

**भारतीय प्रौद्योगिकी संस्थान (भारतीय खनि विद्यापीठ), धनबाद**  
**INDIAN INSTITUTE OF TECHNOLOGY (INDIAN SCHOOL OF MINES), DHANBAD**



**कैडर संरचना**  
**CADRE STRUCTURE**

**एवं|AND**

**गैर-शिक्षण पदों के लिए भर्ती नियम एवं पदोन्नति नीति**  
**RECRUITMENT RULES & PROMOTION POLICY FOR NON-TEACHING POSTS**

**(AS ON 01.01.2023)**

## **PART-I: CADRE STRUCTURE**

### **INTRODUCTION:**

The Indian Institute of Technology (Indian School of Mines), Dhanbad earlier known as Indian School of Mines, Dhanbad was established in 1926 and has been rechristened as Indian Institute of Technology w.e.f. 06.09.2016. The Non-teaching employees of the Institute are an integral part of overall manpower of the Institute and their contribution in the progress of the Institute is equally important. In realizing the goals of the Institute as enshrined in the vision and mission of the Institute, the non-teaching employees play a vital role. Their performance in various Departments, Centers and Sections is the fundamental to their smooth functioning.

In the above background, the Institute has felt necessary to draft Recruitment Rules & Promotion Policy (RR & PP) for the non-teaching employees of the Indian Institute of Technology (Indian School of Mines), Dhanbad.

### **OBJECTIVE:**

The main objectives of Recruitment Rules & Promotion Policy (hereinafter referred as (RR&PP) are:

- Recruitment of the best suitable manpower in the various non-teaching positions.
- To ensure fair process of selection in accordance with Act & Statutes of the Institute and the guidelines/directions issued by the Government of India from time to time.
- To provide a career path to employees that will encourage consistent high performance and motivate employees to achieve excellence in their performance thereby attaining their career goals as well as organizational goal.

## SANCTIONED STRENGTH:

In view of the fact that the Institute has been converted to Indian Institute of Technology (Indian School of Mines) in September, 2016, there is a need to review the establishment schedule of non-teaching employees at IIT(ISM). Committee referred to the following guidelines of MHRD:

Ministry of Human Resource Development (MHRD), Government of India vide its letter number F.No32-14/2013–TS.I dated June10, 2013 has communicated that:

- In exercise of powers conferred by Section6(1)(h) of the Indian Institute of Technology Act 1961, Indian Institutes of Technology (IITs) are allowed to design their administrative/management/technical staff structure as per requirement after due approval from the Board of Governors keeping in mind sustainability of expenditure on this account; and
- IITs are allowed to institute and recruit on non-faculty positions as per the 10:1.1 students to non-faculty ratio after due approval of the Board of Governors, subject to the condition that IITs should first put on their website all the sanctioned non- faculty posts at present, vacant non-faculty posts, designations, pay scales, recruitment rules for each post along with the list of non-faculty employees with their designation and pay scales to ensure transparency and accountability for all stake holders. Approval of MHRD would be required if the total non-faculty posts (permanent and contractual of one year or more) exceeds the 10:1.1 ratio.

The Policies and Rules regarding the subject prevalent in IIT Madras, IIT Bombay, IIT Kharagpur, IIT Mandi and IIT Ropar have been consulted and this Rule and Policy has been framed for IIT(ISM), Dhanbad.

### 1. Total Non-Teaching Posts and Their Projections for Next 5 years (i.e. up to 2022)

The committee noted that the MHRD, Government of India has notified the approved ratio of Student: Faculty positions: Non-teaching Staff at 10:1:1.1 for IITs. Therefore, the required number of posts as per the approved ratio of 10:1:1.1 for IITs was prepared. The student strength includes students admitted to B Tech, Dual Degree, Integrated M Tech, M Sc Tech, M Sc, M Tech, MBA, Ph. D and other full time programmes of the institute.

**Table 1. The required number of non-teaching staff positions**

Academic Year	Student strength	Total non-teaching staff (11% of students)
2016-2017	7109	782
2017-2018	8000	880
2018-2019	9000	990
2019-2020	10000	1100
2020-2021	11000	1210
2021-2022	12000	1320

## 2. Distribution of Non-teaching employees of Different Cadres

In order to obtain the distribution of the non-teaching employees among different positions, a study was made of the existing sanctioned positions at IIT Madras, IIT Kharagpur and IIT Bombay. It was observed that Group-A services have been allocated distribution of 12.25% of total non-teaching positions in IIT Madras, 12.5% total non-teaching positions at IIT Kharagpur and 15.6% of total non-teaching posts at IIT Bombay. In view of mostly technical nature of jobs in library, computer center, sports and physical education, health services, and infrastructure services, IIT Kharagpur have allocated 30% of Group-A non-teaching staff for administration and 70% for technical posts. IIT Bombay have allocated 15.5% for administration. The committee proposes that the total number of Group-A posts at IIT (ISM) Dhanbad should be 15% and distribution of Group-A services should be similar to IITs, as given in Table 2.

**Table 2: Distribution Group-A of non-teaching staff**

Sl. No.	Nature of position	IIT Madras	IIT Kharagpur	IIT Bombay	IIT (ISM) Dhanbad
1.	Technical	60%	70 %	62 %	47 %
2.	Infrastructure and Services	20%		20.5 %	26.5 %
3.	Administrative	20%	30 %	17.5 %	26.5 %
	<b>Total =</b>	100%	100 %	100 %	100 %

## 3. Distribution of Group B and C non-teaching Staff

Distribution of the non-teaching employees, after allocating Group-A positions, may be carried out of the remaining positions with the percentage of the balance positions, similar to those in IITs, as indicated in Table

**Table 3: Distribution of Group B and C non-teaching staff**

Sl. No.	Nature of position	IIT Madras	IIT Kharagpur	IIT Bombay	IIT (ISM) Dhanbad
1.	Technical Staff	41%	50 %	36 %	40 %
2.	Infrastructure and Services	16%		21 %	20%
3.	Administrative Staff	43%	50 %	43 %	40 %
	<b>Total =</b>	100%	100 %	100 %	100 %

The distributions of these posts as per the suggested guidelines presented in Table 2 and 3 were prepared as given in Table 4.

**Table 4. Distribution of Non-Teaching Staff**

Student strength (2016-17)			7109
Total Non-Teaching Staff			782
Total Non-Teaching Group A (15% of Total Non-Teaching)			117
	Technical (47% of 117)	55	
	Infrastructure and Services (26.5% of 117)	31	
	Administrative (26.5% of 117)	31	
Total Non-Teaching Group B and C Staff (85% of Total Non-Teaching)			665
Total Group B, and C employees (665)	Technical Staff (40% of 665)	266	
	Infrastructure and Services (20% of 665)	133	
	Administrative Staff (40% of 665)	266	

As per the existing schedule for non-teaching staff (excluding Group A services), the staff should be distributed in two cadres: higher cadre (Group B) with Grade Pay above Rs.2800/- and lower cadre (Group C) with Grade pay up to Rs.2800/-, with the proposed distribution of staff as given in Table 5.

**Table 5. Distribution of Group B and C Non-Teaching Staff into Higher and Lower Cadres**

Level of posts	Technical Staff (266)	Infrastructure & Services (133)	Administrative Staff (266)
Higher cadre (Group B) (Level-6 and above)	40% (106)	40% (53)	40% (106)
Lower cadre (Group C) (up to Level - 5)	60% (160)	60% (80)	60% (160)

**Note: After implementation of EWS reservation, 77 non-teaching posts were created which were distributed among various cadres/levels in the percentage prescribed in tables 2 to 5. The revised sanctioned strength as on 31.12.2021 is 859 and distribution is as under:**

**Table 6. Distribution of Non-Teaching Staff**

Student strength (2016-17)		7109
Total Non-Teaching Staff (781 + 77 post created after EWS reservation)		859
Total Non-Teaching Group A (15% of Total Non-Teaching)		129
	Technical (47% of 129)	61
	Infrastructure and Services (26.5% of 129)	33
	Administrative (26.5% of 129)	35
Total Non-Teaching Group B and C Staff (85% of Total Non-Teaching)		730
Total Group B, and C employees (665)	Technical Staff (40% of 730)	292
	Infrastructure and Services (20% of 730)	146
	Administrative Staff (40% of 730)	292

**Table 7. Distribution of Group B and C Non-Teaching Staff into Higher and Lower Cadres**

Level of posts	Technical Staff (292)	Infrastructure & Services (146)	Administrative Staff (292)
Higher cadre (Group B) (Level-6 and above)	40% (116)	40% (58)	40% (116)
Lower cadre (Group C) (up to Level - 5)	60% (176)	60% (88)	60% (176)

## DETAILS OF SANCTIONED POSTS

### I. Group 'A' Officers ( Non-teaching) [As sanctioned/approved by the BoG in 4<sup>th</sup> meeting]

Sl. No	Category of posts	Mode of Recruitment (with percentage)	Pay Band/ Grade Pay	Level in Pay Matrix as per 7 <sup>th</sup> CPC	No. of posts
<b>Administrative</b>					
A.A.1.	Registrar	D	PB-4/10000	L-14	01
A.A.2.	Deputy Registrar	D/P (75/25)	PB-3/7600	L-12	11
A.A.3.	Assistant Registrar	D/P (50/50)	PB-3/5400	L-10	23*
					<b>35</b>

<b>Infrastructure &amp; Services</b>					
A.I.1.	Librarian	D	PB-4/10000	AL-14	01
A.I.2.	Deputy Librarian	D	PB-3/8000	AL-12	02
A.I.3.	Assistant Librarian	D/P (75/25)	PB-3/6000	AL-10	06
A.I.4.	Chief of Medical Services	D	PB-4/10000	L-14	01
A.I.5.	Senior Medical Officer	D	PB-3/7600	L-12	02
A.I.6.	Medical Officer	D	PB-3/5400	L-10	07
A.I.7.	Chief Security Officer		PB-3/7600	L-12	01
A.I.8.	Senior Security Officer	D	PB-3/5400	L-10	01
A.I.9.	Horticulture Officer	D	PB-3/5400	L-10	01
A.I.10.	Superintending Engineer	D	PB-4/8700	L-13	01
A.I.11.	Dy. Superintending Engineer	D	PB-3/7600	L-12	02
A.I.12.	Executive Engineer	P	PB-3/6600	L-11	02
A.I.13.	Assistant Executive Engineer	D/P (50/50)	PB-3/5400	L-10	06
A.I.14.	Assistant Registrar (Official Language)	D	PB-3/5400	L-10	0*
<b>Sub-Total</b>					<b>33</b>

\* [01 post of AR (OL) has been merged with Assistant Registrar of Administrative Cadre]

**D** - Direct Recruitment/Deputation-cum-absorption/Contract

**P** – Promotion by Internal Assessment (Limited Departmental Competitive Examinations and Seniority Quota Promotion).

<b>Technical</b>					
A.T.1.	Chief Systems Manager	D	PB-4/9500	AL-13A2	01
A.T.2.	Principal Systems Engineer	D	PB-4/8700	L-13	01
A.T.3.	Systems Engineer	D/P (75/25)	PB-3/7600	L-12	03
A.T.4.	Assistant Systems Engineer	D/P (50/50)	PB-3/5400	L-10	10
A.T.5.	Senior Counselor	D	PB-3/7600	L-12	01
A.T.6.	Counselor	D	PB-3/5400	L-10	02
A.T.7.	Senior Physical Education & Sports Officer	D	PB-3/8000	AL-12	01
A.T.8.	Physical Education & Sports Officer	D	PB-3/6000	AL-10	03
A.T.9.	Senior Technical Officer	D/P (75/25)	PB-3/7600	L-12	10
A.T.10.	Technical Officer	D/P (50/50)	PB-3/5400	L-10	26
A.T.11	Workshop Superintendent	D	PB-3/8000	AL-12	01
A.T.12.	Assistant Workshop Superintendent	D	PB-3/6000	AL-10	01
A.T.13	Placement Officer	D	PB-3/7600	L-12	01
<b>Sub-Total</b>					<b>61</b>

**L** – Level in 7<sup>th</sup> CPC pay matrix.

**AL** – Academic Level in 7<sup>th</sup> CPC pay matrix.



## II. Group 'B': [Cadre structure]

<b>a) Administrative Staff:</b>				
<b>Sl. No</b>	<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
B.A.1.	Superintendent	L-7	4600	46
B.A.2	Junior Superintendent	L-6	4200	70
<b>Total</b>				<b>116</b>

<b>b) Infrastructure &amp; Services:</b>			
<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
<b>Superintendent level posts in Infrastructure &amp; Services, which will include the following:</b> Assistant Engineer (Civil/Electrical) Superintendent (Security) Superintendent (Library) Technical Superintendent (Medical) Technical Superintendent (Photography) Sr. Staff Nurse Superintendent (Hospitality) Superintendent (Sanitation) Sr. Sports Coach	L-7	4600	23
<b>Junior Superintendent level posts in Infrastructure &amp; Services, which will include the following:</b> Junior Engineer (Civil/Electrical) Jr. Superintendent (Security) Jr. Superintendent (Library) Junior Technical Superintendent (Medical) Junior Technical Superintendent (MIS) Staff Nurse Jr. Superintendent (Hospitality) Jr. Superintendent (Sanitation) Sports Coach	L-6	4200	35
<b>Total</b>			<b>58</b>

<b>c) Technical Staff (For Laboratories/ Computer Centre/Automation)</b>				
<b>Sl. No</b>	<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
B.T.1.	Technical Superintendent (specific skill)	L-7	4600	46
B.T.2.	Jr. Technical Superintendent (Specific Skill)	L-6	4200	70
<b>Total</b>				<b>116</b>

### III. Group 'C': [Cadre structure]

<b>a) Administrative Staff (including Security/Sanitation/Hostel/EDC/SAH/other Units)</b>				
<b>Sl. No</b>	<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
C.A.1.	Senior Assistant	L-5	2800	70
C.A.2	Junior Assistant	L-3	2000	106
<b>Total</b>				<b>176</b>

<b>b) Infrastructure &amp; Services:</b>			
<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
<b>Sr. Assistant/Sr. Technician level posts in Infrastructure &amp; Services, which will include the following:</b> Sr. Technician (Civil/Electrical Maintenance) Security Inspector Sr. Technician (Library) Sr. Technician (Medical) Sr. Assistant (Hospitality) Sr. Coaching Assistant	L-5	2800	35
<b>Jr. Assistant/Jr. Technician level posts in Infrastructure &amp; Services, which will include the following:</b> Jr. Technician (Civil/Electrical Maintenance) Assistant Security Inspector Jr. Technician (Library) Jr. Technician (Medical) Jr. Assistant (Hospitality) Jr. Coaching Assistant	L-3	2000	53
<b>Total</b>			<b>88</b>

<b>c) Technical Staff (For Laboratories/ Campus Maintenance Unit /Library/ Hospital)</b>				
<b>Sl. No</b>	<b>Category of posts</b>	<b>Pay Matrix Level</b>	<b>Pre-revised Grade Pay</b>	<b>No. of posts</b>
C.T.1	Senior Technician	L-5	2800	70
C.T.2	Junior Technician	L-3	2000	106
<b>Total</b>				<b>176</b>

**IV. Posts mapped to new posts:**

**Group – “A” [as approved by the BoG in its 4<sup>th</sup> meeting]:**

Sl. No	Name of the posts	Pay Level	Post mapped into/as	Pay Level of mapped posts	Sanctioned strength at the time of mapping	Persons in position at the time of mapping
1.	Registrar	L-14	Registrar	L-14	1	1
2.	Deputy Registrar/ Joint Registrar	L-12/13	Deputy Registrar/ Joint Registrar	L-12/13	4	4
3.	Assistant Registrar	L-10/11	Asstt. Registrar	L-10/11	7	5
4.	Hindi Officer	L-10	Asstt. Registrar (Official Language)	L-10	1	1
5.	Librarian	AL-14	Librarian	AL-14	1	1
6.	Deputy Librarian	AL-12	Deputy Librarian	AL-12	1	0
7.	Asstt. Librarian	AL-10	Asstt. Librarian	AL-10	1	1
8.	Sr. Medical Officer	L-12	Sr. Medical Officer	L-12	1	1
9.	Lady Medical Officer	L-10	Medical Officer	L-10	1	1
10.	Sr. Security-cum- Estate Officer*	L-10	Sr. Security Officer	L-10	1	1
11.	Campus Engineer	L-12	Dy. Superintending Engineer	L-12	1	1
12.	Asstt. Campus Engr. (Civil)	L-10	Asstt. Executive Engineer	L-10	1	0
13.	Asstt. Engineer (Electrical)	L-10	Asstt. Executive Engineer	L-10	1	0
14.	System Manager	L-13	Principal Systems Engineer	L-13	1	1
15.	System Analyst	L-12	Systems Engineer	L-12	2	2
16.	Programmer	L-10	Asstt. Systems Engineer	L-10	2	2
17.	Technical Officer	L-10	Technical Officer	L-10	2	1
18.	Research Officer	L-10	Technical Officer	L-10	2	0
19.	Workshop Superintendent	L-12	Workshop Superintendent	L-12	1	0
20.	Asstt. Workshop Superintendent	L-10	Asstt. Workshop Superintendent	AL-10	1	1
21.	Sports Officer	AL-10	Physical Education & Sports Officer	AL-10	1	1
22.	Horticulturist**	L-10	Horticulture Officer	L-10	1	1
<b>Total</b>					35	26

\* Earlier adjusted against one vacant post of Research Officer.

\*\*inadvertently missed in the agenda of the 4<sup>th</sup> BoG.

