

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

Faculty	Institute	Program/ Subject Domains	Positions
Technology & Engineering (FTE)	Chandubhai S. Patel Institute of Technology (CSPIT)	B.Tech., M.Tech. ❖ Computer Engineering (CE) ❖ Computer Science Engineering (CSE) ❖ Information Technology (IT) ❖ Artificial Intelligence and Machine Learning (AIML) ❖ Electronics and Communication Engineering (EC) ❖ Electrical Engineering (EE) ❖ Mechanical Engineering (ME) ❖ Civil Engineering (Civil)	Assistant Professor
	Devang Patel Institute of Advance Technology & Research (DEPSTAR)		
Faculty of Computer Science & Applications (FCA)	Smt. Chandaben Mohanbhai Patel Institute of Computer Applications (CMPICA)	BCA, MCA, B.Sc.(IT), M.Sc.(IT) ❖ Computer Applications	Assistant Professor
Management Studies (FMS)	Indukaka Ipcowala Institute of Management (IIIM)	BBA, MBA ❖ Management Studies	Assistant Professor
Faculty of Humanities (FOH)	Charotar Institute of Languages, Arts and Social Studies (CLASS)	BA (English), MA (English) ❖ Humanities (English & Communication Skills)	Assistant Professor
Faculty of Pharmacy (FPH)	Ramanbhai Patel College of Pharmacy (RPCP)	B.Pharm, M.Pharm. ❖ Pharmacy	Assistant Professor
Faculty of Science (FOS)	P. D. Patel Institute of Applied Sciences (PDPIAS)	B.Sc., M.Sc. ❖ Physical Sciences ❖ Chemical Sciences ❖ Biological Sciences	Assistant Professor
Faculty of Medical Sciences (FMD)	Manikaka Topawala Institute of Nursing (MTIN)	GNM, P.B.B.Sc., B.Sc., M.Sc. ❖ Nursing	❖ Assistant Professor ❖ Nursing Tutor ❖ Clinical Instructor
	Ashok & Rita Patel Institute of Physiotherapy (ARIP)	BPT, MPT ❖ Physiotherapy	❖ Assistant Professor ❖ Tutor/Demonstrator
	Bapubhai Desai bhai Patel Institute of Allied and Healthcare Sciences (BDIAS)	Bachelors and Masters program in ❖ Medical Laboratory Science (MLS) ❖ Medical Radiology and Imaging Technology (MRIT)	❖ Assistant Professor - MRIT ❖ Demonstrator-MRIT ❖ Demonstrator -MLS

Non-teaching positions:

Cell	Positions
Career Development & Placement Cell	• Career Development and Placement Officer • Executive

Faculty of Technology & Engineering

Institute	:	- Chandubhai S. Patel Institute of Technology (CSPIT) & - Devang Patel Institute of Advance Technology & Research (DEPSTAR)			
Programs	:	B.Tech., M.Tech.			
Discipline	:	Computer Engg.	Computer Science & Engg.	Information Technology	Artificial Intelligence Machine Learning
	:	Electronics and Communication Engineering (EC)	Electrical Engineering (EE)	Mechanical Engineering (ME)	Civil Engineering (Civil)

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ BE / B. Tech and ME / M. Tech in a relevant subject with first class or equivalent at both levels ❖ PhD degree in an appropriate discipline with proven research aptitude will be preferred	Candidates with technical expertise, skills, and professional certification in the respective discipline will be preferred.

Expectations from the candidates:

- Candidates having an UG degree in Computer Applications with first class and a PG degree (i.e. MCA/M.Sc.(IT)) with first class may also apply for the computer-related discipline.
- 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, encouraging candidates to see their role as vital in shaping future professionals.
- 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 Scopus/Web of Science-indexed journals.
- Research outcome should be in line with Product/ Patent/ outcome supported by Scopus / Web of Science-based publications.
- Strong knowledge and practical expertise in Electrical Engineering, with proficiency in Embedded Systems, Power Electronics, IoT, Industrial Automation, Robotics, and Industry 4.0, is desirable.

