



**Sher-e-Kashmir  
University of Agricultural Sciences &  
Technology of Kashmir**

Main Campus, Shalimar, Srinagar Kashmir (J&K) India-190025

Advertisement for the posts of

**Professor-cum-  
Chief Scientist & Equivalent**

**Advertisement Notification No. 08 of 2022**

**Dated: 21.10.2022**



0194-2461271 | registrar@skuastkashmir.ac.in

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Sher-e-Kashmir University of Agricultural Sciences & Technology, Kashmir invites online applications through University website [www.skuastkashmir.ac.in](http://www.skuastkashmir.ac.in) from exceptionally bright & motivated Indian Nationals possessing established record of high quality Research, Teaching & outreach activities, for filling up of posts of Professor-cum-Chief Scientist & equivalent {Pay Level-14(1,44,200-2,18,200)} by selection across various Faculties/ Colleges/Stations of the University. The prospective candidates are expected to provide leadership to the concerned discipline/University & contribute towards growth of the University by attracting extramural fundings, creating job opportunities, seeking placement of the students nationally & internationally in peer institutes/high paid industry & the development of technologies with the potential for commercialisation.

The details of the posts are given below:

### Faculty of Horticulture, Shalimar

S. No	Discipline	Total	UR	OBC	SC	ST	EWS
1.	Soil Science	01	01	-	-	-	-
2.	Agri. Economics/ Business Management	01	01	-	-	-	-
3.	Floriculture & Landscape Architecture	01	01	-	-	-	-

### Faculty of Agriculture, Wadura

4.	Genetics & Plant Breeding	01	01	-	-	-	-
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### Faculty of Vety. Sciences & AH, Shuhama


5.	Animal Biotechnology	01	01	-	-	-	-
6.	Veterinary Medicine	01	01	-	-	-	-
7.	Animal Reproduction, Gynecology & Obstetrics	01	01	-	-	-	-
8.	Vety. Pharmacology & Toxicology	01	-	01	-	-	-
9.	Vety. Animal Husbandry Extension	01	01	-	-	-	-
10.	Vety. Pathology	01	-	01	-	-	-
11.	Vety. Public Health	01	-	-	01	-	-
12.	Vety. Parasitology	01	01	-	-	-	-
13.	Livestock Products Technology	01	01	-	-	-	-


### Faculty of Fisheries, Rangil

14.	Fishery Biology	01	01	-	-	-	-
15.	Fish Nutrition & Biochemistry	01	01	-	-	-	-
16.	Fish Breeding & Genetics	01	01	-	-	-	-
17.	Fish Pathology	01	01	-	-	-	-
18.	Fish Limnology	01	-	01	-	-	-
19.	Aquaculture	01	01	-	-	-	-

### College of Agri. Engineering & Technology, Shalimar

20.	Agricultural Engineering	01	01	-	-	-	-
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## College of Temperate Sericulture, Mirgund

21.	<b>Sericulture</b>	01	01	-	-	-	-
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## Directorate of Extension, Shalimar

22.	<b>Associate Director (Agriculture)</b>	01	01	-	-	-	-
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## Directorate of Research, Shalimar

23.	<b>Associate Director Research (MRCFC, Khudwani)</b>	01	01	-	-	-	-
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### I. Eligibility (Essential Qualification):

- An eminent scholar having a Ph.D degree in the concerned discipline, and published work of high quality, actively engaged in research with evidence of published work with a minimum of Ten (10) research publications in the NAAS rated or Peer-reviewed or UGC-listed journals and a total Academic /Research/Extension score of 120 as per the criteria given in **Annexure** to this Notification
- A minimum of ten years of teaching and/or research and/or extension experience in the University as Assistant Professor-cum-Jr. Scientist/Associate Professor-cum-Senior Scientist/ Professor-cum-Chief Scientist, and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate or 05 post-graduate students.

**Note:** Academic / Research / Extension Score obtained as per **Annexure** to this Notification by a short-listed candidate called for the interview shall have a weightage of 80/100 marks (80%) and 20/100 marks (20%) shall be for interview before the prescribed Selection Committee.

