9. The shortlisted candidates will be intimated about the schedule of the Assessment procedure/Interview through their registered email only. All correspondence from the University including interview letter, if any, shall be sent only to the e-mail address provided by the applicant in the online application form. The candidates are advised to check their registered e-mails regularly after the last date fixed for the submission of the application.
10. Eligibility for all faculty posts requires both Bachelors and Masters degree with minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant area/branch or equivalent branch. Ph.D. should be awarded in the concerned/allied/relevant disciplines from a UGC recognized University preferably with NIRF Ranking within first 100 or IITs/National Institutes. Relaxation in marks for candidates under reserved categories is specified in the Reservation Guidelines Section of this notification.
11. For Masters or Ph.D degree from outside of India to be considered, it shall be from a university/institution with a ranking in the top 500 in the World University ranking by Quacquarelli Symonds (QS), the Times Higher Education (THE) and Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).
12. The minimum score required to be eligible for application to be considered for evaluation is specified in under General Requirement section of this advertisement. To ensure eligibility for application, the total score can be pre-computed by the candidate in reference to the component scores indicated in the Shortlisting Guidelines Section of this notification. The Guidelines are separately specified for Assistant Professor and Associate/Professor posts. Specific Guidelines for Shortlisting/Ranking are also included in the same Section.
13. The maximum age limit for all positions at the time of application will be 50 years. Candidates applying under reservation categories can apply up to a maximum age limit of 55 years.
14. Remuneration for all posts will be as per the 7th CPC scales.
15. All positions other than Assistant Professor (Level 10 and 11) are on regular scale for a tenure of 5 years
16. The position of Assistant Professor (Level 10 and 11) are on contract with a consolidated pay as specified in the 7th CPC. The person recruited at Level 10/11 will be considered for a tenure position in Level 12 on scale, once they meet the eligibility norms prescribed for the same.

II. Instructions for submission of Applications

1. For each of the qualification, professional experience and achievements listed in the application, documentary proof in the form of self-attested photocopies is to be uploaded along with the application.



2. The originals must be produced at the time of the interview.
3. The applicants are also required to list the names of at least two referees who can testify their work experience, skills, achievements and personal integrity. The referee details should contain information about their names, current designation, current employer, location, e-mail address and mobile phone numbers.
4. Incomplete applications or applications without necessary attachments will not be accepted.
5. Any misleading or incorrect information furnished by the candidates may lead to rejection of their application and cancellation of appointment, if found out at a later date.
6. The University reserves the right to offer a lower post and/or pay than that applied for by any candidate based on the recommendation of the selection committee.
7. Persons employed in Government and Semi-Government organizations must apply through proper channels. 'No Objection Certificate' shall be submitted along with the application.
8. No interim queries regarding the interview/selection process will be entertained.
9. Canvassing in any form will lead to disqualification.
10. The decision of the Selection Committee and the Board of Governance of the University with respect to the selection process is final. Any dispute with regard to the selection/recruitment process will be subject to Courts/Tribunals having jurisdiction within the District of Trivandrum.
11. Candidates will have to appear for an interview at their own cost if called before a Selection Committee on the date and place which will be communicated to the candidates. In addition to the personal Interview, the candidates may also receive calls for making technical presentations / teaching sessions before the Selection Committee.
12. The University reserves the right to defer or cancel the selection process without assigning any reason thereof. The decision of the University in this regard will be final and binding on all the applicants who respond to this advertisement.
13. No interim communication on the status of the application will be entertained.
14. Selected candidates for all positions will be under probation for one year and will be confirmed subject to the satisfactory completion of the probation and other requirements as per University Rules. There will also be an annual appraisal of their performance
15. The applicants are required to visit the University website regularly for any subsequent corrigendum/addendum etc. which shall be published on the University website only.

III. Reservation Guidelines

The University follows the Reservation policy in line with the Government Norms.

- a. The reservation for applicants from SC, ST, EWS,OBC (non-creamy layer) and Persons with Benchmark Disability (PwBD) categories will be applicable as per Government norms.
- b. Applicants seeking reservation benefits available for SC/ST/OBC/EWS/PwBD categories must upload the necessary documents justifying the claim of respective reservation claims as per Govt. lists/rules/norms. The certificates uploaded should be in the format prescribed by the Government and should be digitally verifiable.



