



THE WEST BENGAL COLLEGE SERVICE COMMISSION
APPLICATION FOR THE POSTS OF PRINCIPAL IN GOVT.-AIDED COLLEGES OF WEST BENGAL
ADVT. NO. 2/2015

ONLY ON LINE APPLICATION THROUGH www.examinationonline.in/wbcscportal will be accepted

IMPORTANT DATES

Commencement of on-line Application	01/08/2015 (12 noon)
Last date of On-line Application	31/08/2015 (12 midnight)
Last date of submission of Print-out of Application form along with API format and Bank Draft	10/09/2015 (4 PM)



**THE WEST BENGAL COLLEGE SERVICE COMMISSION
ADVT. NO. 2/2015**

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.

2. Vacancy and Method of Recommendation:

The vacancy calculation and recommendation shall be done in accordance with the terms laid down in the *West Bengal College Service Commission (Manner of Selection and Recommendation of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians and Re-recommendation of Persons for Appointment to the post of Assistant Professor) Regulations, 2012*. 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 minimum eligibility conditions contained in this advertisement are governed by the provisions of the order no. 982-Edn(CS)/8R-I/10 dated 30/12/2013, Notification Nos. 15-Edn(CS)/8R-01/10 dated 06/01/2015 and 526-Edn(U)/1U-137/14 dated 29/05/2015 of the West Bengal Government, the Department of Higher Education. The Commission, however, can introduce additional parameters in order to select candidates of higher merit, as laid down in the above-mentioned Regulation. Therefore, mere possession of eligibility does not confer any right to an applicant to be selected or empanelled, or even called for the interview.

Recommendation shall be done on the basis of a merit-cum-preference system of counseling, (please refer to point number 4 in the *Information and Instruction* given below). For the purpose of counseling, merit refers to the rank in the provisional merit panel. **Empanelment does not confer any right to an applicant to be recommended.**

3. Pay scale: Pay band of Rs. 37,400-67,000/- plus Academic Grade pay Rs. 10,000/-

Special Allowance: As per existing Government rules.

4. Academic Qualifications and Experience:

a) A Master's Degree with at least 55% marks (or an equivalent grade or grade point wherever grading system is followed) from a recognized University/Institution.

However, relaxation of 5% from 55% to 50% is admissible for candidates belonging to SC/ST/Differently abled candidates and to those who have obtained Master's Degree prior to 19th September, 1991.

The percentage calculation should not involve any rounding-off procedure, that is, 54.5% and 49.5% (and above) should not be rounded off to 55% and 50% respectively.

b) A Ph.D. Degree from a recognized University/Institution in a discipline which has relevance to the subjects taught in the College concerned.

c) At least holding the rank of an Associate Professor in University/College/institution of higher education.

d) At least 15 years of teaching/research/administrative experience in recognized Universities, Colleges and other Institutions of Higher Education, as clarified in **Note 1** below.

e) A minimum score in the academic performance indicator (API) based Performance Based Appraisal System (PBAS), with emphasis on published work, designed in accordance with UGC guidelines. It is also desirable, but not essential, that the candidate should have experience of guiding research.

Note 1:

Teaching Experience: As a whole time faculty at least in UGC scale of pay in recognized University/ College/ Institution of Higher Education.

Research Experience: Post-doctoral research experience in any recognized Institution of Higher Education.

Administrative Experience: Experience of working in an administrative capacity in any recognized University /College /Institution of Higher Education in at least Assistant Professor Scale.

Note 2: The API format, designed in accordance with the UGC guidelines, is uploaded in WBCSC website. **Candidates will be required to fill in the API format in their own handwriting, authenticated by the Principal/TIC/President of the Governing Body of the concerned College and submit the same along with all the relevant documents.**

5. Age: Not above 55 years on the 1st day of January, 2015.

6. Application Fee and mode of Application :

Fee : ₹ 5000/- (₹ Five thousand only) [For SC/ST/OBC/PH candidates ₹ 2500/- (Rupees Two thousand five hundred only)] payable by demand draft in favour of “ The Secretary, The West Bengal College Service Commission” drawn on any bank at its branch in Kolkata. Please note that entering the Bank Draft details is **MANDATORY while making the **ONLINE APPLICATION**. Therefore, applicants are requested to have the Bank Draft ready when they go for **Online Application**.**

Mode of Application : Prospective candidates are requested to visit our **portal www.examinationonline.in/wbcscportal** 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 **1st August, 2015 (12 noon)** and will close on **31st August, 2015 (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 and the Bank Draft to the Commission’s office at Purta Bhavan, DF Block, Sector – I, 3rd Flr, Salt Lake, Kolkata – 700 091 before **10th September, 2015, 4 PM**.

Note 3: Lady Candidates are preferred for Girls' Colleges.

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 '**relevance', or lack of it**, of the area of expertise of a candidate vis-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**.
- 4) The recommendation procedure, **except for the eight Colleges belonging to the City group**, will be based on a merit-cum-preference system of counseling. For each of these aforementioned eight Colleges, up to three willing candidates will be recommended per vacancy in compliance with a Supreme Court order, and the College concerned will select one candidate from amongst those three. If, out of the three recommended candidates, the one with the highest rank in the Commission's merit panel is selected by the College, the Commission will take no responsibility of recommending the other two candidates at any later stage. Only if the said highest ranked candidate is not selected by the concerned College, the Commission will try to re-recommend him or her to another College during the life of the panel, **subject to the availability of a suitable vacancy**. For further details regarding the entire recommendation process, the ***West Bengal College Service Commission (Manner of Selection of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians) Regulations, 2012*** may be consulted from the Commission website.
- 5) The cut-off date for all items of **qualification and experience**, including **publication**, shall be **31st August, 2015**. The age of the candidate, however, shall be calculated on **1st January, 2015**.
- 6) The **Academic Performance Indicator (API)**, designed in accordance with UGC Guidelines, is uploaded in the website. 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.

- 7) 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.

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Place : Kolkata
Date : 31st July, 2015

Secretary

