



No.AUD/11/Acad./2022

Dated: 23.02.2022

**EMPLOYMENT NOTICE FOR ENGAGEMENT OF ADJUNCT FACULTY**

Applications are invited from the eligible candidates for empanelment as Adjunct Faculty in following disciplines at the level of Assistant Professor in School of Design, Dr. B. R. Ambedkar University Delhi. The panel will be valid for one year, however, validity of panel may be extended till completion of on-going Semester, if required. The Adjunct Faculty will be engaged from the panel for teaching in School of Design, Dr. B.R. Ambedkar University Delhi.

**2. Qualifications:**

Candidate for adjunct faculty should satisfy the following norms and should ensure that their qualifications/ experience are suitable to teach in the discipline of School :-

Subject/ Discipline	Desirable Qualifications	Essential Qualifications as per AICTE Regulations 2019
1. Design and Democracy	<ol style="list-style-type: none"> <li>1. Experience teaching at the Masters level in Design, Political Science and Public Policy will be preferred.</li> <li>2. Knowledge of participatory/co-design methodologies for communities</li> <li>3. Introduction to the concepts of democracy in a historical context</li> <li>4. Demonstrate critical comprehension of social design practice</li> <li>5. Anchor social design in a human rights approach centred on democracy and citizenship.</li> </ol>	Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First class or equivalent AND Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned / relevant /allied subject of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interaction Design / New Media Studies / Design Management / Ergonomics / Human Factors Engineering / Indian Craft Studies and related fields of Engineering or Design. AND Minimum 2 years of professional design experience in Industry / research organization / Design studios.
2. Social Design Studio IV	<ol style="list-style-type: none"> <li>1. Experience teaching Studios at Masters Level.</li> <li>2. Proven experience in fields such as in healthcare or education or sanitation.</li> <li>3. Strong ability to conduct or guide field research in human centered design.</li> <li>4. Experience with piloting Design projects for the public domain and seeing them to fruition</li> <li>5. Publications in area of expertise [OR] Awards won [OR] Conference Presentations [OR] Work with Public Impact</li> </ol>	
3. Design Practice and Ethics	<ol style="list-style-type: none"> <li>1. Experienced practitioner of Design</li> <li>2. Good knowledge of trademarks, intellectual property rights, patents, plagiarism in the field of Design.</li> <li>3. Knowledge of ethics in philosophy and in practice</li> </ol>	

4. Reading the City	<ol style="list-style-type: none"> <li>1. Field Experience in public space design or social design or Masters or PhD. in Design, Urban Design, Urban Planning, Architecture, Urban Policy, Human Geography.</li> <li>2. Knowledge of City Mapping techniques and or cartographical methods and/or GIS</li> <li>3. Knowledge of literature related to contemporary urbanism and policy</li> </ol>	
5. Information Technologies and Social Networks	<ol style="list-style-type: none"> <li>1. Masters or PhD. in Media Studies, Science and Technology Studies, Communication, Digital Media Studies.</li> <li>2 Knowledge of the Social of Technology, Technology and Law, Artificial Intelligence and/or Network Societies</li> <li>3. Experience in creating or hosting web-pages related to media technologies and their impact</li> </ol>	
6. Social Design Studio II	<ol style="list-style-type: none"> <li>1. Industry experience in Service Design, creating service Blue-prints, User-journey maps, SWOT analysis, Finance-models for service blue-prints.</li> <li>2. Designing services in the public sector.</li> <li>3. Teaching experience in Service Design and Digital services</li> <li>4. Experience teaching Studios at Masters Level.</li> </ol>	
7. Data Visualization (Adjunct Faculty)	<ol style="list-style-type: none"> <li>1. Proven ability to visualize data, analyse data, represent statistical information in a readable way to lay-audiences and to design effective presentations for clients</li> <li>2. Knowledge of data visualization softwares, google forms, excel</li> </ol>	
8. Examining Urban & Rural (Adjunct Faculty)	<ol style="list-style-type: none"> <li>1. .Ability to comprehend urban-rural as sociological, numeric and spatial concepts and bring forth issues of interdependence, exchange, migration etc</li> <li>2. Field Experience in rural areas and design or Masters or PhD. in Urban Policy, Architecture, Human Geography, Social Design, Social Work.</li> <li>3. Knowledge of traditional systems of sanitation, water-supply, storage, building, community-organization, village Mapping techniques</li> </ol>	
9. History of Design (Adjunct Faculty)	<ol style="list-style-type: none"> <li>1. Knowledge of Design History in India/West, Bahaus School, Knowledge of Architectural History, Fashion Design, Textiles</li> <li>2. Experience teaching in Design Institutes or Architectural Institutes</li> </ol>	
10. Ecology, Environment and Development	<ol style="list-style-type: none"> <li>1. Knowledge of Environmental planning and sustainable development</li> <li>2. Knowledge of Human ecology and Govt. policies</li> <li>3. Project management related to the environment</li> <li>4. Experience of teaching in design programs, engaging with clients at ministry or global level</li> <li>5. Publications in the field are preferred</li> </ol>	