**Group – “B & C” :**

Sl. No	Name of the posts	Pay Level	Post mapped into/as	Pay Level of mapped posts	Sanctioned strength at the time of mapping	Persons in position at the time of mapping
1.	Section Officer	L-7	Superintendent	L-7	9	4
2.	Assistant	L-6	Jr. Superintendent	L-6	19	11
3.	Technical Assistant/ Scientific Assistant/ Research Assistant	L-6	Jr. Technical Superintendent	L-6	41	15
		L-5				3*
4.	Electrical Supervisor	L-6	Jr. Engineer	L-6	2	2
5.	Data Entry Operator	L-6	Jr. Technical Superintendent	L-6	7	5
6.	Professional Asstt. (Library)	L-6	Jr. Technical Superintendent	L-6	6	2
7.	Sr. Technical Asstt./ Sr. Scientific Asstt./ Sr. Technician/ Sr. Library Asstt.	L-7	Technical Superintendent	L-7	26	16
		L-6				4
8.	Coach	L-6	Sports Coach	L-6	2	1
9.	Personal Assistant	L-6	Jr. Superintendent	L-6	7	1
10.	Private Secretary	L-6	Jr. Superintendent	L-6	2	0
11.	Sr. Personal Asstt.	L-7	Superintendent	L-7	5	4
12.	Engg. Asstt./ Jr. Engineer	L-6	Jr. Engineer	L-6	2	2
13.	Upper Division Clerk	L-4	Sr. Assistant	L-5	27	24*
14.	Lower Division Clerk	L-2	Jr. Assistant	L-3	37	35*
15.	Semi-Professional Asstt. (Library)	L-5	Sr. Technician	L-5	6	6
16.	Stenographer	L-4	Sr. Assistant	L-5	6	3*
17.	Computer Operator	L-6	Jr. Technical Superintendent	L-6	2	1
18.	Sr. Security Asstt.	L-6	Jr. Superintendent	L-6	1	1
<b>Total</b>					<b>207</b>	<b>140</b>

**Note:** In all posts where there is level jump, the prescribed duration as given in DoPT O.M. No. AB.14017/61/2008-Estt. (RR) dated 24.03.2009 (Annexure-I) as modified from time to time should be strictly followed for fitment of the incumbents in the new structure.

**V. Posts could not be mapped in the new structure and therefore no further recruitment is to be made. However, for the existing incumbents the earlier schemes for career progression will remain in operation:**

Sl. No.	Present posts	Pay Level (Present)	Total Posts	In position	Last incumbent retiring on
1.	Sr. Public Relation Assistant	L-6	1	0	-
2.	Head Cook	L-1	1	0	-
3.	Security Asstt.	L-5	1	0	-
4.	Driver	L-2/4/5	12	6	31.05.2028
5.	Valveman	L-2	2	2	31.01.2029
6.	Mechanic "A"	L-4	6	6	31.01.2025
7.	Mechanic "B"	L-2	22	15	28.02.2030
8.	Ferro Printer	L-1	1	0	-
9.	Asstt. Valveman	L-1	7	2	31.10.2023
10.	Draftsman	L-5	6	1	31.01.2023
11.	Chowkidar/Peon/ Mazdoor/Safai	L-1	165	60	31.01.2038
12.	Section Cutter (Jr.)/ Section Cutter (Sr/)	L-1 L-2	3	1	31.12.2018
13.	Gasman	L-1	2	0	-
14.	Library/Laboratory Attendant	L-1	41	33	31.10.2041
15.	Mechanic 'C'	L-1	26	2	31.05.2029
16.	Daftry	L-1	6	2	30.09.2022
17.	Gestetner Operator (Jr.)	L-1	3	0	-
18.	Sanitary Inspector	L-4	2	2	28.02.2024
19.	Glass Blower	L-5	1	0	-
20.	Head Chowkidar/ Head Mali/ Jamadar	L-1	5	0	-
21.	Dresser-cum-dispenser / Dresser	L-2	3	1	31.01.2020
22.	Staff Nurse	L-5	2	0	-
23.	Security-cum-Estate Officer	L-8	1	1	31.07.2033
			<b>319</b>	<b>134</b>	

**Note:** Keeping in view the 134 incumbents who could not be mapped in the new posts of the proposed cadre structure, post-wise bifurcation of all the posts in Group – B and Group – C though already been shown in sub-sections II & III, the total incumbents in position will not exceed the sanctioned strength. However, as and when these incumbents vacate their post due to retirement or otherwise the newly created positions may be filled up in lieu of those.

## Part – II: Recruitment & Promotion Policy

### 1.1. Classification of posts as per Grade Pay and Maximum Age Limit

The Classification of posts as per Grade Pay Age limit for Direct Recruitment in term of Post/ Pay Band & Grade Pay will be as follows:-

Pay Level/Grade Pay (Rs.)	Maximum age limit (UR)
Up to L-5 (Rs. 2800)	30
L-6 (Rs. 4200)	35
L-7 (Rs. 4600)	35
L-8 (Rs. 4800)	35
L-10 (Rs. 5400)	40
AL-10 (Rs.6000)	45
L -11 (Rs.6600)	45
L-12 (Rs. 7600)	50
AL – 12 (Rs. 8000)	50
L- 13 (Rs. 8700)	50
AL- 13 (Rs. 9000)	50
AL - 13A2 (Rs. 9500)	55
L - 14 (Rs.10000)	57 in case the retiring age is 62/65 55 in case retiring age is 60 years

For employees of IIT (ISM), Dhanbad who are educationally qualified can be considered for direct recruitment up to a maximum of 50 years of age, where the maximum age limit is less than 50 years.

[Ref:- This provision has been approved by BOG vide its Agenda item No. 16/10 in its 16th meeting held on 28th December, 2020]

1.2 The constitution of Selection Committee for Direct Recruitment and Limited Departmental Competitive Examination will be as per Institute Statutes.

1.3 **Reservation:** Nothing contained in these Recruitment Rules shall affect reservations, relaxations of age limit and other concessions required to be provided to the Scheduled Castes (SC), the Schedule Tribes (ST), Other Backward Class (OBC) and Persons with Disability (PwD) or any other special categories of persons in accordance with the orders issued by the MHRD from time to time in this regard. The reservation roster shall also be updated and countersigned by the Liaison Officers as per usual instructions to ensure fair representation of SC/ST/OBC/PwD candidates/ employees. Reservation will not be applicable on single posts. However, in the grades having 2 or more posts but less than 13 posts, 13 point roster will be followed.

## 1.4 Relaxation of Age & Percentage:

- i) The maximum prescribed age for each post shall be the same as given against each post in the Recruitment Rules of the Institute. The age shall be determined as on the closing date of the advertisement.
- ii) Age is relaxable for SC/ST/OBC/PWD etc. shall be as per GoI norms.
- iii) For direct recruitment posts, the upper age limit shall be relaxable for employees serving in Government Organisations as per Government of India norms (**Annexure-II**). Relaxation to SC/ST/OBC/PwD categories shall be in addition to the above.
- iv) Only in cases of promotion, qualifying degree and percentage of marks shall not be insisted for the existing employees of the Institute. For all other cases such as Direct Recruitment or Limited Departmental Competitive Examination (LDCE), the qualifying degree and the percentage of marks shall be mandatory even for the existing regular employees of the Institute.

## 2. Method of Recruitment, Procedure of Recruitment, and Other Requirements:

The method of recruitment, age limit, eligibility and other requirements needed to apply for the posts shall be as are specified in the Recruitment Rules.

The following methods for recruitment shall be applicable to the non-teaching posts at IIT(ISM), Dhanbad:

- i. Direct Recruitment (D)/ On Deputation/ Transfer on Deputation / on Contract/Tenure.
- ii. Seniority Quota (SQ) promotion based on screening of performance and APARs of the relevant duration. Benchmark for promotion to various posts shall be as per Government of India norms.
- iii. Promotion by Limited Departmental Competitive Examination (LDCE) which shall also have weightage for APARs of the relevant period.

**Note:** The vacancies to be filled by internal assessment shall be filled by two modes, i.e. SQ (50%) and LDCE (50%) using rota-quota (rotation of quota) method in the ratio 1:1 respectively. The 1<sup>st</sup>, 3<sup>rd</sup>, 5<sup>th</sup>, 7<sup>th</sup> .....vacancies to be filled by internal assessment shall be filled by SQ promotion, whereas, the 2<sup>nd</sup>, 4<sup>th</sup>, 6<sup>th</sup>, 8<sup>th</sup>,....vacancies shall be filled by LDCE. *The Residency period as per GoI norms for Seniority Quota promotion is shown in the hierarchy chart and recruitment rules. For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment.*

## 3. Procedure of Recruitment

### (a) Direct Recruitment

- i. The Institute shall invite application(s) for the posts through the advertisement in the Employment News and Website of the Institute.
- ii. Applications received pursuant to the advertisement, shall be scrutinized for eligibility by the Scrutiny /Shortlisting Committee to be constituted by the Competent Authority of the IIT(ISM), Dhanbad.
- iii. The Short-listed applications shall be placed before the Director for approval. After due approval, the shortlisted applicants will be called for Written Test and/or other tests as prescribed.

iv. The Selection Committee will be constituted by the Competent Authority of the IIT(ISM), Dhanbad in accordance with the Act and the Statutes.

**(b) Promotion by Seniority Quota (SQ) and Limited Departmental Competitive Examination (LDCE):**

As per available vacancies, promotions by Seniority Quota (SQ) and Limited Departmental Competitive Examination (LDCE) / of the **departmental candidates** shall be made:

- (i) As per the hierarchical structure in the respective cadre maintained by IIT(ISM), Dhanbad.
- (ii) By the Selection Committee/Departmental Promotion Committee to be constituted by the Competent Authority, as per statute.
- (iii) On the basis of process as prescribed for each position.
- (iv) Considering fitness (for Seniority quota promotions)/ merit (for LDCE).

**Promotion through Seniority Quota:**

- (i.) The candidates in the zone of consideration will be screened and evaluated on the basis of performance and APARs of the relevant period. Benchmark for promotion to various posts shall be as per the Government of India norms.
- (ii.) The service/residency period required for promotion through Seniority Quota should be in the feeder post(s) at IIT (ISM), Dhanbad.

**Promotion through Internal Assessment (Limited Departmental Competitive Examination (LDCE)):**

The following procedure shall be followed for making promotion through Limited Departmental Competitive Examination (LDCE):

- (i) The Institute shall invite application(s) for posts through the internal advertisement on Institute's website.
- (ii) Applications received pursuant to the advertisement as mentioned in (i) above, shall be scrutinized for eligibility by the Scrutiny / Shortlisting Committee to be constituted by the Competent Authority of the IIT (ISM), Dhanbad. Where applications received are in very large numbers, the scrutiny /Shortlisting Committee may formulate additional criteria for shortlisting, based on academic performance and/or years of experience of the applicants.
- (iii) The candidates should need to have minimum prescribed benchmark in the last three years' APARs as per Govt. of India rules as amended from time to time (Annexure-II).
- (iv) The Shortlisted applications shall be placed before the Director for approval. After due approval, the shortlisted applicants will be called for Written Test(s)/ Presentation as per decision of the Competent Authority.
- (v) The service/residency period required for promotion through LDCE should be in the feeder post(s) at IIT (ISM), Dhanbad.



### **c) On Deputation /Transfer on Deputation /on Contract/Tenure**

#### **(1) Deputation/ Transfer on Deputation**

The following procedure shall be followed for making appointment by Deputation:

- (i) The IIT(ISM), Dhanbad shall invite applications for the vacant posts from Central Government, State Government and Autonomous Bodies through an advertisement on all India basis.
- (ii) Applications received pursuant to the advertisement as mentioned in (i) above, shall be scrutinized for eligibility of by a Scrutiny / Shortlisting Committee to be constituted by the Competent Authority of the IIT(ISM), Dhanbad. Where applications received are in excess of a reasonable number (as determined by the Scrutiny / Shortlisting Committee) for the vacant and advertised post (s), the Scrutiny/Shortlisting Committee may formulate additional criteria for shortlisting, based on academic performance and / or years/level/nature of experience of the applicants.
- (iii) Selection process shall involve any one or more of these methods:
  - (1) Interview, (2) test, (3) presentation and (4) evaluation of his/her previous APARs.
- (iv) The period of deputation, including the period of deputation in another ex-cadre post held immediately preceding this appointment in the same or some other organization or department of the Central Government, shall be three (3) years from the date of beginning of the deputation extendable up to a maximum period of five (05) years with the approval of the competent authority.
- (v) Deputation shall be subject to vigilance clearance.

Vacancies caused by any incumbent being away on deputation, long illness, long-leave or under any other circumstances for a duration of one year or more, may also be filled by way of recruitment on Deputation with employees from Central Government or State Governments or Autonomous Bodies.

### **d) On Contract/Tenure:**

The Institute may also appoint persons on Contract/Tenure basis on the recommendations of the Selection Committee with such benefits which are similar to regular appointments. Appointment on Contract/Tenure shall be made initially for a period of one year which can be extended for a maximum period of up to five (5) years after review of satisfactory performance. The Selection Procedure in such cases shall be same as for Direct Recruitment, such as written test, skill test, presentation, interview etc., as applicable.

On completion of contract/tenure period with the satisfactory performance, the person may be considered for a regular appointment with the approval of the Competent Authority. In case of regularization of a person working on Contract / Tenure basis, the period of Contract/Tenure completed by the said person may be treated as completion of period of probation applicable for the said post with the approval of the Competent Authority.

4. The candidates will be evaluated by the duly constituted Selection Committee as per the following:

I. For Group 'A' posts (Direct and LDCE):

a) Administration/Services etc.:

Step I: Written Test*	80 marks
Step II: Computer/ other Test*	20 marks
<b>Total</b>	<b>100 marks</b>

\* Above mentioned tests will be conducted wherever required.

The Committee constituted to conduct the Written Test and Trade Test/ Computer Test will decide the minimum qualifying marks for Written & Computer Test. Only the candidates who will qualify the Written & Computer Test (step I&II) will be called for Presentation & Interview of the selection process. The final selection will be on the basis of presentation and interview before the Selection Committee.

b) Technical Cadre (Lab/ Computer /Workshop/Hospital etc. - as per nature of duty):

Step I: Written Test*	80 marks
Step II: Trade Test*	20 marks
<b>Total</b>	<b>100marks</b>

\* Above mentioned tests will be conducted wherever required.

The Committee constituted to conduct the Written Test and Trade Test/ Computer Test will decide the minimum qualifying marks for Written & Trade Test. Only the candidates who will qualify the Written & Trade Test (step I&II) will be called for Presentation & Interview of the selection process. The final selection will be on the basis of presentation and interview before the Selection Committee.

II. For Group 'B' and Group 'C' posts (Direct and LDCE):

a) Administration/Services etc. – as per nature of duty:

Step I: Written Test*	80 marks
Step II: Computer Proficiency test*	20 marks
<b>Total</b>	<b>100marks</b>

\* Above mentioned tests will be conducted wherever required.

The candidates shortlisted on the basis of their qualification will be called to appear in the Written Test and Computer Proficiency Test. A merit list of candidates who qualify in the Trade Test will be prepared on the basis of the marks obtained in the Written Test and Computer Proficiency Test. The Committee constituted to conduct the Written Test and Trade Test will decide the minimum qualifying marks for Written & Trade Test in accordance with the number of vacancies and performance of the candidates and its decision shall be final.

**Technical Cadre (Lab/ Computer /Workshop/Hospital etc. - as per nature of duty):**

Step I: Written Test*	100 marks
Step II: Trade Test*	100 marks (Qualifying nature)

\* Above mentioned tests will be conducted wherever required.

The candidates shortlisted on the basis of their qualification will be called to appear in the Written Test. Names of the candidates will be shortlisted for Trade Test (qualifying in nature) on the basis of their performance in the Written Test. A merit list of candidates who qualify in the Trade Test will be prepared on the basis of the marks obtained in the Written Test. The Committee constituted to conduct the Written Test and Trade Test will decide the minimum qualifying marks for Written & Trade Test in accordance with the number of vacancies and performance of the candidates and its decision shall be final.

**5. Career Advancement Scheme for Group 'A' Officers:-**

(i) (a) Fifty percent of the incumbents of all Non-Teaching Cadres (except guided by UGC/DACP/other scheme) joining at pay Level -10 (By Direct Recruitment or through internal Assessment) shall be eligible for career up-gradation to Pay Level -11 on completion of Five Years' service at Pay Level -10 and suffix Senior Scale –I (SS-I) may be added to their existing designations.

(b) On completion of Six Years' service at Pay Level -11, such incumbent shall be eligible for career up-gradation to Pay Level -12 and suffix Senior Scale –II (SS-II) may be added to their existing designations. The number of employees in Pay Level -12 shall not exceed 25% of the total sanctioned strength in Pay Level -10.

(ii) (a) The incumbents of all Non-Teaching Cadres (except guided by UGC/DACP/other scheme) joining on Direct Recruitment/Promotion in Pay Level -12 shall move to Pay Level -13 after 5 years in Pay Level -12 with suffix SS-I with existing designations. However, in Administrative Cadre, designation will be Joint Registrar (Pay Level -13).