- c. In case the applicant wants to claim benefits under the PwBD category, the applicant's relevant disability should not be less than 40 per cent. Proof to this effect in the form of a valid Disability Certificate must be uploaded with the application. Applicants applying for the post(s) reserved for OBC must upload a certificate of OBC (non creamy layer) in the prescribed form issued by Competent Authority. The certificate should be of the current financial year, in accordance with instructions issued by the Government in this respect from time to time. Applicants should ascertain that they belong to the reserved categories (caste) enlisted in the List for the Other Backward Classes. If the relevant certificates for respective reserved categories are not uploaded with the application, the claim for reservation/relaxation will be rejected and no appeal against its rejection will be entertained.
- d. EWS candidates must submit a certificate in the prescribed proforma and issued by a competent authority duly certifying that their gross income in the financial year prior to the year of application is within the prescribed limits set by the Government regulations for EWS candidates as applicable at the date of the application.
- e. Age relaxation will be followed as per Govt. norms.
- f. 5% relaxation in academic and research scores shall be provided to the candidates belonging to Reserved categories wherever applicable.

IV. General Requirements

I. Professor (Level 14)

Qualification	Masters and PhD degree as in General Instructions.
Publications	Minimum of 10 research publications in the area/areas of specialization notified for the specified post in peer reviewed UGC listed journals.
Essential Experience	Minimum of ten years experience at the level of Associate Professor and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided at least two doctoral candidates and a minimum score of One hundred and eighty (180). Candidates who have not guided Ph.D students are also considered, if they have at least 15 peer reviewed high quality publications at the level of Associate Professor or equivalent (during the last 5 years)



II. Associate Professor (Level 13A)

Qualification	Masters and PhD degree as in General Instructions.
Publications	Minimum of 7 research publications in the area/areas of specialization notified for the specified post in peer reviewed UGC listed journals.
Essential Experience	Minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor at a University/National Level Institutions with evidence of having successfully guided at least one doctoral candidate and a minimum score of One hundred and forty (140). Candidates who have not guided Ph.D students are also considered, if they have at least 10 peer reviewed high quality publications during the last 5 years

III. Assistant Professor (Levels 10-12)

Qualification	Masters and PhD degree as in General Instructions.
Publications	Level 12:- Minimum of 5 research publications in the area/areas of specialization notified for the specified post in peer reviewed UGC listed journals. Level 11:- Minimum of 3 research publications in the area/areas of specialization notified for the specified post in peer reviewed UGC listed journals. Level 10:- Minimum of 2 research publications in the area/areas of specialization notified for the specified post in peer reviewed UGC listed journals.
Essential Experience	Level 12:- A minimum of 3 years teaching/industry/ research experience in the area/areas specified in the notification and a minimum score of One hundred (100). Level 11 :- A minimum of 2 years teaching/industry/ research experience in the area/areas specified in the notification and a minimum score of Ninety (90). Level 10:- Minimum score of Eighty (80).



V. Posts Available and Preferred Areas

I. School of Computer Science & Engineering

Job Code	Post	Preferred Areas
CSE/P/5112022	Professor (Level 14)	1. Cybersecurity
CSE/AP/5112022	Associate Professor (Level 13A)	2. Data Science
CSE/A/5112022	Assistant professor (Levels 10-12)	3. Computer Networks 4. Theoretical Computer Science 5. Natural Language Processing 6. Speech Processing 7. Software Engineering 8. Digital Image Processing 9. Mathematics for Computer Science

II. School of Digital Humanities and Liberal Arts

Job Code	Post	Preferred Areas
DH/AP/5112022	Associate Professor (Level 13A)	1. Business Analytics 2. Digital Transformations
DH/A/5112022	Assistant professor (Levels 10-12)	1. HR 2. Marketing

III. School of Digital Sciences

Job Code	Post	Preferred Areas
DS/A/5112022	Assistant professor (Levels 10-12)	1. Data Analytics 2. Machine Learning 3. NLP 4. Computer Aided Drug Design 5. Computational Sciences /Computational Chemistry 6. Mathematical Modeling 7. Remote Sensing



IV. School of Electronic Systems & Automation

Job Code	Post	Preferred Areas
ESA/AP/5112022	Associate Professor (Level 13A)	1. Semiconductors 2. VLSI Design/ Verification 3. IoT hardware
ESA/A/5112022	Assistant professor (Levels 10-12)	4. 2D materials 5. Analog Circuits 6. Quantum Circuits 7. Signal Processing and Automation 8. Computational Imaging and AI 9. Sensors

V. School of Informatics

Job Code	Post	Preferred Areas
SOI/A/5112022	Assistant Professor (Levels 10-12)	1. Biophysical Ecology

VI. Shortlisting Guidelines

Preliminary screening will be based on scores for Assistant Professor and Associate Professor/Professor positions as per the guidelines indicated below. The criteria for screening shall be on the basis of the distribution of scores as indicated in the tabular forms given below. The minimum scores required for eligibility are as specified in the General requirements section of this notification. The scores for ranking shall be above the minimum required scores and will be decided by the Screening Committee subject to the number of vacancies. Relaxation will be provided to candidates belonging to reserved categories as per the Guidelines in the Reservation Guidelines Section of this notification.