11. Social Design Studio III	<ol style="list-style-type: none"> <li>1. Understanding of systems dynamics and systems modelling</li> <li>2. Proven experience in fields such as in housing, urban-planning, urban design, climate change, disaster mitigation, unorganized sector and government policies</li> <li>3. Strong ability to conduct or guide field research in human centered design.</li> <li>4. Experience with piloting Design projects for the public domain and seeing them to fruition</li> </ol>	
12. Media & Communication	<ol style="list-style-type: none"> <li>1. Knowledge of the critical agency of Media, Mass-communication and its impact ,</li> <li>2. Knowledge of evolution of communication design from print to web.</li> <li>3. Teaching experience at the masters level</li> <li>4. Knowledge of ethnographic practice and representation of urban and rural communities in the media</li> <li>5. Proven expertise in fields such as photography, radio, cinema, internet-based social media</li> <li>6. Work experience in journalism will be preferred</li> </ol>	
13. Social Entrepreneurship	<ol style="list-style-type: none"> <li>1. ability to leverage design to organize, create and manage entrepreneurial ventures.</li> <li>2. experience in drawing from the business and no-profit world while teaching</li> <li>3. understanding of new economic models and theories that link economic growth with larger social concerns</li> <li>4. Proven entrepreneurial experience</li> <li>5. Proven experience in business model development</li> <li>6. Ability to prepare business viability report</li> </ol>	
14. Emerging Theories of Design	<ol style="list-style-type: none"> <li>1. Knowledge of contexts in which design and the design process intervenes in the social and cultural landscape.</li> <li>2. knowledge of theory construction in design research,</li> <li>3. engagement with critical design practice and speculative design</li> <li>4. Ability to draw connection between Design and Philosophy</li> <li>5. Experience in teaching Design and Design theory at the masters level</li> </ol>	

**3. Besides above, the candidates for Adjunct Faculty should satisfy the below norms :-**

- (i) Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations.

**OR**

- (ii) Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role.

They are also expected to have an understanding of industry requirements, National Occupational Standards (NOSs) and Assessment & Certification for skills.

In addition to the above, it is expected that the adjunct faculty would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.

4. The candidates who are professionals, experts, officials and managers having experience of working as under are eligible to apply for the same :

- (i) Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, etc.
- (ii) Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.
- (iii) Civil servants (IAS / IPS / officials from Central and Provincial Services) and professionals & officials from professional councils and statutory bodies like UGC and AICTE, both serving and retired;
- (iv) Skill training providers recognized by National Skills Development Corporation and/ or Sector Skill Councils in their respective area for skills education and training;
- (v) NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.
- (vi) Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.
- (vii) Other candidates who are expert and possess similar experience and not covered in above mentioned lists/organisations are also encouraged to apply. The applications will be screened case to case basis.

## 5. Roles and Responsibilities :

The empanelled adjunct faculty is expected to undertake following assignments:

### 6.1. Teaching :-

The empanelled Adjunct faculty is expected to undertake following assignments :

1. **Teaching:** Faculty will be expected to teach and complete assessment for courses directly related to his/her specific expertise, carry out assessment and professional experience or the areas of his/her specialization. He/She may also contribute to the institution's activities like counseling of students, developing new course(s) and pedagogical improvements.
2. **Training:** Faculty will be expected to facilitate the setting of workshops and labs, providing hands on training in the relevant domain areas, development of soft skills, and focus on ensuring competency based learning outcomes among students.
3. **Services:** Faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, serving as advisors to faculty and/or undergraduate students, helping students network etc.

## 7. Costs and Honorarium :

She/ he will be provided an honorarium of Rs. 1000/- (Rs. One Thousand Only) per lecture to a maximum of Rs. 4000/- (Rs. Four Thousand Only) per day of service subject to a maximum ceiling of Rs. 80,000/- (Rs. Eighty Thousand Only) per month. The Adjunct Faculty will work at any campuses of Dr. B.R. Ambedkar University Delhi for a minimum of 02 days per visit.

## **8. Other Instructions:**

8.1. Application forms have to be filled mandatorily in online mode only as available on the website of the University within the prescribed time limit as indicated in the advertisement.

8.2. The recruitment shall be made in accordance with the UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 or AICTE regulations as applicable.