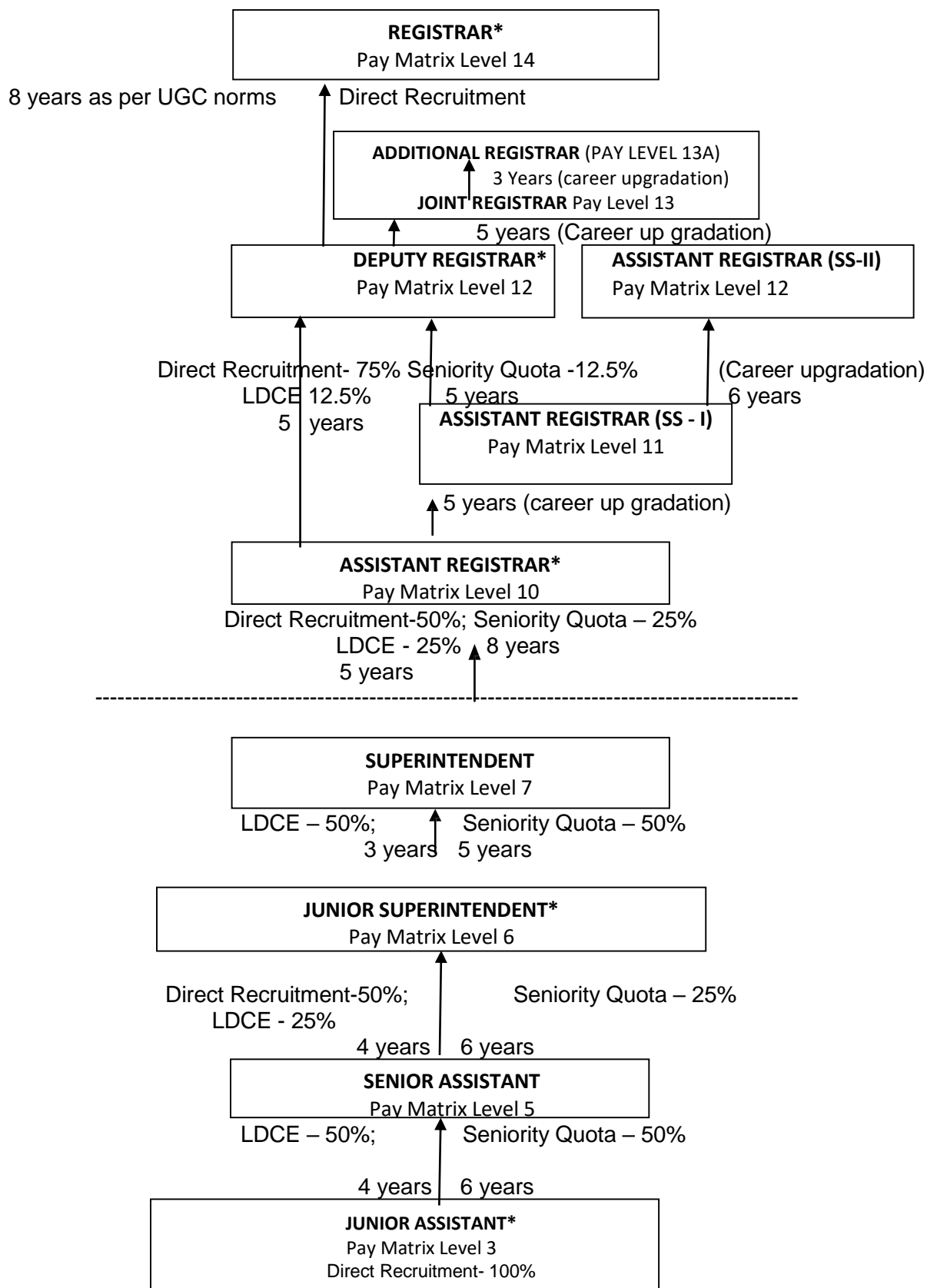
(b) Advancement from Pay Level-13 to 13A available only to the posts of Joint Registrar, Superintendent Engineer and Sr. Technical Officer on completion of 03 years' service with suffix SS-II with existing designations. However, in Administrative Cadre, designation will be Additional Registrar (Pay Level -13 A).

Career avenue chart for various cadres are shown in Part –III and the Recruitment Rules for individual posts in Group – 'A', 'B' and 'C' are in Part-IV.

# **RR & PP OF IIT(ISM), DHANBAD**

## **PART III- CAREER AVENUE CHART FOR NON-TEACHING**

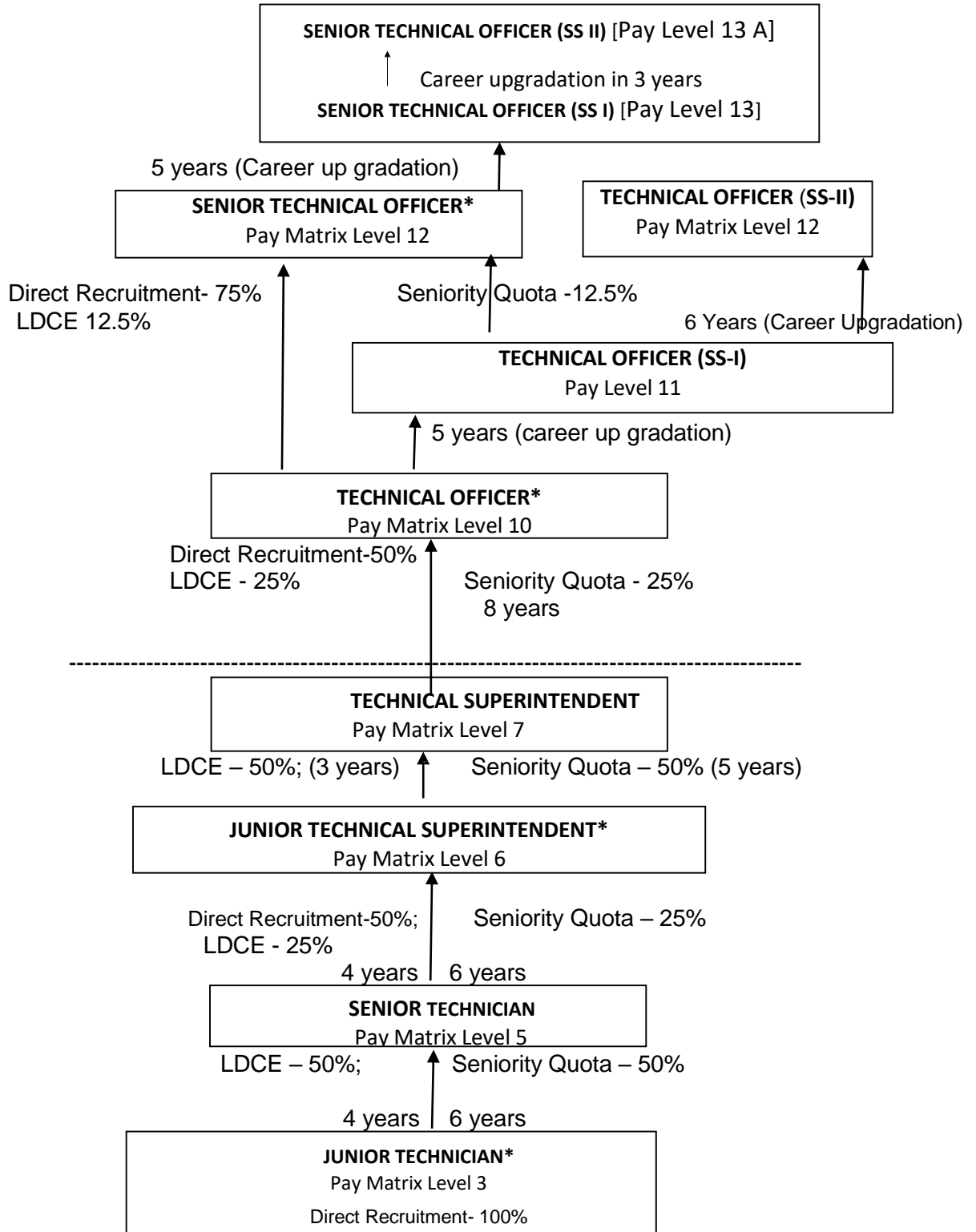
## ADMINISTRATIVE CADRE



### \* Recruitment Cadre

Note; Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

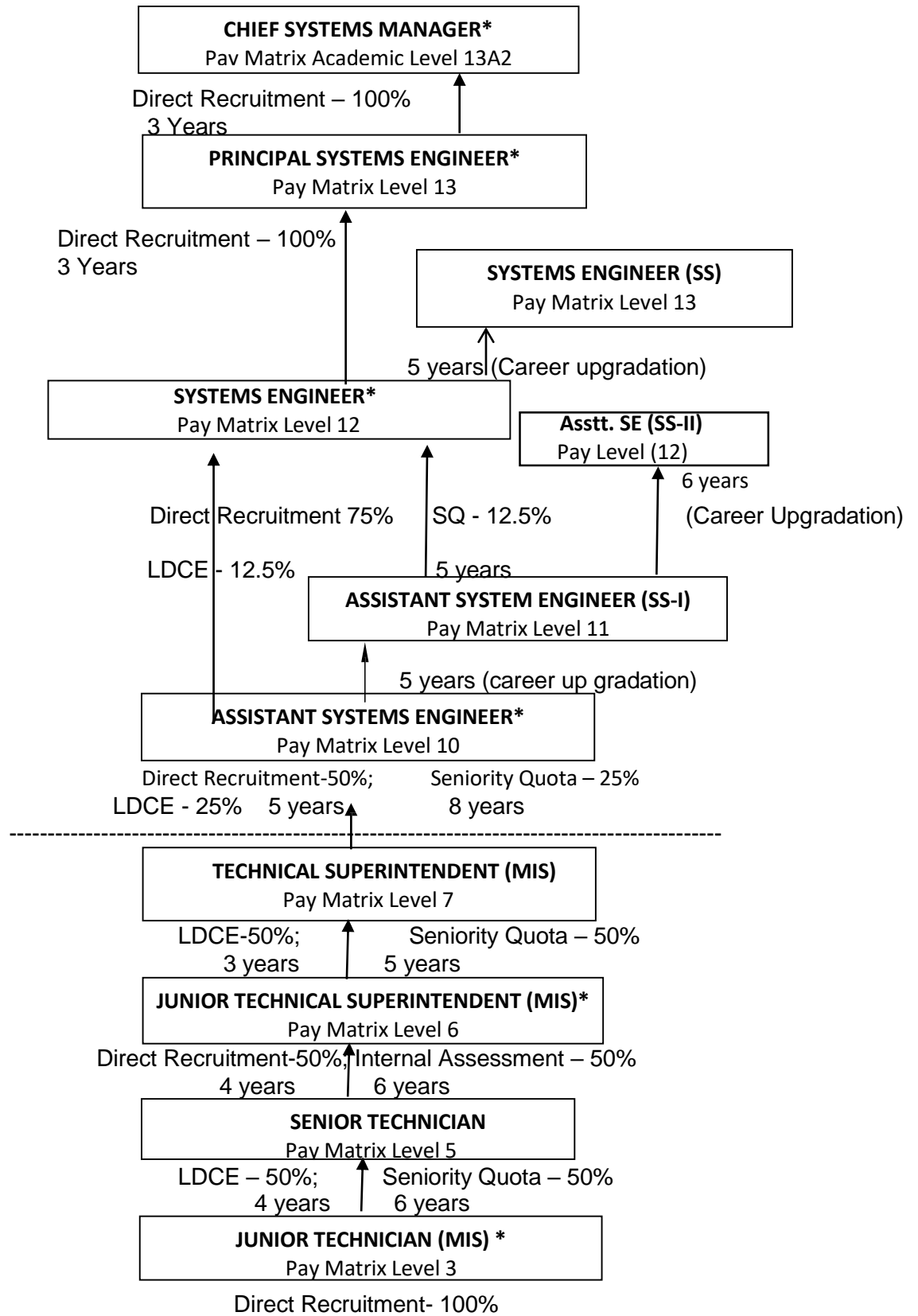
**TECHNICAL CADRE**



**\* Recruitment Cadre**

Note; Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

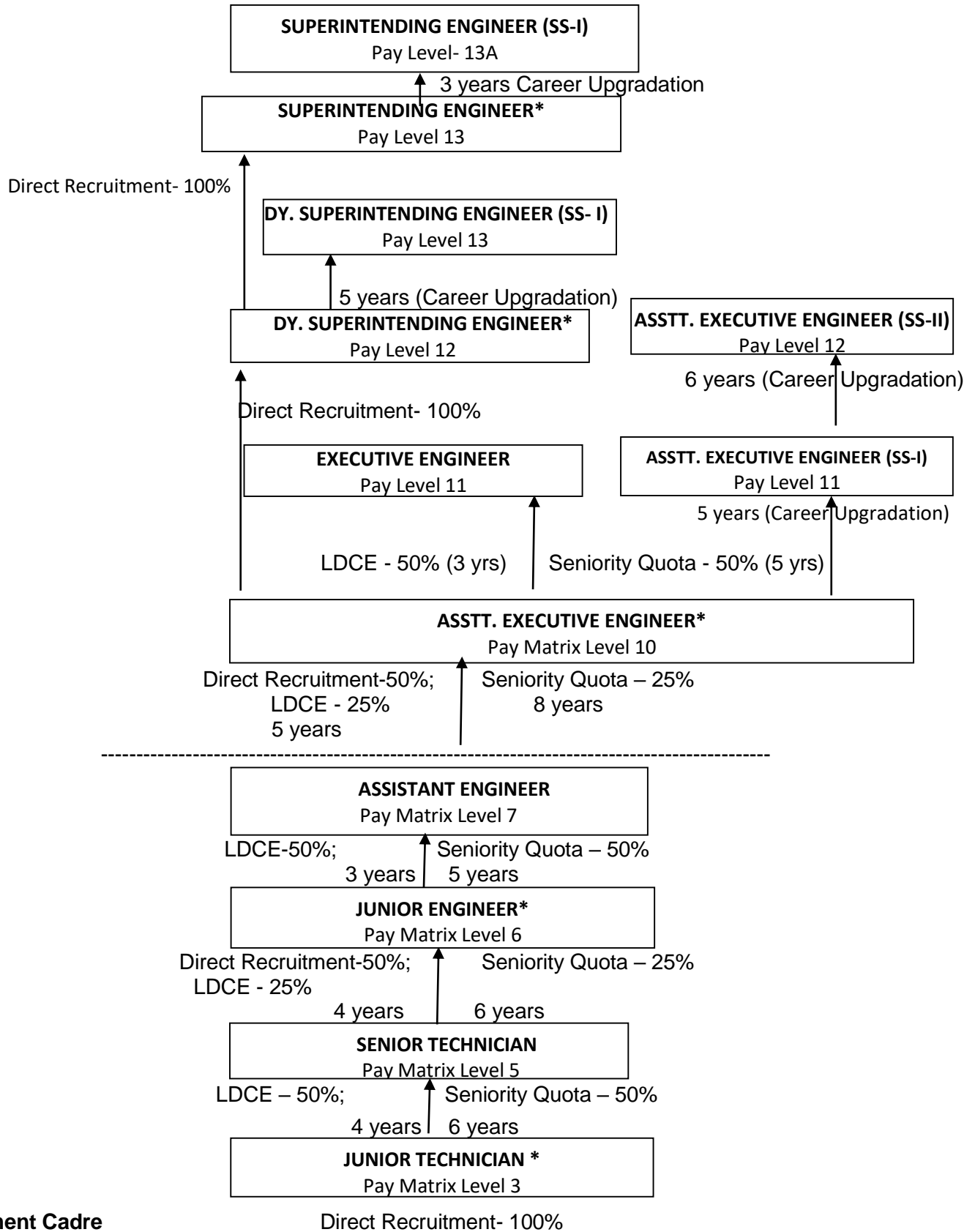
**TECHNICAL CADRE (Computer Centre)**



**\* Recruitment Cadre**

Note; Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

**TECHNICAL CADRE**  
(Engineering Campus Management Unit)

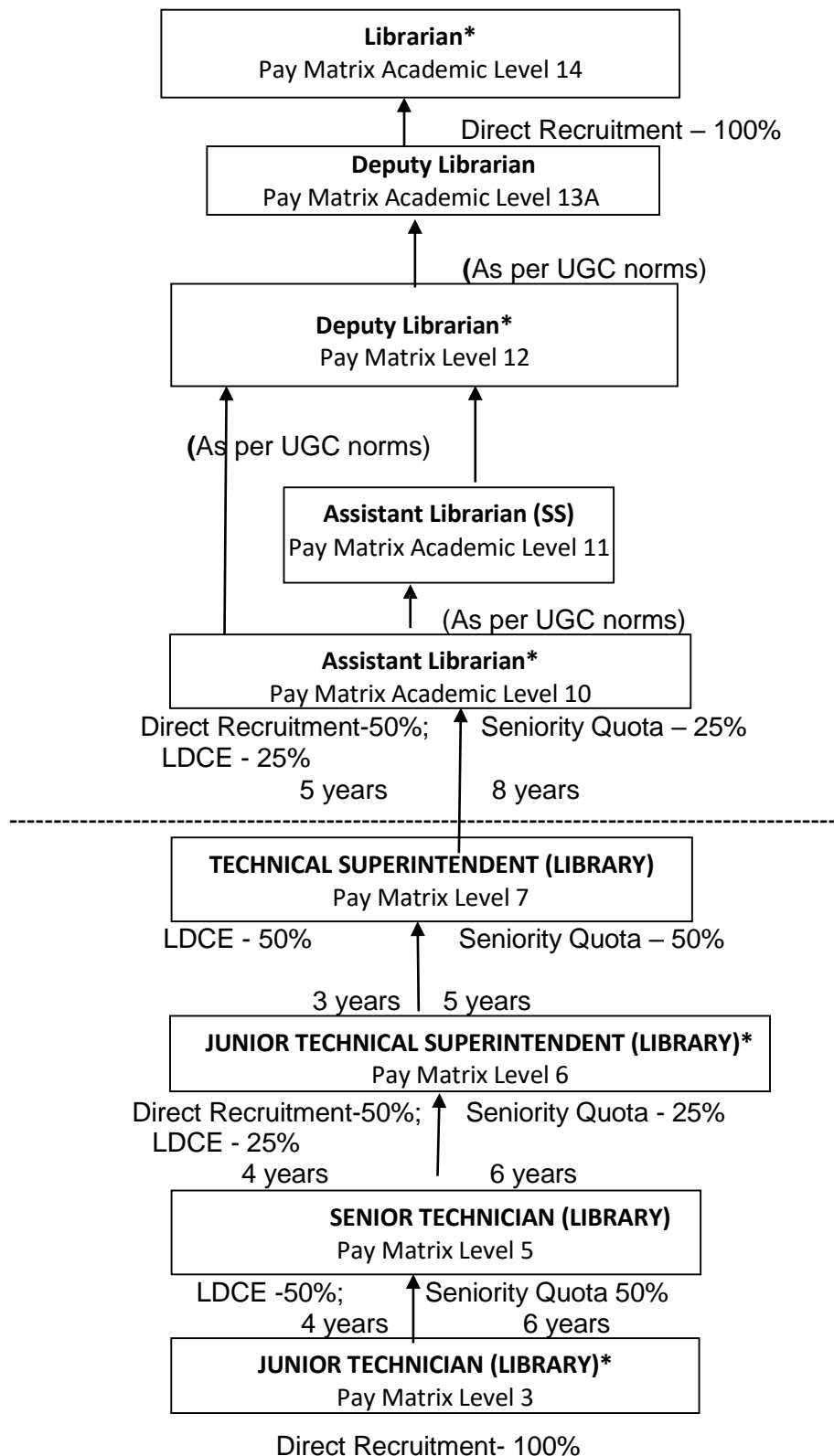


**\* Recruitment Cadre**

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.



