



DUM DUM MOTIJHEEL RABINDRA MAHAVIDYALAYA

Regd. u/s 2(f) and 12B of the U.G.C. Act., NAAC Accredited

[Affiliated to West Bengal State University]

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ISO 9001:2015, ISO 14001:2015 and ISO 50001:2018 Certified Institution

Teacher Appointment Policy

The appointment of teachers in state-aided degree colleges in West Bengal is governed by specific policies and guidelines established by the Department of Higher Education, Government of West Bengal.

Appointment of Assistant Professors

Recruitment Process:

- **Eligibility Criteria:** Candidates must possess a Master's degree with at least 55% marks (or an equivalent grade) and have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR. Alternatively, candidates who have been awarded a Ph.D. degree in accordance with the UGC regulations are exempted from the NET requirement.
- **Selection Procedure:** Appointments are made by the Governing Body of the college based on recommendations from the West Bengal College Service Commission (WBCSC). The selection process includes screening of applications, interviews, and evaluation of academic credentials.

Age Limit:

- General candidates: up to 40 years.
- Relaxations: 5 years for SC/ST, 3 years for OBC, and 10 years for differently-abled candidates.
- Approved State Aided College Teachers (SACTs): up to 47 years, with applicable relaxations.

Reservation Policy: As per state government norms—SC (22%), ST (6%), OBC-A (10%), OBC-B (7%), and PWD (3%).