Score Calculation for Associate/Professor posts

S.N.	Academic/Research Activity	Applicable to all Schools
1.	Research Papers in Peer-Reviewed or UGC listed Journals with SJR score of 0.5 or above	10 Marks per paper
2.	Publications (other than Research papers)	
	Books authored which are published by	
	International publishers	12
	National Publishers	10
	Chapter in Edited Book	05
	Editor of Book by International Publisher	10
	Editor of Book by National Publisher	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula	
	(a) Development of Innovative pedagogy	05
	(b) Design of new curricula and courses	02 per curricula/course
	(c) MOOC, SWAYAM or Other Platforms	
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08
	(d) E-Content	
	E-Book (full course)	12
	e-Content per module (not counted above)	05
	Contribution to development of e-content module in complete course/paper/e-book	02
	Editor of e-content for complete course/ paper /e-book	10
4	(a) Research guidance	
	Ph.D.	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded



	(b) Research Projects Completed	
	More than 10 lakhs	10
	Less than 10 lakhs	05
	(c) Research Projects Ongoing :	
	More than 10 lakhs	05
	Less than 10 lakhs	02
	(d) Consultancy	03
5	(a) Patents	
	International	10
	National	07
	(b) Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)	
	International	10
	National	07
	State	04
	(c) Awards/Fellowship	
	International	07
	National	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
	International (within country)	05
	National	03
	State/University	02



Score Calculation for Assistant Professor posts

Sl.No	Academic Record	Score		
1	Graduation	80% and above =15	60% to less than 80%=13	55% to less than 60% = 10
2	Post Graduation	80% and above = 28	60% to less than 80% =25	55% to less than 60% = 20
3	Ph.D.	30		
4	NET with JRF	07		
5	NET or equivalent	05		
6	Research Publications	10 marks for each for Research Papers in Peer-Reviewed UGC listed Journals with SJR score of 0.5 or above and published within the last five calendar years.		
7	Teaching/Post Doctoral Experience	2 Marks for One year each		
8	Publications (other than Research papers)			
	(a) Books authored which are published by			
	International publishers	12		
	National Publishers	10		
	Chapter in Edited Book	05		
	Editor of Book by International Publisher	10		
	Editor of Book by National Publisher	08		
9	(a) Research guidance			
	Ph.D.	10 per degree awarded 05 per thesis submitted		
	M.Phil. /P.G dissertation	02 per degree awarded		
	(b)Research/Development/Innovation projects Completed:			
	More than 10 lakhs	10		
	Less than 10 lakhs	05		
	(c) Research/Development/Innovation projects Ongoing:			
	More than 10 lakhs	05		
	Less than 10 lakhs	02		
	(d) Consultancy	03		



10	Conference publication (Papers presented in Conferences during the last five years)	
	International (abroad)	07
	International (within the country)	05
	National	03
	State/University	02
11	Patents Granted	
	International	10
	National	07
12	(e) Awards/Fellowship	
	International	07
	National	05
13	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
	International (within country)	05
	National	03
	State/University	02

Criteria for augmentation of scores :

Peer-Reviewed UGC-listed Journals With SJR Score of 0.5 or above only will be considered for computation of points.

Additional points for journal publications based on SJR score

SJR Score	Additional Points per article
0.5 to 0.75	01
0.75 to 1	03
1 to 2	05
2 to 3	10
3 to 4	15
above 4	20



- a. Two authors: 70% of total value of publication for each author.
- b. 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.
- c. Joint Projects: Principal Investigator and Co-investigator would get 50% each.

After preliminary screening based on scoring, candidates will be ranked based on a combined score that includes the score and the scoring determined based on the essential requirements notified against each position. The University has the right to set a higher bench mark for the credentials required for ranking and assessing the candidates. The cutoff rank considered for each position and School will be determined as per faculty requirements at the time of processing the applications for each round. Candidates falling within the cutoff rank of each School will be shortlisted for personal presentation/Interview. The University may resort to methods such as Seminar, Colloquium, Teaching presentation etc. for assessment as part of the Interview process. The final selection will be on the basis of the overall performance of the candidates in each assessment task conducted in addition to the performance in the personal interview.



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