**TECHNICAL CADRE  
(Library)**

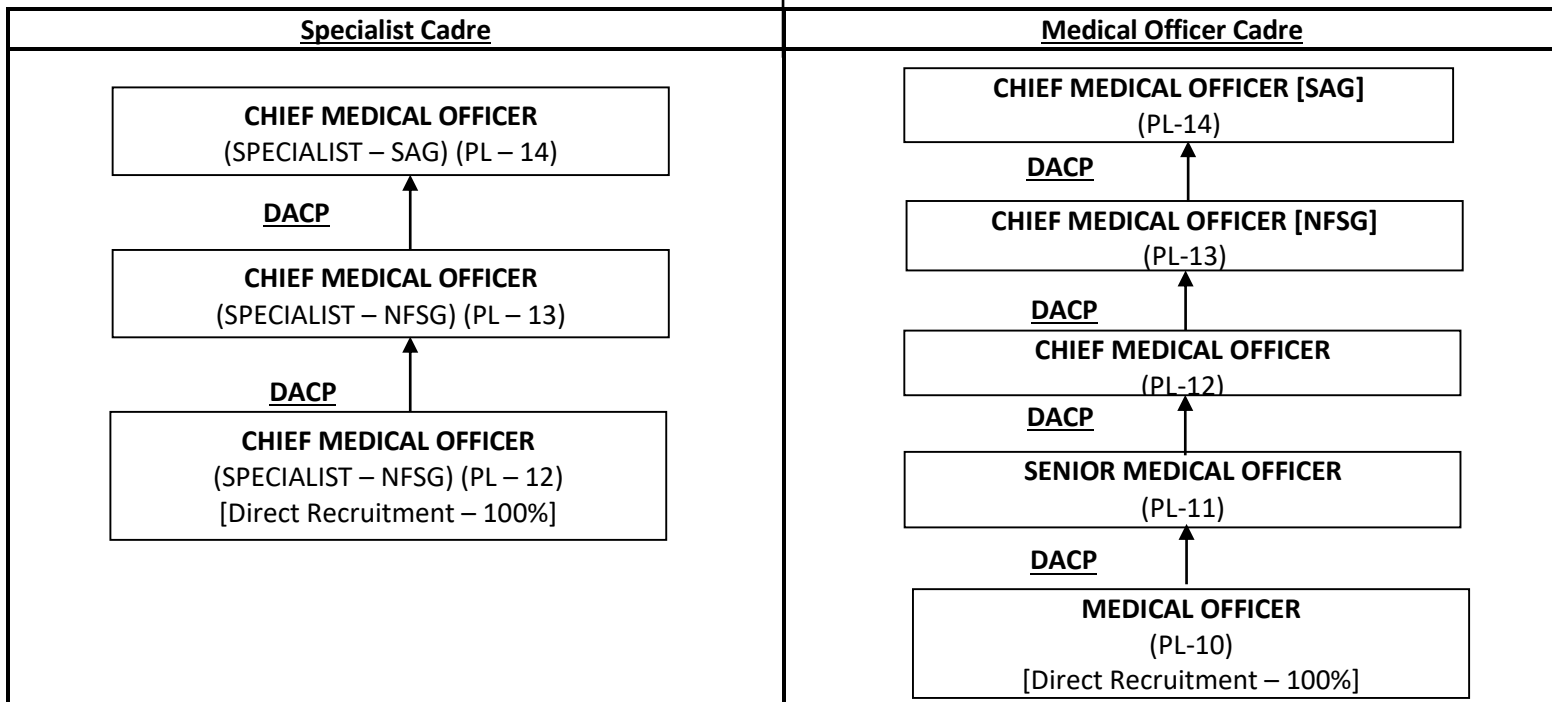


**\* Recruitment Cadre**

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

## HEALTH SERVICES CADRE

**CHIEF OF MEDICAL SERVICES (PL – 14)**  
[Director Recruitment – 100%]



**TECHNICAL SUPERINTENDENT (MEDICAL)**  
Pay Matrix Level 7

Internal Assessment – 100 %  
5 years

**JUNIOR TECHNICAL SUPERINTENDENT (MEDICAL) \***  
Pay Matrix Level 6

Direct Recruitment-50%;  
LDCE - 25%  
4 years

Seniority Quota - 25%  
6 years

**SENIOR TECHNICIAN**  
Pay Matrix Level 5

LDCE-50%  
4 years

Seniority Quota- 50%  
6 years

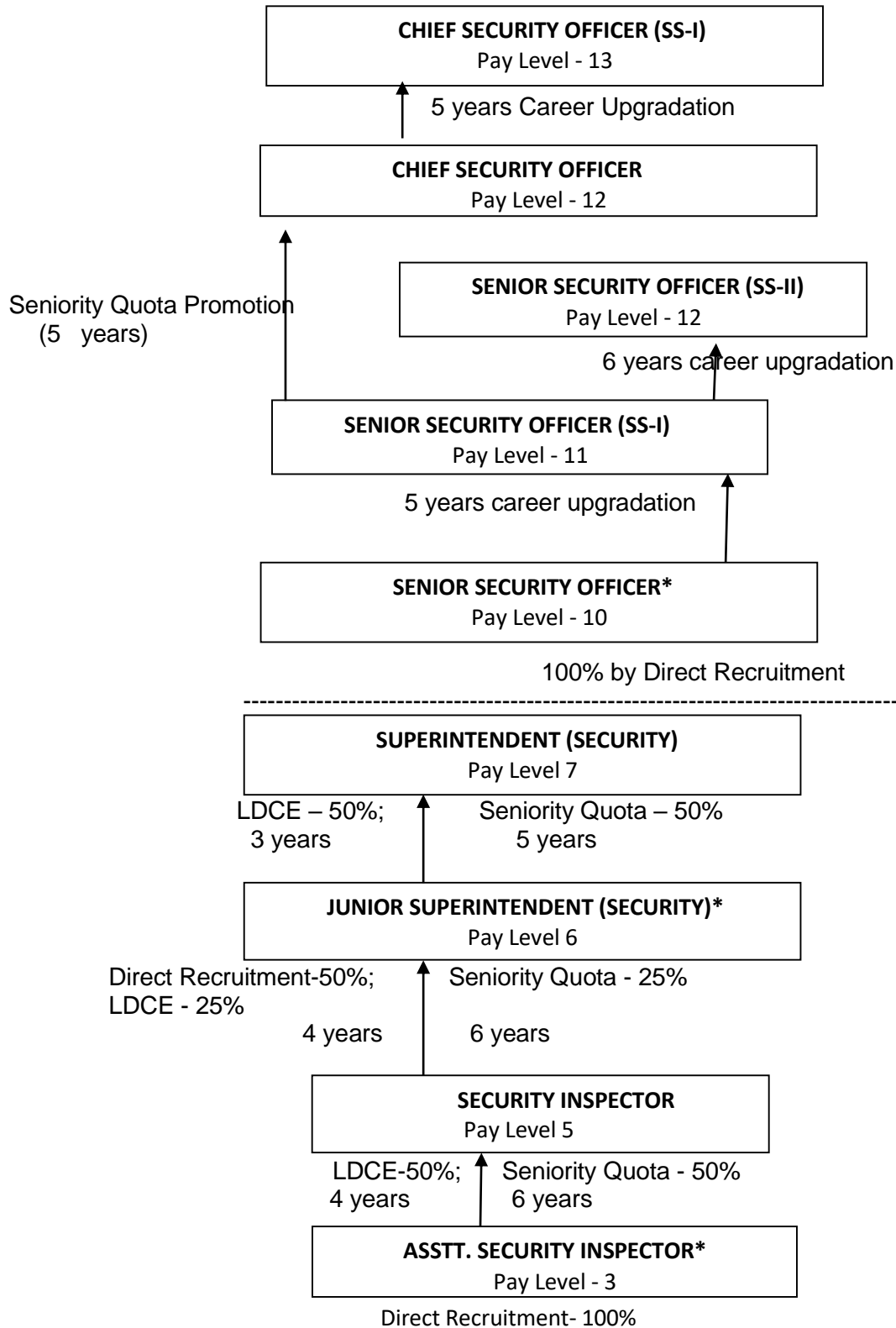
**JUNIOR TECHNICIAN\***  
Pay Matrix Level 3

Direct Recruitment- 100%

### \* Recruitment Cadre

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

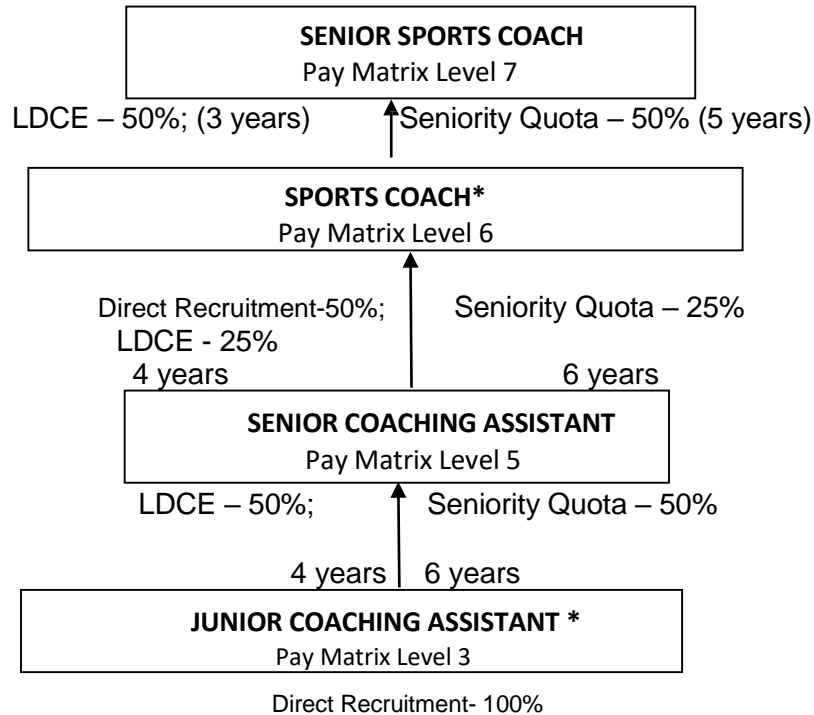
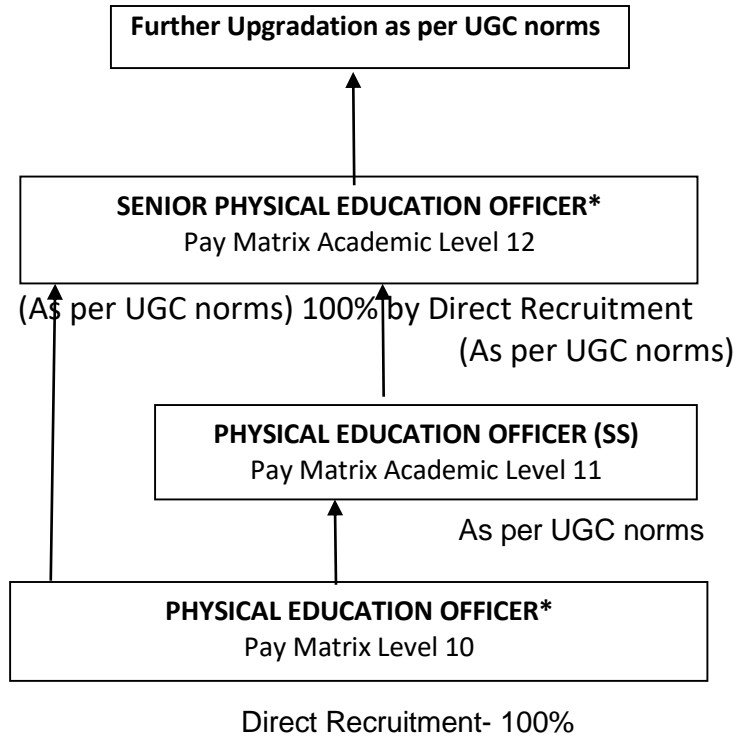
**SECURITY CADRE**



**\* Recruitment Cadre**

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

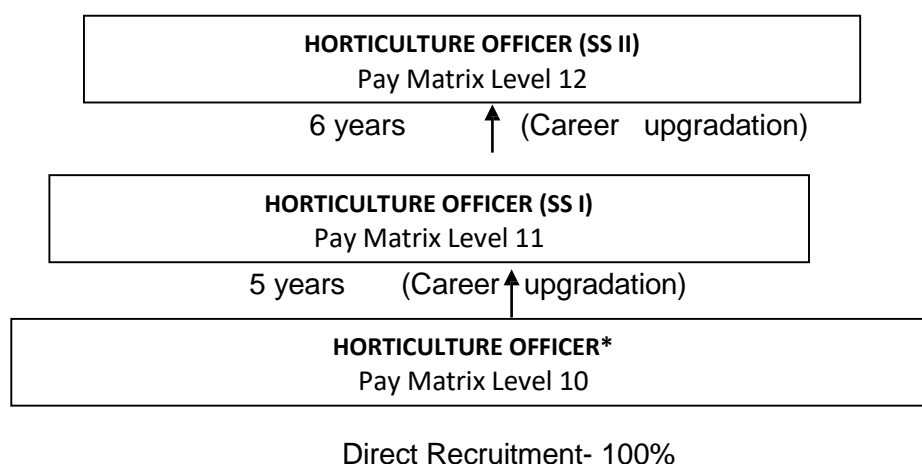
**PHYSICAL EDUCATION CADRE**



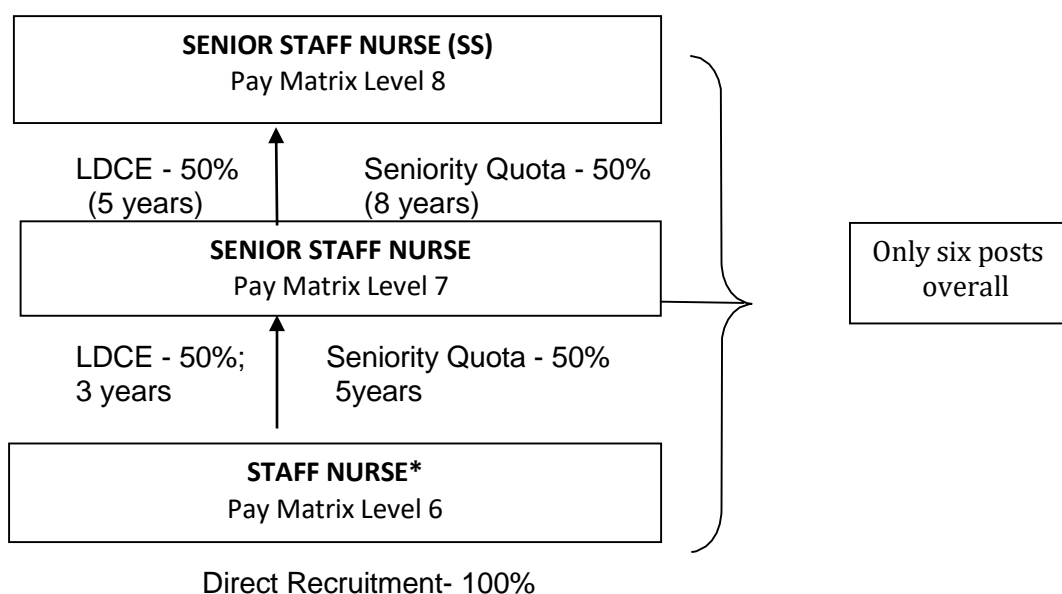
**\* Recruitment Cadre**

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

## Miscellaneous



## NURSING CADRE



### \* Recruitment Cadre

Note: Internal Assessment includes Seniority Quota promotion and Promotion through Limited Departmental Competitive Examination. The Residency Period for Seniority Quota is indicated. For Limited Departmental Exam, the Residency Period and Educational Qualification shall be same as that for Direct Recruitment.

