

SCHEDULE

Name of Post	Number of Posts	Classification	Pay Band & Academic Grade Pay	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Assistant Professor	<p>22*(2015) *Subject to variation dependent on workload.</p> <p>Engineering & Technology, } Management } 22 Humanities } Science }</p>	General Central Service, Group 'A' Gazetted, Non-Ministerial	Pay Band of Rs. 15600-39100 with Academic Grade Pay (AGP) of Rs. 6000, Rs.7000 & Rs.8000 as per para 04 to 09 of MoD letter No.3/3/2009/D (Civ-II) dated 10 Nov 2010.	Not applicable
Age limit for direct recruits	Educational and other qualifications required for direct recruits		Whether age and Educational qualification prescribed for direct recruits will apply in the case of promotion	Period of Probation, if any
(6)	(7)		(8)	(9)
<p>40 years(relaxable for Govt. servants upto 5 years in accordance with instructions or orders issued by Central Govt.).</p> <p>Note : The crucial date for determining the age limit shall be be the closing date for receipt of of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu & Kashmir State, Lahaul and Spiti district and Pangi Sub-Division of Chamba District of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).</p>	<p>Essential:</p> <p>(a) Humanities and Science Disciplines :</p> <p>(i) Good Academic record with at least 55% marks or equivalent grade on a point scale in Master's degree in the relevant subject from an Indian University or an equivalent Degree from an accredited foreign University.</p> <p>(ii) Should have cleared National Eligibility Test (NET) conducted by the UGC/CSIR or similar test accredited by the UGC like SLET/SET. Candidates with PhD degree (awarded in accordance with the University Grant Commission (Minimum Standards and Procedure for award of Ph.D Degree) Regulation 2009, is exempted from the requirement of NET/SLET/SET.</p>		Not applicable	One year

(iii) NET/SLET/SET shall not be required for such Masters Programmes in discipline for which NET/SET/SLET is not conducted.

Desirable Qualification:

(iv) Evidence of independent guidance of research at doctoral level and/or independent research publications.

(b) Engineering & Technology and Management Discipline :

(i) Engineering & Technology

Essential: First class Master's Degree in the appropriate branch of Engineering (Engg) & Technology (Tech).

Desirable: -

(a) Two years teaching experience in a recognised institution.

(b) Papers presented at conferences and /or in referred journals.

(ii) Management

First Class Master's Degree in Business Management / Administration/in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/accredited by the AICTE/UGC.

Desirable: -

(a) Two years teaching experience in a recognised institution.

(b) Papers presented at conferences and /or in referred journals.

Note 1: Qualifications are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing, in case of candidates otherwise well qualified.

Note 2 : The qualification(s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing, in case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

Note 3: The specific discipline and qualifications for direct recruitment shall be notified at the time of each recruitment.

Method of Recruitment: Whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputation/absorption, from which promotion/deputation/absorption to be made
(10)	(11)
<p>Direct Recruitment.</p> <p>Note: Vacancies caused by the incumbent being away on deputation or long illness or study leave or any other circumstances for duration of one year or more may be filled up on deputation basis from officers of the Central Government:-</p> <p>(i) Holding analogous post on regular basis, and</p> <p>(ii) Possessing the qualifications and experience prescribed for direct recruits under Column 7.</p> <p>Note: 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/department of the Central Government shall ordinarily not exceed three years. The maximum age limit for appointment on deputation shall be 'not exceeding 56 years as on the last date of application'.</p>	<p>Not applicable</p>
<p>If a Departmental Promotion Committee exists what is its composition.</p>	<p>Circumstances in which Union Public Service Commission is to be consulted in making recruitment.</p>
(12)	(13)
<p>Group 'A' Departmental Confirmation Committee (for confirmation of Direct Recruits)</p> <p>1. Joint Secretary (Navy) - Chairman Ministry of Defence</p> <p>2. Principal Director of Civilian Personnel - Member Integrated Headquarters Ministry of Defence (Navy)</p> <p>3. Principal Director of Naval Education / Registrar, INA Ezhimala - Member</p>	<p>Consultation with UPSC is necessary for Direct Recruitment.</p>

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay & Academic Grade Pay	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Associate Professor	15*(2015) *Subject to variation dependent on workload. Engineering & Technology, Humanities, Science and Management } 15	General Central Service, Group 'A' Gazetted, Non-Ministerial	Pay Band of Rs. 37400-67000 Academic Grade Pay (AGP) of Rs. 9000.	Selection

Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and Educational qualification prescribed for direct recruits will apply in the case of promotion	Period of probation if any
(6)	(7)	(8)	(9)
<p>Preferably below 50 years (relaxable for Govt. servants upto 5 years in accordance with instructions or orders issued by Central Govt.).</p> <p>Note 1 : The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladhak, Division of Jammu</p>	<p>(a) Humanities and Science Disciplines :</p> <p>(i) Good Academic record with a PhD Degree in concerned / allied / relevant disciplines.</p> <p>(ii) A Master's Degree with at least 55% marks (or equivalent grade in a point scale wherever grading system is followed).</p> <p>(iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of</p>	<p>Age : No</p> <p>Educational Qualifications: To the extent indicated in column 11.</p>	<p>One year for direct recruits.</p>

<p>& Kashmir State, Lahaul and Spiti district and Pangi Sub Division of Chamba District of Himachal Pradesh, Andaman and Nicobar Islands or Lakshadweep).</p>	<p>Assistant Professor in a University, College or Accredited Research Institution/Industry excluding the period of PhD research with evidence of published work and a minimum of 5 publications as books and/or research / policy papers.</p> <p>(iv) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.</p> <p>(v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).</p> <p>Desirable</p> <p>(i) Evidence of independent guidance research at doctoral level and/or independent research publication.</p>		
	<p>(b) Engineering & Technology and Management Discipline :</p> <p>Engineering & Technology</p> <p>Essential : A Ph.D Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and/or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.</p>		

Desirable :

1. Teaching, research industrial and/or professional experience in a reputed organisation.

2. Published work, such as research papers, patents filed/obtained books and/or technical reports.

3. Experience of guiding the project work/dissertation of PG / Research Students or supervising R&D projects in industry.

Management

(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/ in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/recognised by the AICTE/UGC.

(ii) Ph.D or equivalent in the appropriate discipline

(iii) Eight years experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.

Desirable :

(a) Teaching, research industrial and/or

	<p>professional experience in a reputed organisation.</p> <p>(b) Published work, such as research papers, patents filed/obtained books and /or technical reports; and</p> <p>(c) Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry.</p> <p>Note 1 : The qualifications and relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing, in case of candidates otherwise well qualified.</p> <p>Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the Union Public Service Commission for reasons to be recorded in writing. In case of candidates belonging to Scheduled Castes and Scheduled Tribes, if at any stage of selection the Union Public Service Commission is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.</p> <p>Note 3: The specific discipline and qualifications for direct recruitment shall be notified at the time of each recruitment.</p>		
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<p>Method of Recruitment : Whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods</p>	<p>In case of recruitment by promotion/deputation/absorption from which promotion /deputation /absorption to be made</p>
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(10)	(11)
<p>Fifty per cent by promotion failing which deputation (including short term contract).</p> <p style="text-align: center;">and</p> <p>Fifty per cent by Direct Recruitment.</p> <p>For Ex-Servicemen : Deputation/re-employment.</p>	<p>Promotion:</p> <p>Assistant Professor in pay band of Rs. 15600-39100 with AGP of Rs. 8000/- with three years regular service in the grade possessing PhD degree in the subject concerned.</p> <p>Deputation:</p> <p>(a) (i) Holding analogous posts on regular basis in the parent cadre/department Or</p> <p>(ii) Assistant Professor in the pay scale of Rs. 15600-39100 with AGP of Rs. 8000/- with three years regular service in the grade Or</p> <p>(iii) Service officers of the rank of Commander (IN) & above or equivalent, and (b) Possessing Educational Qualification & Experience as prescribed for DRs under column 07.</p> <p>Note 1: Other conditions prescribed by AICTE shall be applicable.</p> <p>Note 2: Period of deputation including 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 Govt./Non-Government Institutions, shall ordinarily not exceed three years. The max age limit for appointment by deputation shall not exceed 56 years as on closing date of the receipt of applications.</p> <p>Note 3: The Departmental officers in the feeder grade category, who are in the direct line of promotion, will not be eligible for consideration for appointment on deputation. Similarly, those, who are on deputation, shall not be eligible for consideration for appointment by promotion.</p> <p><u>For Ex-Servicemen</u></p> <p><u>Deputation/re-employment</u> : The Armed Forces personnel due to retire or who are to be transferred to reserve within a period of one year and having requisite experience and qualifications prescribed at column 07 shall also be considered. Such persons would be given deputation terms up to the date on which they are due for release from the Armed Forces; thereafter they may be continued on re-employment.</p>
<p>If a Departmental Promotion Committee exists what is its composition.</p>	<p>Circumstances in which Union Public Service Commission is to be consulted in making recruitment.</p>