**The candidate's ability for teaching, research and extension appditude shall be assessed through a seminar/lecture in a classroom situation or discussion during the interview.**

### II. Desirable skills & Experiences:

- 1. Knowledge:** Should possess in-depth knowledge as well as demonstrated contribution towards domain subject matter in relation to agricultural scenario in the state and country
- 2. Communication:** Should be an effective communicator for inspiring faculty and students to take up advance scientific research as career
- 3. Teaching:** Should have demonstrated excellence in teaching by way of having led the development of new courses and course curricula, teaching recognitions, student achievements and placements, and having mentored a sizeable student community towards academic excellence.
- 4. Research:** Should have demonstrated leadership in conducting basic and applied research, research programme development, and having led the development of new methods, protocols, patents, intellectual property and technology-based solutions as well as Technology commercialization.
- 5. Scholarly output:** Should be widely published in reputed scientific journals with highly cited research, preferably with h index >15 and i-10 index >25
- 6. Inclusion and diversity:** Should have demonstrated ability of working in diverse, multicultural environments
- 7. Organizational skills:** Significant contributions to overall institutional growth through scholarly output, developing policy frameworks, and having represented institution at national and international platforms

### III. Expected Deliverables:


- 1. Teaching:** Should provide leadership in developing an outstanding academic programme in line with national and global standards and help university poise for a preferred destination for higher education. Should possess attributes to take up leadership roles for guiding academic pursuits of the university.
- 2. Research:** Should provide leadership in helping scientists and university in developing policy and action frameworks for translational research driven by innovation and discovery. Lead university in technology commercialization hi-tech agriculture.
- 3. Research management:** Should provide outstanding leadership in research efforts by effective management of human and capital resources of university in specific crop/commodity research domains.
- 4. Outreach:** Build strong linkages within and outside the organization with stakeholders for developing cross disciplinary research solutions and policy frameworks.
- 5. Resource generation:** Garner extramural funding by leading mega grant proposals through multi stakeholder R&D platforms for holistic development of agriculture sector of state involving early and mid-career scientists targeting specialized areas of action through a trans-disciplinary and multi-institutional research.
- 6. Institutional development:** Work towards overall institutional growth through scholarly output, developing policy frameworks, representing institution at national and international platforms.


### IV. General Conditions:

Age of the Candidate	Not less than 20 years & not more than 55 years as on 01.01.2022 Upper age limit relaxable in case of persons already in employment of SKUAST-Kashmir
Date of Commencement of Online Application Forms	<b>07.11.2022 (10: 00 AM)</b>
Last date of submission of Online Application Forms	<b>06.12.2022 (11:59 PM)</b>
Application Fee	Rs. 2000/- (two thousand only) per application. (Fee can be paid only through Net Banking, Credit and Debit Card)
Mode of Application	Online Applications through University <a href="http://www.skuastkashmir.ac.in">www.skuastkashmir.ac.in</a>

### V. Submission of Application Forms:

- After filling-up of Online Application Form, the Candidates are required to take print-out of the Online Application Form & submit/send the downloaded application form(s) along with filled-in **Score Card** attached as per Annexure to this Notification & self-attested copies of all the supporting documents/certificates/testimonials etc. to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K 190025 by or before **21<sup>st</sup> of December, 2022**. Applications received after last date i.e. 21.12.2022 will not be accepted.
- In-service candidates** are required to submit/send their Application Form(s) through proper channel, to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K-190025 by or before **5<sup>th</sup> of January, 2023**. However, advance copy of the Application form alongwith all enclosures must be submitted by or before **21<sup>st</sup> of December, 2022**.

  
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iii. Candidates should clearly mention following details on the envelope containing Hard Copy of Application Form:

“Application for the Post of \_\_\_\_\_ discipline \_\_\_\_\_ Faculty/  
College \_\_\_\_\_ Advt. No. \_\_\_\_\_.”

