
In line with the Circular No.F.No.23-1/2008-TS.II dated 18th August, 2010 issued by the Ministry of Human Resource Development, Government of India and pursuant to the subsequent decision taken by the Council in its meeting held on 20th May, 2012, recruitment rules for faculty members of the Institute will be governed in the following manner as applicable to the faculty members of Indian Institute of Science, Bangalore:

(i) Lecturers

(1) Lecturers are not part of the regular faculty cadre in the Institute. Appointment at this level may be made as Lecturer-cum-Post Doctoral Fellow on contract basis to enable bright young Ph.D.s to teach and earn experience in a premier institution. Appointment of Lecturers will be purely on temporary basis for a maximum period of 3 (three) years.

(2) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/- p.m. with seven non-compounded advance increments.

(3) After one year of post Ph.D. experience, these Lecturers-cum-Post Doctoral Fellows shall be placed in the AGP of Rs.7000/- p.m.

(ii) Assistant Professors

(1) To be appointed in PB-3 with AGP of Rs. 8000/- p.m. For direct recruits minimum pay in the Pay Band to be fixed at Rs. 30,000/-. 

(2) For appointment as Assistant Professor, one should have a Ph.D. with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years industrial/research/teaching experience, excluding however, the experience gained while pursuing Ph.D.

(iii) Associate Professors

(1) To be appointed in PB-4 (Rs. 37,400 - 67000) with AGP of Rs. 9500/- p.m. For direct recruits minimum pay in the Pay Band-4 to be fixed at Rs. 42,800/-. 

(2) For appointment as Associate Professor, one should have a Ph.D. with first class or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years teaching/industrial/research experience, of which at least three years should be at the level of Assistant Professors, Senior Scientific Officer / Senior Design Engineer.
(iv) Professors

(1) To be appointed in PB-4 (Rs. 37,400 – 67,000) with AGP of Rs. 10,500/- p.m. For direct recruits minimum pay in the Pay Band to be fixed at Rs. 48,000/-.  

(2) For appointment as Professor, one should have a Ph.D. with first class or equivalent with a very good academic record and a minimum of 10 years experience.

(3) Up to a maximum of 40% of the posts of Professors at any given point of time will be eligible for HAG scale (Rs.67,000 – Rs.79,000 p.m. without Grade Pay) after six years of regular service in AGP of Rs.10,500/- p.m. subject to performance evaluation based on research publications. Ph.D. supervision, teaching and consultancy services etc.

(Bimal K. Roy)  
Director

Copy to: All Heads of Divisions/Departments/Sections/Units including outlying Centres/Branches etc.