(12)	(13)
<p data-bbox="188 119 833 151">Group 'A' Departmental Promotion Committee</p> <ol style="list-style-type: none"> <li data-bbox="188 159 792 231">1. Chairman or member, Union Public Service Commission – Chairman <li data-bbox="188 279 584 351">2. Joint Secretary(Navy), Ministry of Defence – Member <li data-bbox="188 399 965 470">3. Assistant Chief of Personnel /Senior Principal Director(Civilian) IHQ MoD(Navy) – Member <li data-bbox="188 502 584 534">4. Principal, INA Ezhimala - Member <p data-bbox="188 582 728 614">Departmental Confirmation Committee</p> <ol style="list-style-type: none"> <li data-bbox="188 662 595 734">1. Addl. Secretary, Ministry of Defence - Chairman <li data-bbox="188 758 965 829">2. Assistant Chief of Personnel /Senior Principal Director(Civilian) IHQ MoD(Navy) – Member <li data-bbox="188 853 624 885">3. Principal, INA Ezhimala - Member 	<p data-bbox="1205 119 1704 151">Consultation with UPSC is necessary.</p>

SCHEDULE

Name of Post	Number of Posts	Classification	Scale of Pay & Academic Grade Pay	Whether selection post or non-selection post
(1)	(2)	(3)	(4)	(5)
Professor	10*(2015) *Subject to variation dependent on workload. Engineering & Technology, Humanities, Science and Management } 10	General Central Service, Group 'A' Gazetted, Non- Ministerial	Pay Band of Rs. 37400- 67000 Academic Grade Pay(AGP) of Rs. 10000.	Selection

Age Limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age and Educational qualification prescribed for direct recruits will apply in the case of promotion	Period of Probation if any
(6)	(7)	(8)	(9)
<p>Preferably below 50 years (relaxable for Govt. servants upto 5 years in accordance with instructions or orders issued by Central Govt.)</p> <p>Note: The crucial date for determining the age limit shall be the closing date for receipt of applications from candidates in India (and not the closing date prescribed for those in Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of Jammu and Kashmir State, Lahaul and Spiti district and Pangi Sub-division of Chamba district of Himachal Pradesh, Andaman & Nicobar Islands or Lakshadweep).</p>	<p>(a) Humanities and Science Disciplines</p> <p>(i) An eminent scholar with Ph.D qualification (s) in the concerned / allied / relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.</p> <p>(ii) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University / National level institutions / industries, including experience of guiding candidates for research at doctoral level.</p> <p>(iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.</p> <p>(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal</p>	<p>Age : No</p> <p>Educational Qualifications: To the extent indicated in column 11.</p>	<p>One year for Direct Recruits.</p>

System (PBAS). OR

An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

(b) Engineering & Technology and Management Discipline :

Engineering & Technology

Essential :

A Ph.D Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

Desirable :

1. Teaching, research industrial and/or professional experience in a reputed organisation.

2. Published work, such as research papers, patents filed/obtained books and/or technical reports.

3. Experience of guiding the project work/dissertation of PG / Research Students or supervising R&D projects in

	<p>industry.</p> <p>4. Demonstrated leadership in planning and organising academic, research, industrial and/or professional activities; and</p> <p>5. Capacity to undertake/lead sponsored R&D, consultancy and related activities.</p>		
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	<p><u>Management</u></p> <p>(i) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognised by the AICTE/UGC.</p> <p>(ii) Ph.D or Fellow of Indian Institute of Management or of an Institute recognised by AICTE and declared equivalent by the AIU.</p> <p>(iii) A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent</p>		
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excluding the period spent for obtaining the research degree.

Desirable :

(i) Teaching, research and / or professional experience in a reputed organisation;

(ii) Published work, such as research papers, patents filed/obtained, books and/or technical reports.

(iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

(iv) Demonstrated leadership in planning and organised academic, research, industrial and /or professional activities; and

(v) Capacity to undertake/ lead sponsored R&D consultancy and related activities.

Note 1 : Qualifications are relaxable at the discretion of the **Union Public Service Commission** for reasons to be recorded in writing, in case of candidates otherwise well qualified.

Note 2: The qualification(s) regarding experience is/are relaxable at the discretion of the **Union Public Service Commission** for reasons to be recorded

in writing.

In case of candidates belonging to Scheduled Castes or Scheduled Tribes, if at any stage of selection the **Union Public Service Commission** is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

Note 3: The specific discipline and qualifications for direct recruitment shall be notified at the time of each recruitment.