## VI. Other Conditions:

- The service conditions including mode of appointment shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments as may come into force from time to time, together read with provisions of J&K CSR, wherever applicable at the time of appointment;
- Reservation is as specified by the guidelines of University Grants Commission/Ministry of Human Resource Department(as amended from time to time);
- Mere submission of Application Form(s) for the positions advertised here-in-above does not by itself entitle the applicant to be called for interview;
- Application Form(s) which shall have the attachment(s) without marked page No.(s)/self-attestation, shall be summarily rejected on the risk and responsibility of the candidate;
- A candidate seeking his/her consideration under any reserved category must be in possession of valid category certificate as on the cut-off date on the submission of the online application form. Category certificates issued after the cut-off dates shall in no case be entertained;
- The last date of receipt of applications form(s), as stipulated above, shall be the cut-off date for determining the eligibility for the post. Any qualification/experience acquired thereafter shall not be considered;
- Certificates in support of qualification must have been obtained from duly recognized University/Institutions or organizations/departments, as the case may be;
- The number of post(s) indicated here-in-above are subject to increase/decrease at the sole discretion of the University;
- University reserves the right to withdraw and/or defer filling up of all or any of the posts at any time, without assigning any reason thereof;
- Applicant shall necessarily indicate their active Mobile No. & E-mail ID in the relevant column of the Application Form and inform the University about any change in his/her correspondence or permanent/residential address, failing which University shall not be held responsible for any communication error;
- Intending eligible candidate desirous of applying for more than one position shall have to apply for each position separately;
- Canvassing in any form shall render the applicant ineligible;
- Candidates may note that their candidature shall remain provisional till the genuineness of their qualification/category certificate(s) is/are verified by the University;
- The candidature of any candidate found indulging in any irregularity/misconduct /malpractice at any stage of selection process shall be cancelled forthwith & such candidate shall be debarred from the applying to any post advertised by the University in the future & any action as deemed appropriate under rules shall also be taken;
- Schedule of interview shall be placed on University website [www.skuastkashmir.ac.in](http://www.skuastkashmir.ac.in) for general information. However, the call letter for appearing before the Selection Committee for interview shall be separately emailed to the Eligible/shortlisted candidates on the e-mail recorded on the Application form. University shall not be held responsible for any communication error due to incorrect email address /working cell No.;

  
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- Selected candidates(s) can be posted at any Constituent Unit of the University;
- No TA/DA will be paid to the candidates for participation in the selection process;
- In case of any dispute, any suit or legal proceedings against University, the jurisdiction for such proceeding(s) shall be restricted to the Courts at Srinagar, UT of J&K only;
- Candidates, in their own interest, are advised to keep visiting University website for updates in this regard;
- Any other details if required, can be had from the Office of Registrar, SKUAST-K, Shalimar, Srinagar-190025 on any working day during office hours.

Sd/-  
(Prof. T.H. Masoodi)  
Registrar

No: Au/Adm/(GAD)/Adv-T/2022/14232-14436

Dated: 21.10.2022

Copy for information to the:

- ✓ Financial Commissioner (Adl. Chief Secretary), Agriculture Production Deptt., GoJK, Civil Secretariat, Srinagar
- ✓ All Deputy/Assistant Director Generals of ICAR, New Delhi
- ✓ All Officers of the University
- ✓ Professor Incharge, ARIS for placing the Advertisement Notice on University website
- ✓ Registrars of all Agricultural Universities and ICAR Institutes with the request to give wide publicity to the Notice.
- ✓ Directors, Agriculture, Kashmir/Jammu
- ✓ Directors Horticulture, Kashmir/Jammu.
- ✓ Directors Animal Husbandry, Kashmir/Jammu
- ✓ Directors Sheep Husbandry, Kashmir/Jammu.
- ✓ Chief Wild Life Warden, J&K, Srinagar
- ✓ Managing Director, HPMC, J&K, Sgr/Managing Director, Agro-Industries, J&K, Sgr.
- ✓ Directors HP&M, J&K Srinagar/Director Sericulture, Kashmir/Jammu
- ✓ Directors Command Area, Kashmir/Jammu
- ✓ Executive Secretary, IAUA, New Delhi.
- ✓ All Heads of the Divisions/Faculties/Directorates/Colleges/Stations/ Units/KVKs and other constituent Units of SKUAST-K
- ✓ President, SSTA/SVSA
- ✓ University Advertisement Notice file (w.3.s.c.)

  
 21/10/22  
 (Mir Rashid Ahmad)  
 Assistant Registrar (GAD)  
 21.10.22

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**(For Professor & Equivalent)**