**RR & PP OF IIT (ISM), DHANBAD**

**PART IV– RECRUITMENT RULES FOR NON-TEACHING POSTS**

<b>A.A.1. Recruitment Rules for the post of Registrar</b>		
1	Name of the Post	Registrar
2	No. of Post(s)	01
3	Classification	Group-A
4	Scale of Pay	Pay Level - 14
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Below 57 Years
7	Educational and other qualifications required for direct recruitment	<p><b>Essential :</b></p> <p><b>a) Qualification:</b> Masters' degree or equivalent in any discipline with at least 55% marks or its equivalent Grade of B in the UGC seven points scale.</p> <p><b>b) Experience:</b></p> <p>(i) At least 15 years of experience as Assistant Professor in the AGP Rs. 7000 (Academic Pay Level -11) and above or with 8 years of service in the AGP of Rs. 8000 (Academic Pay Level – 12) and above including as Associate Professor along with experience in educational administration. OR Comparable experience in research establishments and/or other Institutions of higher education. OR 15 years of administrative experience of which 8 years shall be as Deputy Registrar or an equivalent post in the GP of Rs. 7600 (Pay Level – 12) and above.</p> <p>(ii) Experience in handling computerized administration / financial matters.</p> <p><b>Desirable:</b></p> <p>(i) A degree in Law / Management / Engineering from a recognized University/ Institute.</p> <p>(ii) Experience in educational administration, financial and personnel management and capacity to lead the administration in a residential institution.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	NA as the post is tenure
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	Direct recruitment / Deputation/ on Contract basis for a tenure of up to 5 years extendable by another term or till attaining the age of 62 years, whichever is earlier or as fixed by Govt. of India from time to time.
11	In case of recruitment by promotion or by deputation or absorption grades from which Promotion or deputation or absorption to be made	<b>Deputation/ On Contract (Tenure basis):</b>  As in direct recruitment
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.A.2-Recruitment Rules for the post of Deputy Registrar

1	Name of the Post	Deputy Registrar
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Masters' degree or equivalent in any discipline with at least 55% marks or its equivalent Grade of B in the UGC seven points scale.</p> <p><b>Experience:</b> At least 9 Years' experience as Assistant Professor in the AGP of Rs. 6000/- (Academic Pay Level – 10) and above with experience in educational administration or Comparable experience in research establishment and / or other institutions of higher education.</p> <p style="text-align: center;">OR</p> <p>5 years' of administrative experience as Assistant Registrar or equivalent post in Pay Band – 3 Grade Pay of Rs. 5400 (Pay Level – 10) and above. Experience in handling computerized administration / Establishment/ Stores &amp; Purchase /financial matters.</p> <p><b>Desirable:</b> A degree in Law /Management / engineering/CA/CS/ICWA from a recognized University/ institute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 75% by Direct Recruitment/Deputation-cum-absorption/Contract</p> <p>ii. 25% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ)</b> : Assistant Registrar in the Grade Pay of Rs. 6600/- (Pay Level – 11) who have rendered at least 05 years of regular clean service as Assistant Registrar level in IIT(ISM), Dhanbad</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>Deputation/Deputation-cum-absorption/on Contract basis:</b> Officers from the Central / State Governments or Institutes of national importance or Universities / University level institution or PSU/ Industry:</p> <p>a) i) Holding analogous post or ii) With at least 5 years' service in posts carrying Grade Pay of Rs. 6600/- (Pay Level – 11) or its equivalent and having experience in administration, establishment and accounts matters.</p> <p>b) Possessing educational qualification and experience as prescribed in Col.7</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



### A.A.3-Recruitment Rules for the post of Assistant Registrar

1	Name of the Post	Assistant Registrar
2	No. of Post(s)	As per Sanctioned Strength
3	Classification	Group-A
4	Scale of Pay	Pay Level-10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Masters' degree or equivalent in any discipline with at least 55% marks or its equivalent Grade of B in the UGC seven points scale.</p> <p><b>Experience:</b> At least five years relevant administrative experience in supervisory capacity in a Govt. office/university/ technological institution or an organization of repute which may include activities related to examinations, academics, establishment, general administration, R&amp;D, student affairs, accounts etc. in the grade pay of Rs. 4600 ( Pay Level – 7) or equivalent.</p> <p><b>Desirable:</b> i) Professional qualification in area of Management / Finance &amp; Accounts ii) Experience in handling Administrative / Legal / Finance / Stores &amp; Purchase / Establishments matters.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment/Deputation-cum-absorption/Contract</p> <p>ii. 50% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ):</b> Superintendent in the Grade Pay of Rs. 4600/- (Pay Level – 7) who have rendered at least 08 years of regular clean service as Superintendent in IIT(ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>Deputation/Deputation-cum-absorption/on Contract basis:</b> Officers from the Central / State Governments or Institutes of national importance or Universities / University level institution or PSU/ Industry having educational qualification and experience as prescribed in Col.7</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.I.1-Recruitment Rules for the post of Librarian

1	Name of the Post	Librarian
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 14
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	57 Years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Educational Qualification and Experience will be as per UGC guidelines as amended from time to time.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation/Deputation-cum-absorption/Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/on contract basis:</b> Officers from the Library of Central / State Governments or Institutes of national importance or Universities / Deemed University level Institution or PSU/ Industry: i) Holding analogous post or with at least 3 years' service in posts carrying Grade Pay of Rs. 9000/- (Academic Pay Level – 13A1) or its equivalent and having experience in management of a library of similar magnitude. ii) Possessing educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.I.2-Recruitment Rules for the post of Deputy Librarian

1	Name of the Post	Deputy Librarian
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Educational Qualification and Experience will be as per UGC guidelines as amended from time to time.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation/Deputation-cum-absorption/Contract.  Promotion under Carrier Advancement Scheme (CAS) as per UGC norms.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation/ Deputation-cum-absorption/on contract basis:</b> Officers from the Library of Central / State Governments or Institutes of national importance or Universities / Deemed University level Institution or PSU/ Industry:  Holding analogous post or with at least 5 years' service in posts carrying Grade Pay of Rs. 6000/- (Academic Pay Level - 10) or its equivalent and having experience in in management of a library of similar magnitude. Possessing educational qualification and experience as prescribed in Col. 7.  N.B-Promotion under Carrier Advancement Scheme (CAS) as per UGC norms.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.3-Recruitment Rules for the post of Assistant Librarian</b>		
1	Name of the Post	Assistant Librarian
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 10 (The incumbent will be moved to Academic Pay Level - 11 after 5 years as per UGC norms)
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	45 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Educational Qualification and Experience will be as per UGC guidelines as amended from time to time.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 75% by Direct Recruitment/Deputation-cum-absorption/Contract ii. 25% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Internal Assessment (SQ):</b> Superintendent (Library) in the Grade Pay of Rs. 4600/- (Pay Level – 7) who have rendered at least 08 years of regular clean service as Superintendent (Library) in IIT(ISM), Dhanbad.  <b>LDCE:</b> For Limited Departmental Exam the Residency period (5 years in Pay Level 7) and Educational Qualification shall be same as that for Direct Recruitment  <b>Deputation/Deputation-cum-absorption/on contract basis:</b> Officers from the Library of Central/ State Governments or Institutes of national importance or Universities/ Deemed University level Institution or PSU/ Industry:  (i) Holding analogous post or with at least 5 years' service in posts carrying Grade Pay of Rs. 6000/- or its equivalent and having experience in in management of a library of similar magnitude.  (ii) Possessing educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.I.4-Recruitment Rules for the post of Chief of Medical Services

1	Name of the Post	Chief of Medical Services
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group -A
4	Scale of Pay	Pay Level – 14 Plus Non Practicing Allowance
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	55 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> M.D. or M.S. Degree in a clinical discipline with an outstanding educational background with at least 15 years professional experience, out of which 07 years in the Grade Pay of Rs. 8700/- (Pay Level – 13) or equivalent.</p> <p>Administrative experience in the capacity of being in-charge of an Institute / Research Organization / Industrial - township hospital which would be serving at least 5000 beneficiaries.</p> <p><b>Desirable:</b> P.G. Degree / Diploma in Hospital Administration.</p> <p><b>Job Profile:</b> The candidate will be expected to take complete administrative charge of the IIT(ISM) Health Centre. The candidate will also be expected to plan for the future expansion of IIT (ISM) Health Centre as also to provide health, hygiene and sanitation related advice to the Institute functionaries.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct recruitment /Deputation / Deputation cum-absorption /Contract
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Deputation/Deputation-cum-absorption/on Contract:</b> Officers under the Central / State Governments / Universities/Recognized Research Institutes or Institutes of national importance or Universities, Deemed University level Institution or PSU/Industry:-</p> <p>i) Having served as CMO/CMS on an analogous post and Possessing educational qualification and experience as prescribed in Col.7. or</p> <p>ii) Having at least 07 years' relevant experience in PB-4 with Grade Pay of Rs. 8700/- (Pay Level – 13) or equivalent; and Possessing educational qualification and experience as prescribed in Col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.5-Recruitment Rules for the post of Chief Medical Officer (Specialist)</b>		
1	Name of the Post	Chief Medical Officer (Specialist)
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group - A
4	Scale of Pay	Pay Level – 12 Plus Non Practicing Allowance
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> M.D. or M.S. Degree in a clinical discipline with an outstanding educational background with at least 08 years professional experience, out of which 05 years in the Grade Pay of Rs. 6600/- (Pay Level – 11) or equivalent.</p> <p><b>Desirable:</b></p> <p>i) The above qualifications - Diploma / MD / MS preferably in medicine, orthopedics, chest diseases, pediatrics, Obstetrics and Gynecology &amp; family medicine.</p> <p>ii) The work experience should be in a medical college or large Govt./ private Hospitals of repute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	No
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>100% by Direct / Deputation / Deputation cum-absorption /Contract</p> <p>NB: Financial up-gradation as per DACP Scheme of Ministry of Health and Family Welfare, GoI.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Deputation/Deputation-cum-absorption/Contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities/Deemed University level Institution or PSU/Industry:-</p> <p>i) Having served/ serving as Sr. Medical Officer on analogous post; OR</p> <p>ii) Having at least 05 years relevant experience in PB-3 with Grade Pay of Rs. 6600/- (Pay Level – 11) or equivalent; OR</p> <p>iii) Having 08 years relevant experience in PB-3 with Grade Pay of Rs. 5400 (Pay Level – 10);</p> <p style="text-align: center;">AND</p> <p>Possessing educational qualification and experience as prescribed in Col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.I.6-Recruitment Rules for the post of Medical Officer

1	Name of the Post	Medical Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 10 Plus Non-Practicing Allowance
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential :</b></p> <p>M.D or M.S in an appropriate branch of Medicine OR Postgraduate Diploma in an appropriate branch of Medicine plus at least one year experience in a recognized hospital. OR M.B.B.S. including completion of compulsory rotatory internship followed by at least 03 years of experience in a recognized hospital.</p> <p><b>Desirable:</b></p> <p>i) The above qualifications- Diploma / MD / MS preferably in medicine, chest diseases, pediatrics, Obstetrics and Gynecology &amp; family medicine.</p> <p>ii) The work experience should be in a medical college or large Govt./ private Hospitals of repute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>100 % by Direct Recruitment/ Deputation / Deputation-cum-absorption/ contract basis.</p> <p><b>NB:</b> Financial up-gradation as per DACP (Ministry of Health and Family Welfare)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Deputation / Deputation cum-absorption/Contract:</b> Officers of Central/State Government/PSUs/Autonomous Bodies/Reputed Private Hospitals having qualification and experience as in col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.7-Recruitment Rules for the post of Chief Security Officer</b>		
1	Name of the Post	Chief Security Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Promotion, failing which by Deputation, Deputation-cum-Absorption/Contract
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>For promotion:</b></p> <p>Five years' experience as Senior Security Officer (SS-I) in Pay Level 11.</p> <p><b>By Deputation/ Deputation –cum-absorption/on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry:-</p> <p>i. Holding analogous post on regular basis.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



### A.I.8-Recruitment Rules for the post of Sr. Security Officer

1	Name of the Post	Sr. Security Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group - A
4	Scale of Pay	Pay Level - 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential :</b></p> <p>i) Officers of Army / Navy / Air Force or Police or / Security Force having a Bachelor's degree or equivalent from a recognized University/Institute with at least 55% marks in the qualifying degree with 05 years relevant experience at the level of Inspector of Police in the Pay Band – 2 Grade Pay of Rs. 4600 (Pay Level – 7) or above.</p> <p style="text-align: center;">OR</p> <p>A Bachelor's degree from a recognized University/Institute with at least 55% marks in the qualifying degree with overall 15 years relevant experience out of which at least 05 years' experience in the Pay Band-2 Grade Pay of Rs. 4600/- (Pay Level – 7) or its equivalent in the Police or in a big security organization .</p> <p>ii) Should be able to ride motor cycle, motor car and handle fire arms; should be of sound health and active habits; and should be conversant with security rules and procedures to deal with Police and the Public.</p> <p><b>Desirable:</b></p> <p>i) Training, conducting enquiries &amp; investigation, managing contacts and handling emergency situation like Fire Fighting, Rescue operations, Floods, Earthquake etc.</p> <p>ii) Possessing a Diploma certificate in Security operations / Fire safety and disaster management from a recognized University / Institute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation/ Deputations-cum-absorption/ Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>By Deputation/ transfer on Deputation/on contract:</b></p> <p>Officers of Army / Navy / Air Force or Officers of Central Para-Military Force or Institutes of national importance or Universities/University level Institution or PSU/Industry:-</p> <p>i. Holding analogous post on regular basis, and</p> <p>ii. Possessing educational qualification and experience as prescribed in Col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**A.I.9-Recruitment Rules for the post of Horticulture Officer**

1	Name of the Post	Horticulture Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 years
7	Educational and other qualifications required for direct recruits	M.Sc. Degree in Agriculture/Horticulture with 55% marks or Grade B in UGC 7-point scale with minimum 5 years' of relevant experience in Horticulture in a post in Pay Band – 2 Grade Pay: Rs. 4600 (Level – 7).
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable.
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum-Absorption / on contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.10-Recruitment Rules for the post of Superintending Engineer</b>		
1	Name of the Post	Superintending Engineer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 13
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>a) (i) Masters' degree or equivalent in Engineering (Electrical/Civil Engineering) from a recognized university/Institute with at least 55 % marks in the qualifying degree.  (ii) At least 05 years relevant experience at the level of Campus Engineer in PB-3 and Grade Pay of Rs. 7600 (Pay Level – 12) from CPWD / PWD or similar organized services / semi govt. / PSU / Statutory or autonomous organization / universities / reputed institutes / organizations under central / state govt.</p> <p style="text-align: center;">OR</p> <p>(i) Bachelor's degree or equivalent in the Engineering (Electrical/Civil Engineering) from a recognized University/Institute with at least 55 % marks in the qualifying degree.  (ii) At least 7 years' experience in relevant field at the level of Campus Engineer in PB-3 and Grade pay of Rs. 7600/- (pay Level – 12) from CPWD/PWD or similar organized services/semi-govt./PSU/ Statutory or autonomous organization/ universities/ reputed institutes/ organizations under central/state govt.</p> <p>b) Experience in handling construction and construction management related software, like computer- aided Design (CAD) etc.</p> <p><b>Desirable:</b></p> <p>i) Proven Track record of handling projects/works in reputed organization of relevant magnitude and qualities.  ii) Experience of working with High Tension lines, electrical maintenance, planning and execution of electrical works or civil engineering, designing and estimation, construction management etc., as relevant to the profession.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum- Absorption / on contract basis.

11	In case of recruitment by promotion/by deputation/transfer, grades from which promotion/deputation/transfer is to be made	<p><b>By Deputation /Deputation – cum- Absorption / on contract basis:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry:-</p> <ul style="list-style-type: none"> <li>i. Holding analogous post, or having at least 05 years relevant experience in PB-3 Grade Pay: Rs. 7600/- (Pay Level – 12) at the level of Campus Engineer.</li> <li>ii. Possessing educational qualification and experience as prescribed in Col. 7.</li> </ul>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.11-Recruitment Rules for the post of Deputy Superintending Engineer</b>		
1	Name of the Post	Deputy Superintending Engineer
2	No. of Post (s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Master degree or equivalent in Engineering (Electrical/Civil Engineering) from a recognized university/Institute with at least 55 % marks in the qualifying degree with at least 05 years relevant experience at the level of Assistant Executive Engineer in PB-3 Grade Pay of Rs.5400 (Pay Level – 10) from CPWD / PWD or similar organized services / semi govt. / PSU / Statutory or autonomous organization / universities / reputed institutes / organizations under central / state govt.</p> <p style="text-align: center;">OR</p> <p>Bachelor’s degree or equivalent in the Engineering (Electrical/Civil Engineering) from a recognized University/Institute with at least 55 % marks in the qualifying degree with at least 7 years’ experience in relevant field at the level of Assistant Executive Engineer in PB-3 and Grade pay of Rs.5400/- (Pay Level – 10) from CPWD/PWD or similar organized services/semi-govt./PSU/ Statutory or autonomous organization/universities/reputed institutes/organizations under central/state govt.</p> <p>Experience in handling construction and construction management related software, like computer- aided Design (CAD) etc.</p> <p><b>Desirable:</b></p> <ul style="list-style-type: none"> <li>i) Proven Track record of handling projects/works in reputed organization of relevant magnitude and qualities.</li> <li>ii) Experience of working with High Tension lines, electrical maintenance, planning and execution of electrical works or civil engineering, designing and estimation, construction management etc., as relevant to the profession.</li> <li>iii) Proficiency in the use of variety of computer office application, MS word, Excel, Power Point or equivalent is a must.</li> </ul>
8	Whether age and educational qualifications prescribed for direct recruits will apply to Promotion	Not Applicable
9	Period of Probation, if any	One year
10	Method of recruitment , whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum- Absorption / on contract basis.