Method of Recruitment: Whether by direct recruitment or by promotion or by deputation or by absorption and percentage of the vacancies to be filled by various methods.	In case of recruitment by promotion/deputation/absorption, from which promotion/deputation/absorption to be made
(10)	(11)
<p>Fifty per cent by promotion <u>failing which deputation (including short term contract)</u></p> <p style="text-align: center;">and</p> <p>Fifty per cent by Direct Recruitment.</p> <p>For Ex-Servicemen : Deputation/re-employment</p>	<p>Promotion :</p> <p>Associate Professor in the pay scale of Rs. 37400-67000 with AGP of Rs. 9000 with 03 years regular service in the grade possessing Ph.D. degree in the subject concerned.</p> <p>Deputation</p> <p>(a) (i) Holding analogous posts on regular basis in the parent cadre/department; Or</p> <p>(ii) Associate Professor in the pay band of Rs. 37400-67000 with AGP of Rs. 9000/- with three years regular service in the grade and PhD or equivalent in appropriate discipline; Or</p> <p>(iii) Service Officers of the rank of Captain & above or equivalent, and</p> <p>(b) Possessing Educational Qualification & Experience prescribed for Direct Recruits in Col 07.</p> <p>Note 1: Other conditions of academic performance as laid down by AICTE are to be fulfilled.</p> <p>Note 2: Period of deputation including 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 Govt./Non-Government Institutions, shall ordinarily not exceed three years. The max age limit for appointment by deputation shall not exceed 56 years as on closing date of the receipt of applications.</p> <p>Note 3: The Departmental officers in the feeder grade category, who are in the direct line of promotion, will not be eligible for consideration for appointment on deputation. Similarly, those, who are on deputation,</p>

	<p>shall not be eligible for consideration for appointment by promotion.</p> <p><u>For Ex-Servicemen</u></p> <p><u>Deputation/Re-employment</u> : The Armed Forces personnel due to retire or who are to be transferred to reserve within a period of one year and having requisite experience and qualifications prescribed at column 07 shall also be considered. Such persons would be given deputation terms up to the date on which they are due for release from the Armed Forces; thereafter they may be continued on re-employment.</p>
<p>If a Departmental Promotion Committee exists what is its composition.</p>	<p>Circumstances in which Union Public Service Commission is to be consulted in making recruitment.</p>
<p style="text-align: center;">(12)</p>	<p style="text-align: center;">(13)</p>
<p><u>Group 'A' Departmental Promotion Committee</u></p> <ol style="list-style-type: none"> 1. Chairman or member, Union Public Service Commission – Chairman 2. Additional Secretary(Navy), Ministry of Defence – Member 3. Chief of Personnel or any other officer of the rank of Vice Admiral, IHQ MoD(Navy) – Member 4. Commandant, INA Ezhimala - Member <p><u>Departmental Confirmation Committee</u></p> <ol style="list-style-type: none"> 1. Additional Secretary(Navy), Ministry of Defence – Chairman 2. Chief of Personnel or any other officer of the rank of Vice Admiral, IHQ MoD(Navy) – Member 3. Commandant, INA Ezhimala - Member 	<p>Consultation with UPSC is necessary on each occasion.</p>

Notification

New Delhi, the Dec, 2015

S.R.O. _____ In exercise of the powers conferred by proviso to article 309 of the constitution and in supersession of the Ministry of Defence (Navy) (Group 'A' Gazetted posts, Professorial Cadre) Recruitment Rules 2007, the President hereby makes the following rules regulating the method of recruitment to the post of Professor, Associate Professor and Assistant Professor in the Indian Naval Academy, Ezhimala, namely:-

1. Short Title and Commencement – (a) These rules may be called the Indian Naval Academy (Professor, Associate Professor and Assistant Professor) Recruitment Rules, 2015.

(b) They shall come into force on the date of their publication in the Official Gazette.

2. Application – These rules shall apply to the posts specified in column (1) of the schedule annexed to these rules.

3. Number of post, classification and scale of pay – The number of said posts, its classification and the scale of pay attached thereto shall be as specified in column (2) to (4) of the schedule annexed to these rules.

4. Method of recruitment, age limit, qualifications, etc - The method of recruitment to the said post age limit, qualification and other matters relating thereto, shall be as specified in column (5) to (13) of the said schedule.

5. Disqualification:-

A person:-

(a) who has entered into or contracted a marriage with a person having a spouse living ; or

(b) who having a spouse living, has entered into or contracted a marriage with any person,

shall not be eligible for appointment to the said post.

Provided that the Central Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

6. Power to relax – Where the Central Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, and in consultation with the Union Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons of posts.

7. Saving – Nothing in these rules shall affect reservations, relaxation of age limit and other concessions required to be provided for the Scheduled Castes, the Scheduled Tribes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard.