

DIAMOND HARBOUR WOMEN'S UNIVERSITY

Sarisha, Diamond Harbour Road, South 24Parganas,
Pin: 743368, Ph. No. : 03174-245801

Employment Notification No.: DHWU/17/T/2026

Date: 13-03-2026

The Diamond Harbour Women's University invites applications in prescribed form for the post of **Professor** (Academic Level 14 with rationalized entry pay of **Rs. 1,44,200/- (basic)** plus admissible allowances), **Associate Professor** (Academic Level 13A with rationalized entry pay of **Rs. 1,31,400/- (basic)** plus admissible allowances), **Assistant Professor** (Academic Level 10 with rationalized entry pay of **Rs. 57,700/- (basic)** in respect of Academic Departments of the University and one post of **Librarian** and one post of **Dean of Students' Welfare** (Academic Level 14 with rationalized entry pay of **Rs. 1,44,200/- (basic)** plus admissible allowances) as per the list given below. **Last date of application: 20-04-2026.**

Sl. No.	Department	Posts	Nature of Posts
1	Mathematics	Professor	OBC(B)-01
2	History	Professor	UR-01
3	Education	Professor	UR-01
Associate Professor		UR-01	
Sister Nivedita Chair Professor		UR-01	
4	Bengali	Associate Professor	OBC(A)-01
5	Physics	Associate Professor	SC-01
6	Geography	Associate Professor	OBC(B)-01
7	Philosophy	Professor	OBC(A)-01
Associate Professor		SC-01	
Assistant Professor		OBC(B)-01	
8	Zoology	Professor	UR(PWD)-01
Associate Professor		OBC(B)-01	
9	Sanskrit	Professor	ST-01
Associate Professor		OBC(B)-01 ST-01	
10	Chemistry	Associate Professor	OBC(A)-01 SC-01
11	Women's Studies	Professor	SC- 01
Associate Professor		SC- 01 UR-01	
Assistant Professor		ST- 01	
12	Botany	Professor	SC- 01
Associate Professor		UR- 02	
Assistant Professor		UR- 02 SC- 01 OBC(A)- 01	
13	University Central Library	Librarian	UR
14	Dean of Student's Welfare	Officer	UR

*** Those who applied earlier in response to Employment Notification DHWU/11/T/2018 Dated 2nd November 2018, DHWU/14/T/2020 Dated 5th September 2020, DHWU/15/T/2021 Dated 9th September 2021, and DHWU/103/T/2023 Dated 4th April 2023 need not to apply afresh, but can update their bio-data/API Score sheet.**

Duly filled in application forms accompanied with a crossed Demand Draft of requisite fees drawn in favour of **Diamond Harbour Women's University** payable at **Sarisha** and two sets of self-attested photocopies of all credentials & documents must reach the **Office of the Registrar, Diamond Harbour Women's University, Diamond Harbour Road, Sarisha, South 24 Parganas, West Bengal - 743368, India** by registered / speed post only. *Application form sent by courier or by person will not be received.*

Service condition as notified by orders of the Higher Education Department, Government of West Bengal from time to time will be applicable.

Requisite fees:-

- | | |
|-------------------------------|--|
| 1. Professor: | Rs. 2500/- each for General Category,
Rs. 2000/- each for Reserved Category |
| 2. Associate Professor: | Rs. 2500/- each for General Category,
Rs. 2000/- each for Reserved Category |
| 3. Assistant Professor: | Rs. 1500/- each for General Category,
Rs. 1000/- each for Reserved Category |
| 4. Librarian: | Rs. 2500/- each for General Category,
Rs. 2000/- each for Reserved Category |
| 5. Dean of Student's Welfare: | Rs. 2500/- each for General Category,
Rs. 2000/- each for Reserved Category |

Sister Nivedita Chair Professor in the Department of Education: 01 (One) Post (Unreserved)

Pay Band:

Sister Nivedita Chair Professor (Academic Level 14 with rationalized entry pay of **Rs. 144200/- (basic)** plus admissible allowances).

Specialization: Eminent scholars having exceptional knowledge and outstanding research publications in the field of Education will be eligible to apply. Persons from allied disciplines, with outstanding research track record and publications in any branch of Social Sciences / Physical Sciences / Life Sciences / Bengali / English / Sanskrit / History / Philosophy will also be eligible.

Minimum Eligibility Criteria:

- i) An eminent scholar with consistently good academic record and a Ph.D degree in the concerned / allied / relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.
- ii) At least 10 years' experience in University/College, and/or experience in research in University/ reputed research institutions/Industries.
- iii) At least one doctoral student awarded Ph.D. degree.
- iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out the in UGC Regulations 2016 in Appendix-III Table II (B) and subsequent UGC Regulations issued from time to time.

OR

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

Additional Experiences:

Contribution to educational innovation, design of new curricula and courses, and use of modern technology in teaching-learning processes.

Qualification for Professor:

Essential Qualifications:

- a. An eminent scholar with Ph.D. qualification(s) in the concerned / allied / relevant discipline and with a consistently good academic record and published work of high quality actively engaged in research with a number of high quality research publications in reputed journals or publication of books.
- b. A minimum of ten years permanent and continuous teaching experience in University / College, and / or experience of research at University/ National level Institutions / Industries.
- c. At least one doctoral student awarded Ph.D. degree.
- d. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out in the Appendix-III Table II (B) of the University Grants Commission (Minimum Qualifications for Appointment of teachers and other Academic Staff in Universities and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2016 and subsequent UGC Regulations issued from time to time.

OR

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

Additional Qualification:

- a. Contribution to educational innovation, design of new curricula and courses, and use of modern technology-mediated teaching-learning processes.
- b. Evidence of having supervised doctoral and research students.

Note: A relaxation of 5% in the marks may be provided for the persons belonging to SC/ST/OBC (non - creamy layer)/differently - abled (physically as well as visually challenged) categories.

Qualifications of Associate Professor:

Essential Qualifications:

- a. Good academic record with a Ph.D. degree in the concerned/allied/relevant disciplines.
- b. A Master's Degree in the concerned/allied/relevant discipline with at least 55% marks (or an equivalent Grade in appoint scale wherever grading system is followed).
- c. At least a second class in a 3-years Bachelor's Degree with Honours /Major in relevant/allied subject.
- d. A minimum of eight years' permanent and continuous experience of teaching and/or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/Industry excluding the period of Ph.D. research with a number of good quality publications in reputed journal and or publication of books / policy papers.
- e. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out in the Appendix-III Table II (B) of the University Grants Commission (Minimum Qualifications for Appointment of teachers and other Academic Staff in Universities and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018 and subsequent UGC Regulations issued from time to time.

Additional Qualification:

- a. Contribution to educational innovation, design of new curricula and course, and technology mediated teaching learning process.
- b. Evidence of having supervised doctoral and research students.

Note: A relaxation of 5% in the marks may be provided for the persons belonging to SC/ST/OBC (non-creamy layer)/ differently-abled (physically as well as visually challenged) categories.

Qualifications of Assistant Professor:**Essential Qualifications:**

- a. Good academic record with at least 55% marks (or an equivalent grade in a point-scale wherever grading system is followed) at the Master's degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign University;
- b. The candidate must have cleared the National Eligibility Test (NET) conducted by the University Grants Commission/Council of Scientific and Industrial Research or similar test accredited by the University Grants Commission like State Level Eligibility Test (SLET)/State Eligibility Test (SET).

Note:

1. *Candidates who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in the University.*
2. *NET/SLET/SET shall also not be required for such Masters' Programmes in disciplines for which NET/SLET/SET is not conducted.*
3. *A relaxation of 5% in the marks may be provided for the persons belonging to SC/ST/OBC (non - creamy layer)/Differently-abled (physically as well as visually challenged) categories.*

Qualifications for Librarian:**Essential Qualifications:**

- a. A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- b. At least ten years permanent and continuous experience as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' permanent and continuous experience as a College Librarian.
- c. Evidence of innovative library services, including the integration of ICT in a library.
- d. A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

Qualification for Dean of Students' Welfare:**Essential Qualification**

- a. Uniformly good academic record with a Master's Degree with minimum 55% marks or its equivalent grade in the point scale wherever a grading system is followed.

- b. At least 15 years' permanent and continuous experience as Sr. Lecturer / Reader / Assistant professor in the AGP of Rs. 7000/- and above or with 8 years' of service in the AGP of Rs. 8000/- and above including as Associate Professor along with experience in educational administration in academic institutions such as a University or in an institute of higher learning of which 5 (five) years must be in a University or in an institute of post graduate study.

OR

Comparable experience in research establishments and other institutions of higher learning.

OR

15 (Fifteen) years' permanent and continuous administrative experience, of which 8 years shall be as Deputy Registrar or equivalent post.

- c. Age not less than 40 years, relaxable in the case of exceptionally qualified candidate.

Desirable Qualification

- a. Ph.D in any subject.
- b. Expertise in Behavioral Science will get preference.

General rules and instructions:

1. Applications must be on prescribed application form available on the university website (<https://dhwu.ac.in/employments-notice.php>). No application except in the prescribed application form shall be considered.
2. Persons employed in Government/Semi Government Organizations/Autonomous Bodies should submit their application through proper channel. They may, however, send an advance copy of the application. Those who are unable to process their application through proper channel may submit 'No Objection Certificate (NOC)' from present employer prior to the interview. However, they should submit an undertaking to that effect. Direct application from such candidates will not be entertained.
3. Incomplete applications will not be entertained. Application without demand draft will be rejected.
4. The University will not be responsible for any postal delay.
5. Appointments will be made on probation for one year which may be waived or extended in exceptional cases and will be guided by the rules as framed and/or amended from time to time. During or at the end of the period of probation, the service of the teacher concerned may be terminated with one month's notice or with one month's salary in lieu thereof, without assigning any reason. On satisfactory completion of the probationary period, the incumbent concerned will be considered for being confirmed in service. Stipulations in respect of experience and age may be relaxed in case of exceptionally brilliant candidates on the recommendation of the relevant Selection Committee.
6. **Appointment processes will strictly abide by the reservation policy of the State Government. Candidates belonging to the OBC-A & OBC-B categories, whose caste certificate were issued more than one year ago, must produce a ratification certificate from the issuing competent authority that they do not belong to the creamy layer as on the date of advertisement along with copy of previous certificate.**
7. **Mere eligibility will not vest any right on any candidate for being called for interview. The decision of the University in all matters will be final. No correspondence will be entertained**

from the candidates in connection with the process of selection. Canvassing in any manner would entail disqualification of the candidature.

8. Application fees once paid shall not be refunded under any circumstances
9. The University may verify the antecedents or documents submitted by a candidate at any time, including at the time of appointment or during the tenure of her/his service. In case it is detected that the documents submitted by the candidate are fake or the candidate has clandestine antecedents / background and has suppressed the said information, her/his services shall be terminated.
10. Applicants should write the name of the Post and Department at top of the right corner of envelope.
11. The University reserves the right not to fill up the post for which this advertisement is being made if circumstances so warrant.
12. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the university reserves right to modify/withdraw/cancel any communication made to the candidates.
13. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the competent authority shall be final.
14. If any candidate is recommended for appointment in relaxation of any of the prescribed conditions relating to age, experience etc. it shall be so stated and recorded.
15. Applicants may please include two self-addressed unstamped envelopes of 25x13 cms.
16. **Only selected candidates will be informed officially.**
17. **Legal proceedings will be entertained only within one year from date of interview.**
18. **In cases of any disputes any suites or legal proceedings against the University, the jurisdiction shall be restricted to the Calcutta High Court.**
19. **No TA/DA is admissible for attending the interview.**
20. **Age as per existing rules of the Government of West Bengal.**
21. **The selection of professor need not necessarily be confined to only those who formally apply.**
22. All relevant information like API (Academic Performance Indicator), etc. required in accordance with the new UGC Regulations 2018 are to be furnished on separate sheets along with supporting documents and to be attached with the application forms. The submission of API by applicant for the post of Assistant Professor be treated as optional for the candidates having no Teaching Experience.
23. The application should reach to the Office of the Registrar **on or before 20-04-2026**, after which no application will be received.

By order