Charusat invites applications from competent personnel for the following positions to fuel its growth:

Faculty	Institute	Program/ Subject Domains	Position
Technology & Engineering (FTE)	Chandubhai S. Patel Institute of Technology (CSPIT)	❖ Computer Engg (CE) ❖ Computer Science Engg. (CSE) ❖ Information Technology (IT) ❖ Artificial Intelligence and Machine Learning (AIML)	❖ **Assistant Professor** ❖ **Associate Professor** ❖ **Professor**
	Devang Patel Institute of Advance Technology & Research (DEPSTAR)		
Faculty of Computer Science & Applications (FCA)	Smt. Chandaben Mohanbhai Patel Institute of Computer Applications (CMPICA)	❖ Computer Applications	❖ **Assistant Professor** ❖ **Associate Professor** ❖ **Professor**
Management Studies (FMS)	Indukaka Ipcowala Institute of Management (IIIM)	❖ Management Studies	❖ **Assistant Professor** ❖ **Associate Professor** ❖ **Professor**
Faculty of Humanities (FOH)	Charotar Institute of Languages, Arts and Social Studies (CLASS)	❖ Humanities (English & Communication Skills)	❖ **Assistant Professor**
Faculty of Pharmacy (FPH)	Ramanbhai Patel College of Pharmacy (RPCP)	❖ Pharmacy	❖ **Assistant Professor** ❖ **Associate Professor** ❖ **Professor**
Medical Sciences (FMD)	Manikaka Topawala Institute of Nursing (MTIN)	❖ Nursing	❖ **Assistant Professor** ❖ **Nursing Tutor** ❖ **Clinical Instructor** ❖ **Associate Professor** ❖ **Professor**
	Bapubhai Desaibhai Patel Institute of Allied and Healthcare Sciences (BDIAS)	❖ Operation Theatre and Anesthesia Technology (OTAT) ❖ Medical Laboratory Technology (MLT) ❖ Medical Imaging Technology (MIT) ❖ Optometry	❖ **Assistant Professor** ❖ **Associate Professor** ❖ **Professor**

Faculty of Technology & Engineering

Institute	:	Chandubhai S. Patel Institute of Technology (CSPIT) & Devang Patel Institute of Advance Technology & Research (DEPSTAR)			
Programme	:	B.Tech., M.Tech., Ph.D.			
Discipline	:	Computer Engg.	Computer Science & Engg.	Information Technology	Artificial Intelligence Machine Learning

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor (CE/CSE-IT/AI-ML)	❖ BE / B. Tech and ME / M. Tech in a relevant subject with First Class or equivalent. ❖ Ph.D. degree in appropriate discipline with proven research aptitude will be preferred.	❖ Candidates having Technical expertized Skills in the domain of AI, ML Quantum computing, Graphic, Information, Security Embedded systems and system Programming and Professional Certificate in the above domain will be Preferred.
Associate Professor (CE/CSE-IT/AI-ML)	❖ BE / B Tech and ME / M Tech in relevant subject with First Class or equivalent ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years' experience in teaching and/or research and/or industry, of which at least 2 years post Ph.D.is desirable ❖ At least API of 150 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor (CE/CSE-IT/AI-ML)	❖ BE / B Tech and ME / M Tech in relevant subject with First Class or equivalent ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 12 years teaching and/or research and/or industrial experience of which at least 5 years should be at the level of Associate Professor **OR** Minimum of 15 years' experience in teaching and/or Research and/or Industry. ❖ At least API of 175 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

Expectations from the candidates:

- Proficiency in curriculum design, assessment strategies, and continuous evaluation techniques aligned with Bloom's Taxonomy and NEP standards.
- Strong mentorship skills for academic, career, and project guidance at undergraduate and postgraduate levels.
- Candidates holding industry-recognized certifications such as AWS Certified, Microsoft Azure, Red Hat, CCNA, or other relevant credentials will be given additional weightage.
- Proven capacity to connect students with industry for internships, live projects, and placement opportunities.
- Demonstrated ability to pursue high-quality research in emerging areas of Computer Science.
- Research ability should be substantiated by research publications in the Scopus/Web of Science-indexed journals.
- Research outcome should be in line with Product/ Patent/ outcome supported by Scopus / Web of Sciences-based publications.