**Methodology for calculating Academic/Research/Extension Score for the appointment of  
Professor & Equivalent**

S. NO.	Academic / Research /Extension Activity	Score as Per UGC Regulations 2018: Faculty of Sciences/Engineering/ Medical/ Agriculture/Veterinary Sciences	Enter Quantity/ Parameter	Obtained Score	Annexure No.
1.	<b>Research Papers in NAAS rated or Peer-Reviewed or UGC-listed ( Refereed ) Journals without Impact Factor</b>				
	Single Author	13/13			
	Two Authors	9.1/13			
	First/Principal/ Corresponding Author (More than 2 Authors)	9.1/13			
	Joint Author (More than 2 Authors)	3.9/13			
	<b>Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor less than 1</b>				
	Single Author	18/18			
	Two Authors	12.6/18			
	First/Principal/Corresponding Author (More than 2 Authors)	12.6/18			
	Joint Author (More than 2 Authors)	5.4/18			
	<b>Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor between 1 and 2 (Include 1 not 2)</b>				
	Single Author	23/23			
	Two Authors	16.1/23			

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	First/Principal/ Corresponding Author (More than 2 Authors)	16.1/23			
	Joint Author (More than 2 Authors)	6.9/23			
	<b>Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 2 and 5 (Include 2 not 5)</b>				
	Single Author	28/28			
	Two Authors	19.6/28			
	First/Principal/ Corresponding Author (More than 2 Authors)	19.6/28			
	Joint Author (More than 2 Authors)	8.4/28			
	<b>Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 5 and 10 (Include 5 not 10)</b>				
	Single Author	33/33			
	Two Authors	23.1/33			
	First/Principal/ Corresponding Author (More than 2 Authors)	23.1/33			
	Joint Author (More than 2 Authors)	9.9/33			



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	<b>Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor &gt; 10 (Include 10)</b>				
	Single Author	38/38			
	Two Authors	26.6/38			
	First/Principal/ Corresponding Author (More than 2 Authors)	26.6/38			
	Joint Author (More than 2 Authors)	11.4/38			
<b>Sub Total (Part 1)</b>					
<b>2 (a)</b>	<b>Books Authored</b>				
	Published by International Publishers	12/12			
	Published by National Publishers	10/10			
	Publication of Chapter in Edited Books	5/5			
	<b>Editor of Book by International Publishers</b>				
	Editor of Book by International Publishers	10/10			
	Editor of Book by National Publishers	8/8			
<b>2 (b)</b>	<b>Translation Works in Indian and Foreign languages</b>				
	Chapter or Research Paper	3/3			
	Translation Work of Book	8/8			
<b>Sub Total (Part 2)</b>					

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<b>3</b>	<b>Creation of ICT-mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>				
<b>(a)</b>	Development of Innovative pedagogy; Contributor / Contributors  Planning and Implementation of On Farm Trials	5/5			
<b>(b)</b>	<b>Design of New Curricula and Courses (ICT Based)/ Conducting of PRA/Base Line survey of operational villages</b>				
	Contributor / Contributors	2/2			
<b>(c)</b>	<b>Development of Complete MOOC's in 4 Quadrant (4 Credit Course)/ Publication of Success stories</b>				
	4	20/20			
	3	15/15			
	2	10/10			
	1	5/5			
	<b>MOOCs (developed in 4 quadrant) per module / lecture / Lecture given in Extension Programmes/</b>				
	Module / Lecture Creator (Per Module)	5/5			
	<b>Content writer/subject matter expert for each module of MOOCs (at least one quadrant)</b>				
	Content Writer / Subject Matter Expert (Per Module)	2/2			
	<b>Course Coordinator for MOOCs</b>				
	4 Credit Course	8/8			
	3 Credit Course	6/6			

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	2 Credit Course	4/4			
	1 Credit Course	2/2			
<b>(d)</b>	<b>Development of E-Content in 4 quadrants for a Complete Course / E-Book/ Literature developed for Farmers/Trainees/Extension Functionaries</b>				
	E-Content in 4 quadrants for a Complete Course / E-Book	12/12			
	<b>E-Content (developed in 4 quadrants) per module/ Coordinator/co-coordinator/member of organizing an event/activity/programme of National Initiatives</b>				
	Module(s)	5/5			
	<b>Contribution to development of E-Content module in Complete Course / Paper / E-Book (at least one quadrant) / Coordinator/Co-coordinator/member of publication of university/Division/Research station/KVK newsletter/Progress Report/Annual Report/QRT Report or any other report</b>				
	Contributor	2/2			
	<b>Editor of E-Content for Complete Course / Paper / E-Book</b>				
	Editor	10/10			
<b>Sub Total (Part 3)</b>					
<b>4 (a)</b>	<b>Research Guidance</b>				
	<b>Ph.D. Guidance (Degree Awarded)</b>				
	Ph.D. Guidance (Awarded) (Major Advisor)	7/10			
	Ph.D. Guidance (Awarded) (Advisory Committee member)	3/10			
	<b>Ph.D. Guidance (Thesis Submitted)</b>				
	Ph.D. Guidance (Submitted) (Major Advisor)	5/5			