8.3. The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for the interview. Where the number of applications received in response to an advertisement is large and it is not feasible or convenient to interview all the candidates, the University at its discretion, may restrict the number of candidates to a reasonable limit on the basis of qualifications / experience higher than the minimum prescribed for the post. The University, however, prefers candidate possessing higher qualifications and experience.

8.4. The dates of interviews will be notified on the University website and the same will be communicated through email (as provided in the application form) to the shortlisted candidates. Any change of correspondence address/ email/ phone from the one given in the application form should at once be communicated to the University.

8.5. Candidates are advised to visit the University website at regular intervals for the updates.

8.6. The process of selection may be by a presentation/seminar/interview or a combination thereof.

8.7. The University shall process the applications entirely on the basis of information/ documents submitted by the candidates. In case the information/documents are found to be false/ incorrect by way of omission or commission, the responsibility and liability shall lie solely with the candidate.

8.8. The academic and research scores are calculated automatically. Candidates are required to mention that the journal as indicated by UGC impact factor (JCR) and author status related to all the publications.

8.9. The Academic and Research score calculated in the online form is only indicative of the applicants' eligibility and it shall be confirmed following due scrutiny by the appropriate committee constituted by the University as per the UGC norms and subject to verification.

8.10. Applicants who have been awarded Ph.D. from foreign Universities should enclose "Equivalence Certificate" issued by Association of Indian Universities, New Delhi. , without which their Ph.D. degree will not be considered.

8.11. The assessment shall be based on evidence produced by the applicant such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter etc.

8.12. Before applying for a post, applicants are advised to go through the relevant AICTE regulations as well as contents of the advertisement carefully and satisfy themselves about their eligibility. No enquiry in this regard will be entertained.

8.13. The Academic score as specified in **Appendix-II (Table 3A)** shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

8.14. Relaxations as per UGC Regulations, 2018 on the Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 for Universities:-

i) A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Schedules Caste/Scheduled Tribe/Other Backward Classes(OBC)(Non-creamy Layer)/Differently abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of the eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualification marks without any grace mark procedure.

ii) A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's degree prior to 19th September, 1991.

8.15. Applicants serving in Government/Public Sector Undertakings (including Boards/Autonomous Bodies) are required to submit 'No Objection Certificate' on the prescribed proforma from the employer, at the time of interview, if not uploaded with the online application earlier.

8.16. All correspondence from the University including interview letter, if any, shall be sent only at the e-mail address provided by the applicant in the online application form. The applicants are advised to check the website of the University regularly for updates.

8.17. Any addendum/ corrigendum, if any, shall be posted on our university website <http://aud.ac.in/careers> only.

8.18. Canvassing in any form will be treated as a disqualification.

8.19. Incomplete applications in any respect shall be summarily rejected.

8.20. The University reserves the right to revise/reschedule/cancel/suspend/withdraw the recruitment process in part or full without assigning any reason. The decision of the University shall be final and no appeal in this regard shall be entertained.

8.21. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the University reserves the right to modify/withdraw/cancel any communication made to the applicant in this regard.

8.22. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the University shall be final.

8.23. If the services of any candidate is not found satisfactory, his/ her services may be terminated forthwith without assigning any reason to him/ her.

8.24. In case of any dispute, any suite or legal proceedings against the University, the territorial jurisdiction shall be the High Court of Delhi.

**09. Important Dates:-**

**(i) Commencement of online application: - 24.02.2022**

**(ii) Last date for submission of online application: - 06.03.2022, 23.59 Hrs.**

**(iii) To submit online application candidates are advised to visit career section under [www.aud.ac.in](http://www.aud.ac.in) website.**

(Hard copy/print out of online applications need not to be sent)

**Dean, School of Design**

**Table: 3 A****Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S.N.	Academic Record	Score
1.	<b>Graduation</b> 80% & Above = 15	60% to less than 80% = 13 55% to less than 60% = 10 45% to less than 55% = 05
2.	<b>Post-Graduation</b> 80% & Above = 25	60% to less than 80% = 23 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20
3.	<b>M.Phil.</b> 60% & above = 07	55% to less than 60% = 05
4.	<b>Ph.D.</b> 30	
5.	<b>NET with JRF</b> 07	
	<b>NET</b> 05	
	<b>SLET/SET</b> 03	
6.	<b>Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b> 10	
7.	<b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b> 10	
8.	<b>Awards</b>	
	International / National Level 03 (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	
	State-Level 02 (Awards given by State Government)	

*#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.*

**Note:**

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks  
(ii) JRF/NET/SET Maximum - 07 Marks  
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.



(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
<b>Total</b>	-	<b>100</b>

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

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