Faculty of Computer Science & Applications

Institute	:	Smt. Chandaben Mohanbhai Patel Institute of Computer Applications (CMPICA)				
Program	:	BCA	B.Sc. (IT)	MCA	M.Sc. (IT)	Ph.D

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ Bachelor's and Master's degree in the field of Computers (Engg./Applications/Sciences) with first class at both levels ❖ Ph.D. degree in appropriate discipline with proven research aptitude will be preferred.	❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Research ability should be substantiated by at least a couple of research publications in the Scopus/Web of Science indexed journals.
Associate Professor	❖ Bachelor's and Master's degree in the field of Computers (Engg./Applications/Sciences) with first class at both levels ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years' experience in teaching and/or research and/or industry, of which at least 2 years post Ph.D.is desirable ❖ At least API of 150 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor	❖ Bachelor's and Master's degree in the field of Computers (Engg./Applications/Sciences) with first class at both levels ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 12 years teaching and/or research and/or industrial experience of which at least 5 years should be at the level of Associate Professor **OR** ❖ Minimum of 15 years' experience in teaching and/or Research and/or Industry. ❖ At least API of 175 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

CHARUSAT also invites applications from eligible candidates for its Online (BCA) and Online (MCA) Programs:

Teachers for Online BCA or Online MCA Programs shall have the same qualifications and experience criteria as the Teachers of Computer Applications program. Along with it following key skill are required:

1. Proficiency in using various online teaching tools and platforms, such as Zoom, Google Classroom, and LMS like Moodle.
2. Experience in developing customized course contents (All four quadrants of SWAYAM), lesson plans, and educational materials tailored to meet the diverse needs of students.
3. Strong communication and interpersonal skills, which can effectively engage with students, parents, and colleagues.
4. Dedication to staying updated on the latest trends and best practices in online education, ensuring the delivery of high-quality instruction.

Faculty of Management Studies

Institute	:	Indukaka Ipcowala Institute of Management (IIIM)		
Program	:	BBA	MBA	Ph.D

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ Degree in Business Administration or Equivalent with first class at Bachelors and Masters level ❖ Ph.D. degree in appropriate discipline with proven research aptitude	❖ Minimum two years of relevant experience. ❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Research ability should be substantiated by at least a couple of research publications in the Scopus/Web of Science/reputed indexed journals.
Associate Professor	❖ Degree in Business Administration or Equivalent with first class at Bachelors and Masters level ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years' experience in teaching and/or research and/or industry, of which at least 2 years post Ph.D.is desirable ❖ At least API of 150 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor	❖ Degree in Business Administration or Equivalent with first class at Bachelors and Masters level ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 12 years teaching and/or research and/or industrial experience of which at least 5 years should be at the level of Associate Professor **OR** ❖ Minimum of 15 years' experience in teaching and/or Research and/or Industry. ❖ At least API of 175 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

CHARUSAT also invites applications from eligible candidates for its Online (BBA) and Online (MBA) Program:

Teachers for Online BBA Program shall have the same qualification and experience criteria as Teachers of the Management Studies program. Along with it following key skillsets is required:

1. Proficiency in using various online teaching tools and platforms, such as Zoom, Google Classroom, and LMS like Moodle.

2. Experience in developing customized course contents (All four quadrants of SWAYAM), lesson plans, and educational materials tailored to meet the diverse needs of students.

3. Strong communication and interpersonal skills, which can effectively engage with students, parents, and colleagues.

4. Dedication to staying updated on the latest trends and best practices in online education, ensuring the delivery of high-quality instruction.

Note: *Candidates having a Bachelor's degree in Computer Engineering and/or allied discipline with Master degree in Business Administration shall be preferred.*

Faculty of Humanities

Institute	:	Faculty of Humanities
Department	:	Humanities and Social Sciences (HSS)
Program	:	All UG Programs offered by the University

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor (English/ Communication Skills)	❖ BA and MA – English / ELT with first class and Ph.D.	❖ Experienced candidates will be preferred. However, freshers can also apply. ❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Research ability should be substantiated by at least couple of research publications in the Scopus/Web of Science/reputed indexed journals.

Faculty of Pharmacy

Institute	:	Ramanbhai Patel College of Pharmacy (RPCP)		
Programs	:	B.Pharm	M.Pharm	Ph.D

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ Bachelor and Master Degree in Pharmacy with first class ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Research ability should be substantiated by at least couple of research publications in the Scopus/Web of Science indexed journals.
Associate Professor	❖ Bachelor and Master Degree in Pharmacy with first class ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years of experience in teaching or research / industry at the level of Assistant Professor or equivalent in PCI approved / recognized pharmacy college ❖ At least API of 300 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor	❖ Bachelor and Master Degree in Pharmacy with first class ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 10 years of experience in teaching / research / industry out of which 5 years as Associate Professor is desirable in PCI approved / recognized pharmacy college. ❖ At least API of 400 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

Faculty of Medical Sciences

Institute	:	Bapubhai Desaibhai Patel Institute of Allied and Healthcare Sciences (BDIAS)		
Department	:	Operation Theatre and Anesthesia Technology (OTAT) Medical Laboratory Technology (MLT) Medical Imaging Technology (MIT) Optometry		
Program	:	B.Sc.	M.Sc.	Ph.D.

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ First Class with M.Sc. in allied disciplines	❖ Fresher to 3 years of experience ❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Good Clinical exposure with experience of working in Multiple operation theatre and intensive care set ups
Associate Professor	❖ First Class with M.Sc. in allied disciplines ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years' experience in teaching and/or research and/or industry, of which at least 2 years post Ph.D.is desirable ❖ At least API of 200 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor	❖ First Class with M.Sc. in allied disciplines ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 12 years teaching and/or research and/or industrial experience of which at least 5 years should be at the level of Associate Professor **OR** ❖ Minimum of 15 years' experience in teaching and/or Research and/or Industry. ❖ At least API of 250 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

Institute	:	Manikaka Topawala Institute of Nursing (MTIN)		
Department	:	Nursing		
Program	:	B.Sc.(Nursing)	M.Sc.(Nursing)	Ph.D

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ B.Sc. (Nursing) & M.Sc.(Nursing)- First Class ❖ Ph.D Degree in appropriate discipline with proven research profile will be preferred.	❖ 3 Years of experience after M.Sc. Nursing ❖ Candidates having proven ability for research, innovation and creativity will be preferred. ❖ Research ability should be substantiated by the couple of research publications in the reputed indexed journals
Nursing Tutor	❖ B.Sc. (Nursing) & M.Sc.(Nursing)- First Class	❖ Fresher to 3 years of experience after M.Sc. Nursing. ❖ Good clinical experience in the area of specialization.
Clinical Instructor	❖ B.Sc.(Nursing)- First Class OR ❖ Post Basic B.Sc.(Nursing)- First Class	❖ Minimum 1 year of experience after RNRM. ❖ Good clinical experience.
Associate Professor	❖ B.Sc. (Nursing) & M.Sc.(Nursing)- First Class ❖ Ph.D Degree in an appropriate discipline with proven research aptitude	❖ Minimum of 8 years' experience in teaching and/or research and/or industry, of which at least 2 years post Ph.D.is desirable ❖ At least API of 150 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 10 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 7 research publications are as a main author/corresponding author. ❖ At least 02 successful Ph.D guided as Supervisor/Co-Supervisor.
Professor	❖ B.Sc. (Nursing) & M.Sc.(Nursing)- First Class ❖ Ph.D Degree in appropriate discipline with proven research aptitude	❖ Minimum of 12 years teaching and/or research and/or industrial experience of which at least 5 years should be at the level of Associate Professor **OR** ❖ Minimum of 15 years' experience in teaching and/or Research and/or Industry. ❖ At least API of 175 points. [Please refer the guidelines as mentioned on page no. 9] ❖ At least 15 research publications in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2. Out of which at least 10 research publications are as a main author/corresponding author. ❖ At least 05 successful Ph.D guided as Supervisor/Co-Supervisor.

For calculating the API Score, please follow the following guidelines:

Sr. No	Academic/Research Activity	API	Remarks
1	Research Papers in SCI /Web of Science/Scopus indexed journals in quartile Q1/Q2 will only be considered to calculate for API.	08 per paper for Faculty of Sciences/Engineering/ Pharmacy Para Medical Sciences/ Computer Applications	
		10 per paper for the faculty of Management Studies and Humanities and Social Sciences	
2	**(i) Sponsored Projects**		
	Project Completed		
	More than 10 lakhs	10	Per Project for PI
		07	Per Project for Co-PI
	Less than 10 lakhs	05	Per Project for PI
		03	Per Project for Co-PI
	Project Ongoing		
	More than 10 lakhs	07	Per Project for PI
		04	Per Project for Co-PI
	Less than 10 lakhs	03	Per Project for PI
		02	Per Project for Co-PI
	(ii) Consultancy	03	
	(iii) Research Guidance		
	PhD* PhD Students whose notification is issued during the academic year will be considered to claim the API Score for the degree awarded category.	10	To the supervisor, for each degree awarded
		05	To the supervisor, for each thesis submitted
		05	To the Co-supervisor, for each degree awarded
		03	To the Co-supervisor, for each thesis submitted
4	**(i) Patents published /granted**		
	International	20	For Per Grant of Patent
		10	For per Publication of Patent
	National	10	For Per Grant of Patent
		07	For per Publication of Patent

(A) The Research score for research papers would be augmented as follows:
Impact factors are to be determined as per the TR /JCR list.

    (i) Paper in refereed journals without impact factor - 5 Points
    (ii) Paper with an impact factor less than 1 - 10 Points
    (iii) Paper with impact factor between 1 and 2 - 15 Points
    (iv) Paper with impact factor between 2 and 5 - 20 Points
    (v) Paper with impact factor between 5 and 10 - 25 Points
    (vi) Paper with impact factor >10 - 30 Points

(B) Two authors: 70% of the total value of publication for each author.
(C) More than two authors: 70% of the total value of publication for the First/Principal/Corresponding author and 30% of the total value of publication for each of the joint authors.

Selection Process phases:

❖ Candidates will be shortlisted based on defined eligibility criteria (qualifications and experience).
❖ The Scrutiny committee reserve the rights of deciding the disciplines as concerned/ allied/ relevant while scrutinizing the applications.
❖ The decision of the scrutiny committee shall be final and binding.

Shortlisted candidates will appear in the following selection process:

(A) Domain Knowledge Test and/or Ideation and Problem-Solving Test :
This stage is designed to allow candidates to exhibit their domain area/subject specialisation, creativity and problem-solving skills. Solutions suggested by the candidates to the given problem cases will be assessed for technical correctness, innovative approach, and critical and problem-solving skills.
Type of Questions: Multiple Choice questions and /or Theoretical/Descriptive type questions with a case study analysis in their domain areas will be given.

(B) **Presentations and Personal Interview:** This stage is designed to allow candidates to exhibit their originality of content, explanation ability, error-free English, brevity, body language and general persona and aptitude in the domain area through their in-depth subject knowledge, an inclination for academic assignments, and attitude towards the teaching profession and perception.

(C) **HR Interview:** Candidates are communicated the expectations of the university and the terms of employment. Their expectations and aspirations are also understood.

Expectations of University:

As an outcome, CHARUSAT is preparing industry-ready human resources, wherein the majority of the students should get employment as soon as they complete their education or become job creators by becoming an entrepreneur. To achieve this objective, we are expecting the faculty members to follow the following approach & methodology:

❖ Rigorous outcome-oriented teaching & learning methodology by using innovative learning techniques like regular exposure to industry and their plants, good internship, well-designed & monitored linked incentives and credit system.
❖ Faculty need to integrate their industrial and consultancy experiences while teaching and use case studies and real-life examples.
❖ Faculty should be encouraged to involve their students in industrial consultancy projects.
❖ Key practical experiments and case studies to be taken up in real-life situations to explain inter-linkage, complexities, and relevance of various concepts of professional areas.
❖ To develop entrepreneurship skills in students.
❖ Imparting & guarding value-based education in every aspect of teaching & campus life.

Skills required: He /she should be adaptable and have flair for all the above approaches and methodology in order to meet the objective of the Institution and their self-development.

Privileges offered by CHARUSAT University:

❖ A cooperative and facilitative working environment.
❖ A long-term career opportunity to grow.
❖ Pay packages commensurate with qualifications and experience
❖ Access to Sports facility and gymnasium on the campus
❖ Women-friendly campus
❖ Equal opportunity for all employees
❖ Self-development and knowledge enhancement activities by national and international tours financed by Charusat.
❖ Maternity Leave, Paternity Leave, Sabbatical Leave and Leave encashment
❖ Charusat Employees Consumer Co-operative Society Ltd.
❖ CHARUSAT Employees Group Personal Accident Insurance
❖ Provident Fund and Gratuity benefits

Growth opportunities:

❖ Career Advancement Schemes (CAS) for Teachers.
❖ State-of-the-art laboratory available for R& D
❖ In-house Human Resource Development Centre for employees

Registrar