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	Ph.D. Guidance (Submitted) (Advisory Committee member)	1.5/5			
	<b>M.Phil./P.G Dissertation Guidance (Degree Awarded)</b>				
	M.Phil./P.G Dissertation (Major Advisor)	2/2			
	M.Phil./P.G Dissertation (Advisory Committee member)	0.6/2			
<b>(b)</b>	<b>Research Project Completed (More than 10 Lakhs)</b>				
	Sole Investigator	10/10			
	Principal Investigator in Joint Project	5/5			
	Co-investigator in Joint Project	5/5			
	<b>Research Project Completed (Less than 10 Lakhs)</b>				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
<b>(c)</b>	<b>Research Project Ongoing (More than 10 Lakhs)</b>				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
	<b>Research Project Ongoing (Less than 10 Lakhs)</b>				
	Sole Investigator	2/2			

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	Principal Investigator in Joint Project	1/1			
	Co-investigator in Joint Project	1/1			
<b>(d)</b>	<b>Consultancy</b>				
	Consultancy	3/3			
<b>Sub Total (Part 4)</b>					
<b>5 (a)</b>	<b>Patent</b>				
	International	10/10			
	National	7/7			
<b>5 (b)</b>	<b>*Policy Document (International Body/Organization/Central Govt. or State Govt. or UT government)</b>				
	International	10/10			
	National	7/7			
	State	4/4			
<b>5 (c)</b>	<b>Awards / Fellowship</b>				
	International	7/7			
	National	5/5			
<b>Sub Total (Part 5)</b>					
<b>6</b>	<b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference</b>				
	International (Abroad)	7/7			
	International (Within Country)	5/5			
	National	3/3			
	State University	2/2			

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<b>Sub Total (Part 6)</b>		
7.	<b>Extension Education activities :</b>	
	New Extension Models developed and implemented	7/7
	Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village.	5/5 per activity
	Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories:	8/8
	Involvement in technology application programs through technology assessment and refinement/On-farm testing	3/3
	Capacity Development	2/2
	Technology dissemination and its impact as evidenced in peer reviewed journals	4/4
	<b>Total Score without Capping</b>	
	<b>Total Score of 5(b) + 6/7</b>	

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	<b>Capped Score of 5(b) + 6 and or 7 (30 % of Total Score of 5(b) + 6 and or 7)</b>	
	<b>Total Score with Capping, wherever applicable</b>	
	<b>FINAL OBTAINED SCORE (API)</b>	

**Notes:**

10. The Research score for research papers would be augmented as follows :
- Peer-Reviewed or NAAS rated or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):
- |   |             |
|---|-------------|
| a. Paper in refereed journals without impact factor | = 5 Points  |
| b. Paper with impact factor less than 1             | = 10 Points |
| c. Paper with impact factor between 1 and 2         | = 15 Points |
| d. Paper with impact factor between 2 and 5         | = 20 Points |
| e. Paper with impact factor between 5 and 10        | =25 Points  |
| f. Paper with impact factor >10                     | = 30 Points |
- i. Two authors: 70% of total value of publication for each author.  
ii. 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.
11. Joint Projects: Principal Investigator and Co-investigator would get 50% each.
12. Paper presented if part of edited book or proceeding then it can be claimed only once.
13. For joint supervision of research students, the formula shall be 70% of the total score for major advisor and 30% of the total score advisory committee members.
14. \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent (30%) of the total research score of the teacher concerned.
15. The research & extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7).
16. The extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7 ).Category 7 is the compulsory category for the scientists working in extension system of the university
17. Academic/Research/Extension Score = 100
18. Academic /research /extension score will have a weightage of 80% ( 80/100) and interview a weightage of 20% ( 20/100)

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**DECLARATION**

I declare that the entries made in this form are true and correct to the best of my knowledge and behalf.

Signature of candidate \_\_\_\_\_

Place \_\_\_\_\_

Date \_\_\_\_\_

**Note:**

1. Attested copies of the papers, documents and reprints submitted with the application will not be returned.
2. Candidates already in service should apply through their present employer