Faculty of Computer Science & Applications

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

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 ❖ PhD degree in an 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.

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 the Computer Applications program. Along with it, the following key skills 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 customised course content (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

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ Bachelor's degree with relevant discipline and Master's degree in Business Administration or equivalent with first class at both Bachelor's and Master's degrees ❖ PhD degree in appropriate discipline with proven research aptitude will be preferred.	❖ 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.

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

Teachers for the Online BBA Program shall have the same qualifications and experience criteria as those for Teachers of the Management Studies program. Along with it, the following key skill sets 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 customised course content (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 a Master's degree in Business Administration shall be preferred.*

Faculty of Humanities

Institute	:	Faculty of Humanities
Institute	:	Charotar Institute of Languages, Arts and Social Studies (CLASS)
Department	:	Humanities and Social Sciences (HSS)
Program	:	BA (English) and other UG/PG Programs of the University

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor (English/Communication Skills)	❖ BA and MA – English / ELT with first class or equivalent at both levels and PhD	❖ 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 a 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

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ Bachelor's and Master's Degree in Pharmacy with first class or equivalent at both levels ❖ PhD Degree in relevant 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 a couple of research publications in the Scopus/Web of Science-indexed journals.

Faculty of Science

Institute	:	P.D.Patel Institute of Applied Sciences (PDPIAS)	
Programs	:	B.Sc.	M.Sc.

Discipline	:	Biological Sciences (Biotechnology/ Microbiology/Biochemistry)	Chemical Sciences (Inorganic/Physical/ Analytical Chemistry)	Physical Sciences (Physics)
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Cadre	Minimum Qualifications	Minimum Experience
Assistant Professor- Biological Sciences ----- Assistant Professor- Chemical Sciences ----- Assistant Professor - Physical Sciences	First Class in Bachelor's & Master's Degree in relevant specialisation and PhD degree in the concerned/allied/relevant disciplines.	❖ Experienced candidates 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.

Faculty of Medical Sciences

Institute	:	Manikaka Topawala Institute of Nursing (MTIN)			
Department	:	Nursing			
Program	:	GNM	PB B.Sc.(Nursing)	B.Sc. (Nursing)	M.Sc. (Nursing)

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor	❖ B.Sc. (Nursing) & M.Sc.(Nursing) with first class at both levels ❖ PhD degree in an appropriate discipline with a 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 a couple of research publications in reputed indexed journals
Nursing Tutor	❖ B.Sc. (Nursing) & M.Sc.(Nursing) with first class at both levels	❖ 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 one year of experience ❖ Good clinical experience.

Faculty of Medical Sciences

Institute	:	Ashok & Rita Patel Institute of Physiotherapy (ARIP)			
Department	:	Physiotherapy			
Program	:	BPT		MPT	

Cadre	Minimum Qualifications	Minimum Experience
Assistant Professor	❖ BPT and MPT with first class at both levels. ❖ PhD Candidate will be preferred	❖ Fresher to 3 years of experience after MPT
Tutor/Demonstrator	❖ BPT (First Class)	❖ Fresher to 2 years' experience after BPT

Qualification and experience criteria are in consonance with guidelines laid down by the National Commission for Allied and Healthcare Professions (NCAHP)

Faculty of Medical Sciences

Institute	:	Bapubhai Desaibhai Patel Institute of Allied and Healthcare Sciences (BDIAS)	
Department	:	- Medical Laboratory Technology (MLT) - Medical Radiology and Imaging Technology (MRIT)	
Program	:	B.Sc.	M.Sc.

Cadre	Minimum Qualifications	Minimum Experience & Research Credentials
Assistant Professor –MRIT	❖ 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
Demonstrator-MRIT	❖ B.Sc / Bachelor in Allied Discipline with minimum First Class	❖ Fresher's or Candidates with good clinical exposure
Demonstrator-MLS	❖ B.Sc / Bachelor in Allied Discipline with First Class	❖ Fresher's or Candidates with good clinical exposure

Career Development & Placement Cell

Cadre	Career Development and Placement Officer
Minimum Qualifications	❖ Bachelor's Degree in Science or a Professional Program from a recognized University/Institution with first class ❖ Master's Degree with First Class in the field of public relations/Communication/Marketing or a relevant discipline from a reputed University/Institution. ❖ PhD will be preferred.
Minimum Experience & Job Profile	❖ Minimum 5 years of relevant experience in career counselling, student placement, career development or related activities in a higher education institution. Job Profile ❖ Coordinate and oversee the day-to-day activities of the Career Development & Placement Cell. ❖ Establish and maintain professional relationships with industries, corporates, Government and Non-Government organisations for recruitment, internships, training and other career-development opportunities. ❖ Plan and facilitate employability and skill-development Programs, including communication skills, soft skills, interview skills, interpersonal skills and workplace readiness. ❖ Facilitate career guidance and preparatory Programs for competitive and professional examinations such as TOEFL, GRE, GATE, CAT, etc. ❖ Facilitate expert talks, guest lectures, industry interactions and career-awareness sessions by industry professionals and subject experts. ❖ Obtain and analyse feedback from recruiting organisations to continuously enhance students' employability and placement preparedness. ❖ Prepare periodic reports, dashboards and relevant data for institutional review, accreditation, statutory and management requirements. ❖ Undertake any other responsibilities/assignments entrusted by the University from time to time.
Cadre	Executive
Minimum Qualifications	❖ Bachelor's Degree in Science or a Professional Program from a recognized University/Institution with first class ❖ Master's Degree with First Class in the field of public relations/Communication/Marketing or a relevant discipline from a reputed University/Institution.
Minimum Experience & Job Profile	❖ Minimum 3 years of relevant experience in career counselling, student placement, career development or related activities in a higher education institution. ❖ The incumbent shall be responsible for the overall coordination and functioning of the Career Development & Placement Cell.

Selection Process phases for the faculty position:

1. Candidates will be shortlisted based on defined eligibility criteria (qualifications and experience).
2. The Scrutiny Committee reserves the right to decide the disciplines as concerned/ allied/ relevant while scrutinizing the applications.
3. 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) Classroom Teaching through Chalk & Board:

- Candidates are required to deliver a 5–7-minute classroom teaching session using the Chalk & Board method on a topic related to their subject specialisation.
- The Classroom Teaching should clearly demonstrate originality of content, clarity of explanation, and structured delivery (introduction, main content, and conclusion).
- Candidates must focus on effective communication skills, including error-free English, brevity, confidence, and appropriate body language.
- Candidates must rely only on chalk and board with diagrams or key points.

(C) Personal Interview: This stage is designed to allow candidates to exhibit their aptitude in the domain area through their in-depth subject knowledge, their inclination for academic assignments (i.e., teaching and research), and their attitude towards the teaching profession and perception.

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

Selection Process for the Executive/Officer @ CDPC

(A) Written test on Communication Skills: Writing skills in English and vernacular language

(B) Computer proficiency Test: MS Word, MS Excel, MS Power-point presentation, Email drafting, Information finding, etc.

(C) Personal Interview: This stage is designed to allow candidates to exhibit their aptitude in the domain area through their in-depth subject knowledge, their inclination for industry collaboration, liasing, lobbying for student placements, and their attitude towards the academic profession and perception.

(D) 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 a flair for all the above approaches and methodologies in order to meet the objective of the Institution and their self-development.

Privileges offered by CHARUSAT University:

- ❖ CHARUSAT offers salary benefits aligned with the 7th Pay Commission.
- ❖ A cooperative and facilitative working environment.
- ❖ A long-term career opportunity to grow.
- ❖ Pay packages commensurate with qualifications and experience
- ❖ Access to sports facilities 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