11	In case of recruitment by promotion/by deputation/transfer, grades from which promotion/ deputation /transfer is to be made	<p><b>By Deputation /Deputation – cum- Absorption / on contract basis:</b> Officers of Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry:</p> <ul style="list-style-type: none"> <li>i. Holding analogous post, or having at least 05 years relevant experience in PB-3 Rs. 15600- 39100, Grade Pay of Rs. 6600/- (Pay Level – 11) at the level of Executive Engineer.</li> <li>ii. Possessing educational qualification and experience as prescribed in Col. 7</li> </ul>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.12-Recruitment Rules for the post of Executive Engineer</b>		
1	Name of the Post	Executive Engineer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 11
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	45 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Bachelor's Degree or equivalent in Engineering (Electrical / Civil Engineering) from a recognized University/ Institute with at least 55% marks in the qualifying degree plus 03 years relevant experience in PB - 3 Grade Pay of Rs. 5400/- (Pay Level - 10).</p> <p>Experience in handling construction &amp; construction management related software, like Computer-aided Design (CAD) etc.</p> <p><b>Desirable:</b></p> <p>i) Experience in handling large construction projects. ii) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE) ii. 50% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment/Deputation/Contract.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ):</b> Assistant Executive Engineers of IIT (ISM), Dhanbad with 5 years of experience in PB-3 with GP- 5400/- and above in IIT(ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>Deputation /Deputation - cum- Absorption / on contract basis:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry:</p> <p>I. Holding analogous post, or having at least 05 years relevant experience in PB-3 Rs. 15600- 39100, Grade Pay of Rs. 5400/- (Pay Level - 10) at the level of Assistant Executive Engineer. II. Possessing educational qualification and experience as prescribed in Col. 7</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.I.13-Recruitment Rules for the post of Assistant Executive Engineer</b>		
1	Name of the Post	Assistant Executive Engineer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Bachelor's Degree or equivalent in Engineering (Electrical Civil Engineering) from a recognized University/ Institute with at least 55% marks in the qualifying degree plus 05 years relevant experience in the Grade Pay of Rs. 4600/-.</p> <p style="text-align: center;">OR</p> <p>Three years Diploma in Engineering (Electrical/Civil Engineering) from a recognized university/Institute with at least 55% marks in the qualifying degree plus 08 years relevant experience, out of which, at least 05 years should be in the Grade Pay Rs. 4600/- (pay Level – 7).</p> <p>Experience in handling construction &amp; construction management related software, like Computer-aided Design (CAD) etc.</p> <p><b>Desirable:</b></p> <ol style="list-style-type: none"> <li>i. Experience in handling large construction projects.</li> <li>ii. Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</li> </ol>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<ol style="list-style-type: none"> <li>i. 50% by Direct Recruitment/Deputation-cum-absorption/Contract</li> <li>ii. 50% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.</li> </ol>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ):</b> Assistant Engineers of IIT (ISM), Dhanbad with 8 years of experience in PB-2 with GP- 4600/- (Pay Level – 7)and above in IIT(ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>By Deputation/Transfer on Deputation/on contract basis:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry:</p> <ol style="list-style-type: none"> <li>i. Holding analogous post, or having at least 08 years relevant experience in PB-3 Rs. 15600- 39100, Grade Pay of Rs. 4600/- (Pay Level – 7)at the level of Assistant Engineer.</li> <li>ii. Possessing educational qualification and experience as prescribed in Col. 7</li> </ol>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



**A.I.14-Recruitment Rules for the post of Assistant Registrar \***

1	Name of the Post	Assistant Registrar (Official Language)
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 10 After 8 years of service as Assistant Registrar (Official Language), the incumbent will be moved to Pay Level - 11 with same designation.
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Master's Degree of a recognized University in Hindi with English as a main subject at Degree level with at least 55% marks from a recognized University / Institute. <b>OR</b> Master's Degree of a recognized University or equivalent in English with Hindi as a subject at Degree level with at least 55% marks from a recognized University / Institute. <b>OR</b> Master's Degree of a recognized University or equivalent in any subject with Hindi and English as a subject at Degree level with at least 55% marks from a recognized University / Institute. <b>OR</b> Master's Degree of a recognized University or equivalent in any subject with Hindi medium and English as a subject at the Degree level with at least 55% marks in the qualifying degree from a recognized University / Institute. <b>OR</b> Master's Degree of a recognized University or equivalent in any subject with English medium and Hindi as a subject at the Degree level with at least 55% marks in the qualifying degree from a recognized University / Institute.  AND Ten Years' experience of terminological work in Hindi and translation work from English to Hindi and vice-versa, preferably of technical or scientific literature. OR Ten years' experience of teaching, research, writing or journalism in Hindi in a post in Level - 6 or above. <b>Desirable:</b> Knowledge of Sanskrit/ or a modern Indian language, Administrative experience of organizing Hindi classes or workshops for noting and drafting, Knowledge of Computer Applications.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100 % by Direct Recruitment/ Deputation/Deputation-cum-absorption/Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation/Deputation-cum-absorption/on Contract basis:</b> Officers from the Central / State Governments or Institutes of national importance or Universities / University level institution or PSU/ Industry having qualification and experience as mentioned in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

\* This post has been merged with Assistant Registrar in the Administrative Cadre.

<b>A.T.1-Recruitment Rules for the post of Chief Systems Manager</b>		
1	Name of the Post	Chief Systems Manager
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level – 13A2
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	55 Years
7	Educational and other qualifications required for direct recruits	<p><b>Qualification &amp; Experience:</b>  <b>Essential:</b>  Ph.D with 1st class in preceding degree from a recognized Institute of repute in Computer Science/Information Technology/Electronics or equivalent with at least 8 years of experience out of which 3 years in the Grade Pay of Rs. 8700/- in PB-4 (Pay Level – 13) or equivalent.</p> <p style="text-align: center;">OR</p> M.Tech./ME with 1st Class from a recognised Institute of repute in Computer Science/Information Technology/Electronics or equivalent with at least 13 years of experience out of which 3 years in the Grade Pay of Rs. 8700/- in PB-4 (Pay Level – 13) or equivalent. <p>i. Proven competence in planning /Installation/Operation /Management/ Maintenance of Networks/Systems in large organisations.</p> <p>ii. Organisational ability for coordinating and managing various services and systems in a large organisation.</p> <p><b>Desirable:</b> Knowledge of purchase and other administrative processes in Government Organisations.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable.
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum-Absorption / on contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>AT.2-Recruitment Rules for the post of Principal Systems Engineer</b>		
1	Name of the Post	Principal Systems Engineer
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 13
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Qualification &amp; Experience:</b></p> <p><b>Essential:</b></p> <p>i. M.Tech./ME with first Class from a recognized Institute of repute in Computer Science/Information Technology/Electronics or equivalent with at least 15 years of experience out of which 5 years in the Grade Pay of Rs. 7600/- in PB-3 (Pay Level – 12) or equivalent.</p> <p style="text-align: center;">OR</p> <p>B. Tech/BE with first Class from a recognized Institute of repute in Computer Science/Information Technology/Electronics or equivalent with at least 10 years of experience out of which 5 years in the Grade Pay of Rs. 7600/- in PB-3 (Pay Level – 12) or equivalent.</p> <p>ii. Proven competence in planning /Installation/Operation /Management/Maintenance of Networks/Systems in large organisations.</p> <p>iii. Organisational ability for coordinating and managing various services and systems in a large organisation.</p> <p><b>Desirable:</b> Knowledge of purchase and other administrative processes in Government Organisations.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable.
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum-Absorption / on contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.T.3-Recruitment Rules for the post of Systems Engineer

1	Name of the Post	Systems Engineer
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	First Class M.E. / M. Tech in CSE with 8 years' experience or B.E/B.Tech / M.Sc (CS) with at least 10 years' experience. Out of total experience of 8/10 years, five years' experience should be in grade pay of Rs. 5400/- in PB-3 (Pay Level – 10) or equivalent in Govt. Org./Institute and/or reputed Computer Organisation /Industry.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer, grades and percentage of the vacancies to be filled by various methods	i. 75% by Direct Recruitment/Deputation-cum-absorption/Contract ii. 25% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.
11	In case of recruitment by promotion/by deputation/transfer, grades from which promotion/deputation/transfer is to be made	<b>Internal Assessment (SQ):</b> Assistant Systems Engineer of IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service as Assistant Systems Engineer in Pay Level 11 in IIT(ISM), Dhanbad.  <b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment <b>Deputation/ Deputation – cum – absorption/on Contract basis:</b> Officers from the Central/ State Governments or Institutes of national importance or Universities / University level Institution or PSU/ Industry:  a) Holding analogous post or with at least 5 years' service in posts carrying Grade Pay of Rs. 6600/- (Pay Level – 11) or its equivalent. b) Possessing educational qualification and experience as prescribed in Col.7
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.T.4-Recruitment Rules for the post of Assistant Systems Engineer</b>		
1	Name of the Post	Assistant Systems Engineer
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level – 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	1st class B. Tech / M.Sc in CSE with 6 years of relevant experience in Govt. Org./institute and/or reputed Computer Organisation/ Industry in Pay Level-7.  OR First Class M.E. / M. Tech in CSE with 4 years' experience Govt. Org./institute and/or reputed Computer Organisation/ Industry in Pay Level -7.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Direct Recruitment/Deputation-cum-absorption/Contract ii. 50% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Internal Assessment (SQ)</b> : Technical Superintendent (MIS) in the Grade Pay of Rs. 4600/- (Pay Level – 7) who have rendered at least 08 years of regular clean service as Superintendent in IIT(ISM), Dhanbad.  <b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment  <b>Deputation/ Deputation – cum – absorption/on Contract basis:</b> Officers from the Central/ State Governments or Institutes of national importance or Universities / University level Institution or PSU/ Industry:  a) Holding analogous post or with at least 5 years' service in posts carrying Grade Pay of Rs. 4600/- (Pay Level – 7) or its equivalent. b) Possessing educational qualification and experience as prescribed in Col.7
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.T.5-Recruitment Rules for the post of Senior Counselor

1	Name of the Post	Senior Counselor
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Ph.D. with Masters in Psychology with at least 55% marks in the qualifying degree from a recognized University / Institute.</p> <p><b>Experience:</b></p> <p>i) 05 years' experience of Counselling in the Pay Band - 3; Grade Pay of Rs. 5400 (Pay Level - 10) or equivalent which includes 01 year of Clinical experience in a Mental Health Centre plus 03 years in the post of a regular full time Counselor, preferably in an Educational/Counselling Centre.</p> <p style="text-align: center;">OR</p> <p>In case of M.A /M.Phil essential requirement of at least 12 years of counselling experience in the post of a Counselor out of which 05 years in the Grade Pay of Rs. 5400 (Pay Level - 10) or equivalent in an Educational/ Mental health Centre.</p> <p>ii) Require good oral, written skills, ability to communicate adequately with diverse students and employ population.</p> <p><b>Job Requirement:</b> The job would involve active counselling of students largely in the 16-28 age groups, organisational work in connection with developing a suitable counselling programme for students and liaison work with professional volunteer agencies and hospitals for the benefit of the student population of the Institute. Proficiency in the use of a variety of computer office applications viz., M.S Office.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100 % by Direct Recruitment/ Deputation / Deputation-cum-absorption/ contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation/Deputation-cum-absorption/Contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having qualification and experience mentioned in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### A.T.6-Recruitment Rules for the post of Counselor

1	Name of the Post	Counselor
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 10
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> M.A/M.Sc. in Clinical Psychology and Graduation in Psychology with at least 55% marks from a recognized University /Institute.</p> <p><b>Experience:</b> 05 years' experience of Counselling which includes 01 year of Clinical experience in a Mental Health Centre plus 03 years' experience in the post of a regular full time Counsellor, preferably in an Educational/ Counselling Centre. Require good oral, written skills, ability to communicate adequately with diverse students and employ population.</p> <p><b>Job Requirement:</b> The job would involve active counselling of students largely in the 16-28 age groups, organisational work in connection with developing a suitable counselling programme for students and liaison work with professional volunteer agencies and hospitals for the benefit of the student population of the Institute.</p> <p>Proficiency in the use of a variety of computer office applications viz., M.S Word, Excel, Power-point or equivalent is a must.</p> <p><b>Desirable:</b> Additional qualification in Mental Health or Counselling.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100 % by Direct Recruitment/Deputation/Deputation-cum-absorption/Contract
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Deputation/Deputation-cum-absorption/Contract:</b> Officers of Central or State Govt./ Autonomous Bodies/Reputed Private Organisations having qualification and experience as in col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>A.T.7-Recruitment Rules for the post of Sr. Physical Education &amp; Sports Officer</b>		
1	Name of the Post	Sr. Physical Education & Sports Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 12
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	50 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Educational Qualification and Experience will be as per UGC guidelines for the post of Deputy Director of Physical Education, as amended from time to time.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable.
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation - cum- Absorption / on contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>A.T.8-Recruitment Rules for the post of Physical Education &amp; Sports Officer</b>		
1	Name of the Post	Physical Education & Sports Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 10
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	45 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Educational Qualification and Experience will be as per UGC guidelines for the post of Assistant Director of Physical Education, as amended from time to time.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable.
9	Period of probation, if any	One year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation /Deputation – cum- Absorption / on contract basis.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>A.T.9-Recruitment Rules for the post of Senior Technical Officer</b>		
1	Name of the Post	Senior Technical Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>1. M.Tech Degree in Engineering or equivalent qualification in appropriate field with a minimum of 55% marks in the qualifying degree from a recognized University/Institute with six years relevant experience in the Grade Pay of Rs. 6600 (Pay Level – 11) or equivalent.</p> <p style="text-align: center;">OR</p> <p>Master Degree in Science/Computer Science or equivalent qualification in appropriate field with a minimum of 55% marks In the qualifying degree from a recognized University/ Institute with 05 years relevant experience in the Grade Pay of Rs. 6600 (Pay Level – 11) or equivalent.</p> <p style="text-align: center;">OR</p> <p>Bachelors’ Degree (four years) in Engineering or equivalent qualification in appropriate field with a minimum of 55% marks in the qualifying degree from a recognized University / Institute with 07 years relevant experience in the Grade Pay of Rs. 6600 or equivalent.</p> <p>2. Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p> <p><b>Desirable:</b></p> <p>Ph.D in appropriate field with a minimum of 55% marks in the qualifying degree from a recognized University/Institute with three years relevant experience in the Grade Pay of Rs. 6600 (Pay Level – 11) or equivalent.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 75% by Direct Recruitment/Deputation-cum-absorption/ Contract</p> <p>ii. 25% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.</p>

11	In case of recruitment by promotion/by deputation/transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ):</b> Technical Officer (SS) who have rendered at least 05 years of regular clean service in PB-3, Grade Pay- Rs.6600 in IIT (ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>Deputation/ Deputation – cum – absorption/on Contract basis:</b> Officers from the Central/ State Governments or Institutes of national importance or Universities / University level Institution or PSU/ Industry:</p> <ul style="list-style-type: none"> <li>a) Holding analogous post, or with at least 3 years' relevant experience in a post carrying Grade Pay of Rs. 6600/- (Pay Level – 11) or its equivalent.</li> <li>b) Possessing educational qualification and experience as prescribed in Col.7</li> </ul>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### AT.10-Recruitment Rules for the post of Technical Officer

1	Name of the Post	Technical Officer
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	40 Years
7	Educational and other qualifications required for direct recruits	<p>M. Tech Degree in Engineering or equivalent qualification in appropriate field with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with two years relevant experience in Pay Level-7.</p> <p style="text-align: center;">OR</p> <p>Bachelor's Degree (four years) or equivalent qualification in appropriate field of Engineering with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with five years relevant experience in Pay Level-7.</p> <p style="text-align: center;">OR</p> <p>Master Degree in Science/Computer Science or equivalent qualification in appropriate field with a minimum of 55% marks in the qualifying degree from a recognized University/ institute with four years relevant experience in Pay Level - 7.</p> <p>i) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	<p style="text-align: center;">Age - No</p> <p>Educational Qualification: yes (for LDCE); No (for SQ)</p>
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment/Deputation-cum-absorption/ Contract</p> <p>ii. 50% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment/Deputation/Contract.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>Internal Assessment (SQ):</b> Open to the Technical Superintendent in Pay Level - 07 of IIT(ISM), Dhanbad having who have rendered at least 08 years of regular clean service in PB-2, Grade Pay- Rs. 4600/- (pay Level - 7) in IIT(ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p> <p><b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### AT.11-Recruitment Rules for the post of Workshop Superintendent

1	Name of the Post	Workshop Superintendent
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<p>i) M. Tech Degree in Engineering or equivalent qualification in Mechanical Engineering with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with five years relevant experience at the level of Asstt. Workshop Superintendent in the Grade Pay of Rs. 5400 in PB-3 (Pay Level – 10) or above.</p> <p style="text-align: center;">OR</p> <p>Bachelor’s Degree (four years) or equivalent qualification in Mechanical Engineering with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with eight years relevant experience at the level of Asstt. Workshop Superintendent in the Grade Pay of Rs. 5400 in PB-3 (Pay Level – 10) or above.</p> <p>ii) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	<p style="text-align: center;">Age – No</p> <p style="text-align: center;">Educational Qualification: yes (for LDCE); No (for SQ)</p>
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation/ Deputation-cum-Absorption/ Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>AT.12-Recruitment Rules for the post of Assistant Workshop Superintendent</b>		
1	Name of the Post	Assistant Workshop Superintendent
2	No. of Post(s)	As per sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Academic Pay Level - 10
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	45 Years
7	Educational and other qualifications required for direct recruits	<p>i.) M. Tech Degree in Engineering or equivalent qualification in Mechanical Engineering with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with two years relevant experience at the level of Technical Superintendent in the Grade Pay of Rs. 4600 or above.</p> <p style="text-align: center;">OR</p> <p>Bachelor's Degree (four years) or equivalent qualification in Mechanical Engineering with a minimum of 55% marks in the qualifying degree from a recognized University/ Institute with five years relevant experience at the level of Technical Superintendent in the Grade Pay of Rs. 4600 or above.</p> <p>ii) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment/ Deputation/ Deputation-cum-Absorption/ Contract.
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<b>Deputation /Deputation-cum-absorption/ on contract:</b> Officers under the Central / State Governments / Universities /Recognized Research Institutes or Institutes of national importance or Universities /Deemed University level Institution or PSU/Industry having educational qualification and experience as prescribed in Col. 7.
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**AT.13-Recruitment Rules for the post of Placement Officer**

1	Name of the Post	Placement Officer
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-A
4	Scale of Pay	Pay Level - 12
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	50 Years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Master's degree in Engineering / Technology with at least 55% marks in the qualifying degree from a recognized University / Institute with at least of 05 years' experience in teaching/ research/ Training & Placement of Engineering personnel/Industry or Academic Administration in GP Rs. 5400 in PB-3 (Pay Level - 10) or equivalent  OR Bachelor's degree in Engineering / Technology with at least 55% marks in the qualifying degree from a recognized University / Institute with at least of 07 years' experience in teaching/research/ Training & Placement of Engineering personnel/Industry or Academic Administration in GP 5400 or equivalent
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100 % by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	NA
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.A.1-Recruitment Rules for the post of Superintendent</b>		
1	Name of the Post	Superintendent
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Bachelors' Degree in any discipline from a recognised university with at least 55% marks in qualifying degree with 3 years' experience as Junior Superintendent or equivalent in the Level – 6 (Pre-revised Pay Band – 2 Grade Pay of Rs. 4200/-) or equivalent in Central Govt. / State Govt. / Autonomous Bodies / Public Sector Undertakings. Proficiency in the use of variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p> <p><b>Desirable:</b> Higher Degree/Technical Degree or Diploma / PG Diploma in relevant discipline Viz., Human Resource Management, Labour Laws, Financial Management, inter ICWA / CA etc. from recognized University/ Institute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/deputation/transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Superintendents working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 (Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC/Selection Committee exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>B.A.2-Recruitment Rules for the post of Junior Superintendent</b>		
1	Name of the Post	Junior Superintendent
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b>  <b>Educational Qualification:</b>  Bachelors' Degree in any discipline from a recognized university with at least 55% marks in qualifying degree.</p> <p><b>Experience:</b>  4 years' relevant experience as Sr. Assistant or equivalent in the Pay Level- 5 or 06 years' relevant experience at Pay Level - 3 and above in Central Govt. / State Govt. / Autonomous Bodies / Public Sector Undertakings.</p> <p>Proficiency in the use of variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p> <p><b>Desirable:</b> Higher Degree/ Technical Degree or Diploma / PG Diploma in relevant discipline Viz., Human Resource Management, Labour Laws, Financial Management, inter ICWA / CA etc. from recognized University/ Institute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Direct Recruitment (Including Contract). ii. 25 % by Limited Departmental Competitive Exam (LDCE) iii. 25% by Senior Quota Promotion  failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Senior Assistants working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 (Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-)</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.A.2 (I) - Recruitment Rules for the post of Junior Superintendent (Accounts)</b>		
1	Name of the Post	Junior Superintendent (Accounts)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b>  <b>Educational Qualification:</b>  Masters' Degree in Commerce with 55% marks and 3 year or relevant experiences in Govt./Semi Govt./Central Autonomous Bodies in the field of Accounting, Auditing Annual Accounts, Finance, budgeting, etc. OR</p> <p>CA/ICWD/ICSI and 3 years or relevant experience in Govt. /Semi Govt./Central Autonomous Bodies in the field of Accounting, Auditing, Annual Account, Finance Budgeting, etc. OR</p> <p>Bachelor's Degree (10+2+3) pattern or equivalent in Commerce with 55% marks and Intermediate CA/ICWAI/ICSI and knowledge of Accounting Software along with 3 years of experience in Internal Audits/ Audit Works, Final Accounts, Finance, Budget. OR</p> <p>Bachelors' Degree (10+2+3) or equivalent in Commerce with 55% marks with knowledge of Accounting Software and 5 years' experience in Govt./Semi Govt./Central Autonomous bodies in the field of Accounting, Auditing, Annual Account Finance, Budgeting, etc.</p> <p>Desirable: Knowledge of Government Rules &amp; Regulations and all statutory laws related to taxation, labor etc. Diploma/Certificate/Membership in Cost/Chartered Accountancy. Preference will be given to the candidate having experience of engineering/technical institution like IITs/IISER/IISc. And similar Govt. Institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Direct Recruitment (Including Contract). ii. 25 % by Limited Departmental Competitive Exam (LDCE) iii. 25% by Senior Quota Promotion  failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Senior Assistants working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 (Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**RECRUITMENT RULES & PROMOTION POLICY FOR NON-TEACHING POSTS OF IIT (ISM), DHANBAD**

### B.I.1(A)-Recruitment Rules for the post of Assistant Engineer (Civil)

1	Name of the Post	Assistant Engineer (Civil)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(a) Three years' Diploma in Civil Engineering with minimum 55% marks from a recognized institution and having 3 years relevant experience in the revised Pay Level - 6 (Pre-revised Pay Band-2 with Grade Pay of Rs.4200/-) or equivalent in Govt. Dept./Autonomous Bodies/ Private Sector Organizations of repute.</p> <p>(b) Should have experience of working in MS-Office and other computer software relevant to the area of work/specialization.</p> <p><b>Desirable:</b></p> <p>a) Experience in Construction and Maintenance of Buildings, Roads, Water supply, Drainage works, etc. after completion of the degree/diploma.</p> <p>b) Knowledge of working on computers and Auto CAD.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year (for Direct Recruits)
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Engineer (Civil) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 6 ( Pre-revised Pay Band - 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.I.1(B)-Recruitment Rules for the post of Assistant Engineer (Electrical)</b>		
1	Name of the Post	Assistant Engineer (Electrical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(a) Three years' Diploma in Electrical Engineering with minimum 55% marks from a recognized institution and having 3 years relevant experience in the revised Pay Level – 6 (Pre-revised Pay Band-2 with Grade Pay of Rs.4200/-) or equivalent in Govt. Dept./Autonomous Bodies/ Private Sector Organizations of repute.</p> <p>(b) Should have experience of working in MS-Office and other computer software relevant to the area of work/specialization.</p> <p><b>Desirable:</b></p> <p>a) Electrical maintenance and project execution of works related to internal electrical installation, HT/LT Power Distribution including sub-station &amp; Power Factor Management, Water Pumping System, Street Lighting, etc.; design estimation, tendering &amp; billing of electrical works; b) B.E.E. Certified Energy Manager/Energy Auditor; c) Experience in illumination Design; d) Experience in handling and maintenance of electrical services; e) Knowledge of Computer Applications.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One year (for Direct Recruits)
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Engineer (Electrical) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.I.2(A)-Recruitment Rules for the post of Junior Engineer (Civil)</b>		
1	Name of the Post	Junior Engineer (Civil)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	35 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Three years diploma in Civil Engineering with minimum 55% marks from a recognized institute with a minimum 4 years' experience in a relevant post in Pay Level – 5 (Pre-revised Pay Band-1; Grade Pay: Rs. 2,800/-) or equivalent and proficiency in computer applications.</p> <p><b>Desirable:</b></p> <p>a) Experience in Construction and Maintenance of Buildings, Roads, Water supply, Drainage works, etc. after completion of the degree/diploma.</p> <p>b) Knowledge of working on computers and Auto CAD.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract).</p> <p>ii. 25 % by Limited Departmental Competitive Exam (LDCE)</p> <p>iii. 25% by Senior Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Sr. Technician (Maintenance) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### B.I.2(B)-Recruitment Rules for the post of Junior Engineer (Electrical)

1	Name of the Post	Junior Engineer (Electrical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Three years diploma in Electrical Engineering with minimum 55% marks from a recognized institute with a minimum 4 years' experience in a relevant post in Pay Level – 5 (Pre-revised Pay Band-1; Grade Pay: Rs. 2,800/-) or equivalent and proficiency in computer applications.</p> <p><b>Desirable:</b></p> <p>Electrical maintenance and project execution of works related to internal electrical installation, HT/LT Power Distribution including sub-station &amp; Power Factor Management, Water Pumping System, Street Lighting, etc.; design estimation, tendering &amp; billing of electrical works; b) B.E.E. Certified Energy Manager/Energy Auditor; c) Experience in illumination Design; d) Experience in handling and maintenance of electrical services; e) Knowledge of Computer Applications.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract).  ii. 25 % by Limited Departmental Competitive Exam (LDCE)  iii. 25% by Senior Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Sr. Technician (Maintenance) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**BI3- Recruitment Rules for the post of Superintendent (Security)**

1	Name of the Post	Superintendent (Security)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Bachelor's degree (minimum 55% marks) with security related supervisory experience of four years, after the qualifying degree in Government or a reputed organisation. Applicants should be conversant with security rules and procedures and should possess valid driving license for light motor vehicle and motor cycle. Should have a minimum three years of relevant experience in Pay Band -2 Grade Pay: Rs. 4200 (Pay Level - 6) or equivalent in reputed organisation.  <b>Desirable:</b> Certificate of NCC and Fire-fighting training and experience of working in residential institutional campus, electronic surveillance, computer system for information processing and retrieval, Ex-
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Limited Departmental Competitive Examination (LDCE) ii. 50% by Seniority Quota promotion.  Failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<b>By Internal Assessment (SQ):</b> Junior Superintendent (Security) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 6 ( Pre-revised Pay Band - 2 Grade Pay: Rs. 4200/-).  <b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>BI.4-Recruitment Rules for the post of Junior Superintendent (Security)</b>		
1	Name of the Post	Junior Superintendent (Security)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Bachelor's degree (minimum 55% marks) with security related supervisory experience of four years, after the qualifying degree in Government or a reputed organisation. Applicants should be conversant with security rules and procedures and should possess valid driving license for light motor vehicle and motor cycle. Should have a minimum four years of relevant experience in Pay Band -1 Grade Pay: Rs. 2800 (Pay Level - 5) or equivalent in reputed organisation.</p> <p><b>Desirable:</b> Certificate of NCC and Fire-fighting training and experience of working in residential institutional campus, electronic surveillance, computer system for information processing and retrieval, Ex-servicemen would be preferred.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Security Inspector working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 5 ( Pre-revised Pay Band - 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>BLIS-Recruitment Rules for the post of Superintendent (Library)</b>		
1	Name of the Post	Superintendent (Library)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>i) M. Lib.Sc. / MLISc or equivalent from recognized University /Institute with at least 55% marks in the qualifying degree.</p> <p style="text-align: center;">OR</p> <p>Master's Degree in Arts/Science/ Commerce or any other discipline with and also B. Lib.Sc. / BLISc with at least 55% marks from recognized University/Institute.</p> <p>ii) Post Graduate Diploma / Certificate Course in Computer Application / Library Automation from a recognized Institute with minimum of 06 months duration.</p> <p>iii) At least 03 years working experience in a reputed library in a post in Pay Level – 6 (Pre-revised Pay Band – 2; Grade Pay: Rs. 4200.</p> <p>iv) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p> <p><b>Desirable:</b> Knowledge of Library Automation activities.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Superintendent (Library) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>BL6-Recruitment Rules for the post of Junior Superintendent (Library)</b>		
1	Name of the Post	Junior Superintendent (Library)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>i) M. Lib.Sc. / MLISc or equivalent from recognized University /Institute with at least 55% marks in the qualifying degree.</p> <p style="text-align: center;">OR</p> <p>Master's Degree in Arts/Science/ Commerce or any other discipline with and also B. Lib.Sc. / BLISc with at least 55% marks from recognized University/Institute.</p> <p>ii) Post Graduate Diploma / Certificate Course in Computer Application / Library Automation from a recognized Institute with minimum of 06 months duration.</p> <p>iii) At least 04 years working experience in a reputed library in a post in Pay Level -5 (Pre-revised Pay Band – 2; Grade Pay: Rs. 2800).</p> <p>iv) Proficiency in the use of a variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Sr. Technician (Library) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.I.7 (A)- Recruitment Rules for the post of Technical Superintendent (Medical)</b>		
1	Name of the Post	Technical Superintendent (Medical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> 4-years Bachelors' Degree in Pharmacy/ B.Sc. with recognised 2-year advance Diploma in Radiology/Optomety/Paramedics from a recognised institution with at least 55% marks or equivalent grade point with minimum 5 years relevant experience at the level of Jr. Technical Superintendent (Medical) in Pay Level 6 (Pre-revised Pay Band – 2 Grade Pay: Rs. 4200) or equivalent.</p> <p><b>Desirable:</b> Experience of Hospital/Health Centers run by reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Technical Superintendent (Medical) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.
<b>B.I.7(B)- Recruitment Rules for the post of Junior Technical Superintendent (Medical)</b>		
1	Name of the Post	Junior Technical Superintendent (Medical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years

7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>4-years Bachelors' Degree in Pharmacy/ B.Sc. with recognised 2-year advance Diploma in Radiology/Optomety/Paramedics from a recognised institution with at least 55% marks or equivalent grade point with minimum 5 years relevant experience at the level of Sr. Technician (Hospital) in Pay Level 5 (Pre-revised Pay Band – 1 Grade Pay: Rs. 2800) or equivalent.</p> <p><b>Desirable:</b> Experience of Hospital/Health Centers run by reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Sr. Technician (Hospital) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### B.I.8(A)-Recruitment Rules for the post of Staff Nurse

1	Name of the Post	Staff Nurse
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Bachelor's Degree in Nursing from a recognised institution with at least 55% marks or equivalent grade with relevant experience of two years after the Degree in a reputed hospital recognised by the Central or State Nursing Council.</p> <p style="text-align: center;">OR</p> <p>10+2 pass and qualified through the examination held by the Nursing Council with 3-year course is General Nursing and midwifery with relevant experience of three years after the course, in a recognised hospital.</p> <p><b>Desirable:</b> Experience of Hospital/Health Centres run by reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	No
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**BI.8 (B)-Recruitment Rules for the post of Sr. Staff Nurse**

1	Name of the Post	Senior Staff Nurse
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Bachelor's Degree in Nursing from a recognised institution with at least 55% marks or equivalent grade with relevant experience of three years after the Degree in a reputed hospital recognised by the Central or State Nursing Council in the post of Staff Nurse in the Pay Band – 2 Grade Pay: Rs. 4200 (Pay Level – 6).</p> <p align="center">OR</p> <p>10+2 pass and qualified through the examination held by the Nursing Council with 3-year course is General Nursing and midwifery with relevant experience of five years after the course., in a recognised hospital in the post of Staff Nurse in the Pay Band – 2 Grade Pay: Rs. 4200 (Pay Level – 6).</p> <p><b>Desirable:</b> Experience of Hospital/Health Centres run by reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	<p align="center">Age – No</p> <p align="center">Educational Qualification: yes (for LDCE); No (for SQ)</p>
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Staff Nurse working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**B.I.9-Recruitment Rules for the post of Superintendent (Hospitality)**

1	Name of the Post	Superintendent (Hospitality)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Bachelor's Degree in Hotel Management/Hospitality or equivalent degree from a recognised institution with at least 55% marks or equivalent grade with relevant experience of four years after the Degree in reputed Organisations.</p> <p style="text-align: center;">OR</p> <p>Three year Diploma in Hotel Management &amp; Catering Technology from a recognised institution with at least 55% marks or equivalent grade with relevant experience of six years after the Diploma in reputed organisations.</p> <p><b>Desirable:</b> Experience of Hospitality/Catering in reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Jr. Hospitality Superintendent working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT (ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>BI.10-Recruitment Rules for the post of Junior Superintendent (Hospitality)</b>		
1	Name of the Post	Junior Superintendent (Hospitality)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Bachelor's Degree in Hotel Management/Hospitality or equivalent degree from a recognised institution with at least 55% marks or equivalent grade with relevant experience of two years after the Degree in reputed Organisations.</p> <p style="text-align: center;">OR</p> <p>Three year Diploma in Hotel Management &amp; Catering Technology from a recognised institution with at least 55% marks or equivalent grade with relevant experience of four years after the Diploma in reputed organisations.</p> <p><b>Desirable:</b> Experience of Hospitality/Catering in reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Senior Assistant (Hospitality) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



<b>BL11-Recruitment Rules for the post of Superintendent (Sanitation)*</b>		
1	Name of the Post	Superintendent (Sanitation)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> 3-year Diploma (minimum 55% marks) in Sanitary/Public Health Engineering or equivalent with relevant experience of five years after the Diploma in a post in PB-2 Grade Pay: Rs. 4200 (Pay Level - 6) or equivalent in an organisation of repute.</p> <p><b>Desirable:</b> Experience of sanitation and hygiene management in a reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Internal Assessment, failing which by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Superintendent (Sanitation) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 6 ( Pre-revised Pay Band - 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.
<b>* This post has been merged with Assistant Engineer</b>		

<b>B.I.12-Recruitment Rules for the post of Junior Superintendent (Sanitation)*</b>		
1	Name of the Post	Junior Superintendent (Sanitation)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> 3-year Diploma (minimum 55% marks) in Sanitary/Public Health Engineering or equivalent with relevant experience of five years after the Diploma in a post in PB-1 Grade Pay: Rs. 2800 (Pay Level – 5) or equivalent in an organisation of repute.</p> <p><b>Desirable:</b> Experience of sanitation and hygiene management in a reputed residential educational institutions.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract).</p> <p>ii. 50% by Internal Assessment (Limited Departmental Exam, APARs, Seniority etc.), failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Sr. Technician (Hospital) working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.
<b>* This post has been merged with Junior Engineer</b>		

**B. I. 13 (A) - Recruitment Rules for the post of Senior Sports Coach**

1	Name of the Post	Senior Sports Coach
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Limited Departmental Competitive Examination (LDCE) ii. 50% by Seniority Quota promotion.  Failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<b>By Internal Assessment (SQ):</b> Sports Coach working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).  <b>LDCE:</b> For Limited Departmental Exam the Residency period -3 years in the post of Sports Coach in Pay Level – 6.)
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>BI.13(B)-Recruitment Rules for the post of Sports Coach</b>		
1	Name of the Post	Sports Coach
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p><b>(a) Minimum Educational/ Professional Qualification for Direct Recruitment</b></p> <p><b>For Coaches:</b> Graduation in any subject and Diploma in coaching (minimum 55% marks in Diploma) from SAI/NS-NIS or from any other recognized institution in the relevant Sports.</p> <p style="text-align: center;">OR</p> <p>For International sports persons: 10+2 and Diploma in coaching (minimum 55% marks in Diploma) from SAI/NS-NIS or from any other recognized institution in the relevant Sports and participation in any of the following competitions:</p> <ol style="list-style-type: none"> <li>1. Olympic Games</li> <li>2. Senior World Championship</li> <li>3. Asian Games/ Sr. Asian Championship</li> <li>4. Commonwealth Games/ Sr. Common wealth Championship</li> <li>5. Youth Olympics</li> </ol> <p><b>For Physical Training Instructors:</b> B.P.Ed. (55% marks) from any recognized institution.</p> <p><b>(b) Experience</b> Four years' relevant experience in Pay Level -5 or equivalent</p> <p style="text-align: center;">OR</p> <p>Six years' relevant experience in Pay Level -3 or equivalent.</p> <p><b>Desirable:</b> Relevant Experience in reputed Higher Educational Institutions in coaching/training the students.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	No
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by	(i) 50% by Direct Recruitment. (ii) 50% by Internal Assessment (Limited Departmental Exam, Seniority), failing which, by Direct Recruitment
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Failing which, by Direct Recruitment (Including Contract)
12	If a DPC exists, what is the composition	<p><b>By Internal Assessment (SQ):</b> Sr. Coaching Assistant working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5</p> <p><b>LDCE:</b> For Limited Departmental Exam the Educational Qualification shall be same as that for Direct Recruitment.</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.T.1-Recruitment Rules for the post of Technical Superintendent</b>		
1	Name of the Post	Technical Superintendent
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 7
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(a) Three years' Diploma in Engineering or B.Sc. with minimum 55% marks from a recognized institution in a branch/stream relevant to the Academic Departments/Centers of the Institute and having 3 years relevant experience in the revised Pay Level – 6 (Pre-revised Pay Band-2 with Grade Pay of Rs.4200/-) or equivalent in a Govt. Dept./Autonomous Bodies/ Private Sector Organizations of repute.</p> <p>(b) Should have experience of working in MS-Office and other computer software relevant to the area of work/specialization.</p> <p><b>Desirable:</b></p> <p>Experience in handling sophisticated laboratory equipment in reputed Educational Institutions or Research Laboratories.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Technical Superintendents working in IIT(ISM), Dhanbad who have rendered at least 05 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 6 ( Pre-revised Pay Band – 2 Grade Pay: Rs. 4200/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.T.2-Recruitment Rules for the post of Junior Technical Superintendent</b>		
1	Name of the Post	Junior Technical Superintendent
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(a) Three years' Diploma in Engineering or B.Sc. with minimum 55% marks from a recognized institution in a branch/stream relevant to the Academic Departments/Centers of the Institute and having 4 years relevant experience in the revised Pay Level – 5 (Pre-revised Pay Band-1 with Grade Pay of Rs.2800/-) or equivalent in a Govt. Dept./Autonomous Bodies/ Private Sector Organizations of repute.</p> <p>(b) Should have experience of working in MS-Office and other computer software relevant to the area of work/specialization.</p> <p><b>Desirable:</b></p> <p>Experience in handling sophisticated laboratory equipment in reputed Educational Institutions or Research Laboratories.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Senior Technicians working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 (Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>B.T.2-Recruitment Rules for the post of Junior Technical Superintendent (MIS)</b>		
1	Name of the Post	Junior Technical Superintendent (MIS)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-B
4	Scale of Pay	Level - 6
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	35 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Three years' Diploma in CS/IT or B.Sc. (IT)/BCA with minimum 55% marks from a recognized institution and having 4 years' experience in software development using CI/AJAX/JavaScript/CSS/PHP/MySQL/JQuery, Motion UI any Responsive Framework, Node JS, React, etc. in the revised Pay Level – 5 (Pre-revised Pay Band – 1 with Grade Pay of Rs. 2800/-) or equivalent in a Govt. Dept./Autonomous Bodies/Private Sector Organizations of repute.</p> <p style="text-align: center;">OR</p> <p>B.E/B.Tech/M.Sc in CSE/ECE/IT/Software Sciences or MCA or equivalent degree with minimum 60% marks or an equivalent CGPA with 2 years of relevant experience in software development using CI/AJAX/JavaScript/CSS/PHP/MySQL/JQuery, Motion UI any Responsive Framework, Node JS, React Etc./</p> <p><b>Desirable:</b> Experience in Java 0.1, Web Server Maintenance and Deployment.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: Yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Direct Recruitment (Including Contract)</p> <p>ii. 25% by Limited Departmental Competitive Examination (LDCE)</p> <p>iii. 25% by Seniority Quota Promotion</p> <p>Failing which, by Direct Recruitment (Including Contract)</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Senior Technician (MIS) working in IIT (ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 5 (Pre-revised Pay Band – 1 Grade Pay: Rs. 2800/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment.</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>CA1- Recruitment Rules for the post of Senior Assistant</b>		
1	Name of the Post	Senior Assistant
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>i) Bachelors' Degree in any discipline from a recognized university with at least 55% marks in qualifying degree with 4 Years of experience as Junior Assistant in Pay Level – 4 ( Pre-revised Pay Band – 1 Grade Pay: Rs.2000/-) or 7 years of experience as Lower Division Clerk in Pay Level – 2 ( Pre-revised Pay Band – 1 Grade Pay: Rs.1900/-) or equivalent.</p> <p>ii) Proficiency in the use of variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.</p> <p>iii) Having typing speed of 25 w.p. m. / 20 w.p.m. in English and Hindi respectively on computer.</p> <p>The requirement of typing mentioned in the Recruitment rules will not apply in the case of Physically Handicapped persons who are certified as being unable to type by the IIT (ISM) Hospital/ Medical Board.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Assistant working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2000/-) of regular clean service in IIT(ISM), Dhanbad.</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



**C.A.2- Recruitment Rules for the post of Junior Assistant**

1	Name of the Post	Junior Assistant
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b>  i) Bachelor's Degree in any discipline from a recognized university with at least 55% marks in qualifying degree.  ii) Proficiency in the use of variety of computer office applications, M.S Word, Excel, Power-point or equivalent is a must.  iii) Having typing speed of 25 w.p.m. in English or 20 w.p.m. in Hindi on computers.  The requirement of typing mentioned in the Recruitment rules will not apply in the case of Physically Handicapped persons who are certified as being unable to type by the IIT (ISM) Hospital/ Medical Board.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>C.I1 -Recruitment Rules for the post of Senior Technician (Maintenance)</b>		
1	Name of the Post	Senior Technician (Maintenance)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(i) Diploma (minimum 55% marks) in relevant Engineering discipline (Civil/Electrical) of 3 years duration from a recognized Polytechnic/Institute</p> <p>(ii) 4 years of experience as Junior Technician in relevant work in Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs.2000/-) or equivalent</p> <p>(iii) Knowledge of computer office applications</p> <p><b>Desirable:</b></p> <p>Experience in maintaining Civil/Electrical Infrastructure of a large residential Campus of an educational institute or Industry of repute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Technician (Maintenance) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2000/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>C.I2-Recruitment Rules for the post of Junior Technician (Maintenance)</b>		
1	Name of the Post	Junior Technician (Maintenance)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>i. Diploma (minimum 55% marks) in relevant Engineering discipline (Civil/Electrical) of 3 years duration from a recognized Polytechnic/Institute</li> <li>ii. 5 years of relevant experience in relevant work in any large residential campus.</li> <li>iii. Knowledge of computer office applications</li> </ul> <p><b>Desirable:</b> Experience in maintaining Civil/Electrical Infrastructure of a large residential Campus of an educational institute or Industry of repute.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.I3-Recruitment Rules for the post of Security Inspector

1	Name of the Post	Security Inspector
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Graduate (minimum 55% marks) with at least 6 years' experience in Armed Forces/ Para-military forces/ Central or State Police Organisations in a post in Pay Band - 1 Grade pay: Rs. 2000 (Pay Level - 3) or 10 Years' experience in Armed Forces/ Para-military forces/ Central or State Police Organisations in a post in Pay Band - 1 Grade pay: Rs. 1900 (Pay Level - 2).</p> <p><b>Desirable:</b></p> <p>Experience of security arrangements in reputed residential educational institutions. Training in Firefighting.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Asstt. Security Inspector working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 3 ( Pre-revised Pay Band - 1 Grade Pay: Rs. 2000/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>C.I4-Recruitment Rules for the post of Assistant Security Inspector</b>		
1	Name of the Post	Assistant Security Inspector
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years (relaxable for ex-servicemen as per Govt. of India Rules)
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Graduate (minimum 55% marks) with at least 4 years' experience in Armed Forces/ Para-military forces/ Central or State Police Organisations in a post in Pay Band – 1 Grade pay: Rs. 1900 (Pay Level – 2) or 7 Years' experience in Armed Forces/ Para-military forces/ Central or State Police Organisations in a post in Pay Band – 1 Grade pay: Rs. 1800 (Pay Level – 1).</p> <p><b>Desirable:</b></p> <p>Experience of security arrangements in reputed residential educational institutions. Training in Firefighting.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.15-Recruitment Rules for the post of Senior Technician (Library)

1	Name of the Post	Senior Technician (Library)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>Graduate plus Bachelor of Library Science (minimum 55% marks) or Master of Library Science (minimum 55% marks) or equivalent Diploma in Library Science (minimum 55% marks) with at least 4 years' relevant library experience in a post in Pay Band – 1 Grade pay: Rs. 2000 (Pay Level – 3) or 7 Years' relevant experience in in a post in Pay Band – 1 Grade pay: Rs. 1900 (Pay Level – 2).</p> <p><b>Desirable:</b></p> <p>Experience of Academic Library in a reputed educational Institution. Having working knowledge of Library Management computer software.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/transfer, grades from which promotion/ deputation/transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Technician (Library) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2000/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**C.I6 – Recruitment Rules for the post of Junior Technician (Library)**

1	Name of the Post	Junior Technician (Library)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Graduate plus Bachelor of Library Science (minimum 55% marks) or Master of Library Science (minimum 55% marks) or equivalent Diploma (minimum 55% marks) in Library Science with at least 2 years' relevant library experience in a reputed organisation. <b>Desirable:</b> Experience of Academic Library in a reputed educational Institution. Having working knowledge of Library Management computer software.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.I.7 - Recruitment Rules for the post of Senior Technician (Medical)

1	Name of the Post	Senior Technician (Medical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non-selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <ol style="list-style-type: none"> <li>1. Class 10th with 3-years Diploma (minimum 55% marks) in appropriate discipline or 10+2 with 2-year Diploma (minimum 55% marks) in appropriate discipline.</li> <li>2. Relevant experience of four years after the Diploma in a post in Pay Band – 1 Grade pay: Rs. 2000 (Pay Level – 3) or 8 Years' relevant experience in in a post in Pay Band – 1 Grade pay: Rs. 1900 (Pay Level – 2).</li> </ol> <p><b>Desirable:</b></p> <p>Experience of Hospitals/ Health Centre run by a reputed residential educational Institution</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<ol style="list-style-type: none"> <li>i. 50% by Limited Departmental Competitive Examination (LDCE)</li> <li>ii. 50% by Seniority Quota promotion.</li> </ol> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Technician (Medical) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2000/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.



**C.18-Recruitment Rules for the post of Junior Technician (Medical)**

1	Name of the Post	Junior Technician (Medical)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Class 10th with 3-years Diploma (minimum 55% marks) in appropriate discipline or 10+2 with 2-year Diploma (minimum 55% marks) in appropriate discipline. <b>Desirable:</b> Experience of Hospitals/ Health Centre run by a reputed residential educational Institution
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.I9-Senior Assistant (Hospitality)

1	Name of the Post	Senior Assistant (Hospitality)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Bachelor's Degree in Hotel Management and Catering Technology with 55% marks from any recognized institution/university. OR Three (03) years Diploma in Hotel Management &amp; Catering Technology with 55% marks and two (02) years' experience.</p> <p><b>Desirable:</b> Experience in a residential educational Institution.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	<p>i. 50% by Limited Departmental Competitive Examination (LDCE)</p> <p>ii. 50% by Seniority Quota promotion.</p> <p>Failing which, by Direct Recruitment (Including Contract).</p>
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<p><b>By Internal Assessment (SQ):</b> Junior Assistant (Hospitality) working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT (ISM), Dhanbad in the Pay Level – 3 ( Pre-revised Pay Band – 1 Grade Pay: Rs. 2000/-).</p> <p><b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment</p>
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**C.I.10-Recruitment Rules for the post of Junior Assistant (Hospitality)**

1	Name of the Post	Junior Assistant (Hospitality)
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<b>Essential:</b> Bachelor's Degree in Hotel Management and Catering Technology with 55% marks from any recognized institution/university.  OR Three (03) years Diploma in Hotel Management & Catering Technology with 55% marks and two (02) years' experience.  <b>Desirable:</b> Experience in a residential educational Institution.
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.I. 11 - Recruitment Rules for the post of Senior Coaching Assistant

1	Name of the Post	Senior Coaching Assistant
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	Not Applicable
7	Educational and other qualifications required for direct recruits	Not Applicable
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age – No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by	i. 50% by Limited Departmental Competitive Examination (LDCE) ii. 50% by Seniority Quota promotion.  Failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<b>By Internal Assessment (SQ):</b> Junior Coaching Assistants working in IIT(ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level – 3.  <b>LDCE:</b> For Limited Departmental Exam the Residency period - 04 years in the post of Jr. Coaching Assistant in pay level – 3.
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

**C.I12-Recruitment Rules for the post of Junior Coaching Assistant**

1	Name of the Post	Junior Coaching Assistant
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 Years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b>  <b>(a) Minimum Educational/ Professional Qualification for Direct Recruitment</b>  <b>Coaches:</b>  Graduation in any subject and Diploma in coaching (minimum 55% marks in Diploma) from SAI/NS-NIS or from any other recognized institution in the relevant Sports.  <b>OR</b>  <b>For International sports persons:</b> 10+2 and Diploma in coaching (minimum 55% marks in Diploma) from SAI/NS-NIS or from any other recognized institution in the relevant Sports and participation in any of the following competitions:  1. Olympic Games  2. Senior World Championship  3. Asian Games/ Sr. Asian Championship  4. Commonwealth Games/ Sr. Commonwealth Championship  5. Youth Olympics</p> <p><b>For Physical Training:</b> B.P.Ed. (55% marks) from any recognized institution.</p> <p><b>(b) Experience</b>  Two Years' experience in coaching of relevant sports/Physical Training, as the case may be, in any recognized Institution/ Organisation.</p> <p><b>Desirable:</b> Relevant Experience in reputed Higher Educational Institutions in coaching/training the students.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	No
9	Period of probation, if any	Not Applicable
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by	100% Direct Recruitment
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

<b>C. T. 1-Recruitment Rules for the post of Senior Technician</b>		
1	Name of the Post	Senior Technician
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 5
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(i) Diploma (Min 55% marks) in relevant Engineering discipline of 3 years duration from a recognized Polytechnic/Institute  <b>OR</b>  B.Sc. degree (Min 55% marks) in relevant field from a recognized university  <b>OR</b>  ITI/NCVT recognized vocational training (Min 55% marks) in appropriate trade with relevant experience of 5 years after the ITI/Vocational Training Certificate.</p> <p>(ii) 4 years of experience as Junior Technician in relevant discipline in Pay Level - 3 ( Pre-revised Pay Band - 1 Grade Pay: Rs.2000/-) or equivalent  (iii) Knowledge of computer office applications.</p> <p><b>Desirable:</b>  Experience in handling sophisticated laboratory equipment in reputed Educational Institutions or Research Laboratories.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Age - No Educational Qualification: yes (for LDCE); No (for SQ)
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	i. 50% by Limited Departmental Competitive Examination (LDCE) ii. 50% by Seniority Quota promotion.  Failing which, by Direct Recruitment (Including Contract).
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	<b>By Internal Assessment (SQ):</b> Junior Technician working in IIT (ISM), Dhanbad who have rendered at least 06 years of regular clean service in IIT(ISM), Dhanbad in the Pay Level - 3 ( Pre-revised Pay Band - 1 Grade Pay: Rs. 2000/-).  <b>LDCE:</b> For Limited Departmental Exam the Residency period and Educational Qualification shall be same as that for Direct Recruitment.
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.

### C.T.2-Recruitment Rules for the post of Junior Technician

1	Name of the Post	Junior Technician
2	No. of Post(s)	As per the sanctioned strength
3	Classification	Group-C
4	Scale of Pay	Level - 3
5	Whether selection post or non- selection post	Selection
6	Age limit for direct recruits	30 years
7	Educational and other qualifications required for direct recruits	<p><b>Essential:</b></p> <p>(i) Diploma (Min 55% marks) in relevant Engineering discipline of 3 years duration from a recognized Polytechnic/Institute or B.Sc. degree (Min 55% marks) in relevant subject from a recognized university with 2 years working experience in relevant field after Diploma/B.Sc.</p> <p style="text-align: center;">OR</p> <p>ITI/NCVT recognized vocational training (Min 55% marks) in appropriate trade with relevant experience of 5 years after the ITI/Vocational Training Certificate.</p> <p>(ii) Knowledge of computer office applications</p> <p><b>Desirable:</b></p> <p>Experience in handling sophisticated laboratory equipment in reputed educational institutions or research laboratories.</p>
8	Whether age and educational qualifications prescribed for direct recruits will apply to the promotion	Not Applicable
9	Period of probation, if any	One Year
10	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer, grades and percentage of the vacancies to be filled by various methods	100% by Direct Recruitment (Including Contract)
11	In case of recruitment by promotion/by deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	Not Applicable
12	If a DPC exists, what is the composition	As per the relevant provisions of Statutes applicable to IIT (ISM), Dhanbad.