

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

(Cochin University P.O., Kochi-22)



<http://cusat.ac.in>

Ad.F1/Notification of Contract Teachers/2012(PART - I)

02.07.2026

NOTIFICATION

Faculty Recruitment – Assistant Professors (Tenure Basis)

Applications are invited in the prescribed format from qualified candidates for appointment to the posts of Assistant Professors on Tenure Basis against the anticipated vacancies at Cochin University of Science and Technology, as detailed below.

SL No	Division	School /College	Qualification Required
1	Electrical and Electronics Engineering	School of Engineering	Qualifications (As prescribed by the AICTE) for SI No.1. B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.
2.	Safety and Fire Engineering (Mechanical)	School of Engineering	B. Tech / B. E. in Mechanical Engineering or equivalent and M. Tech / M. E in Mechanical Engineering/ Industrial Safety with first class or equivalent either in B. E. / B. Tech or M.E /M.Tech. Desirable: (I) A Government approved Diploma in Industrial Safety (II) Two years experience in industry, research organization or teaching at UG/PG level in Safety and Fire Engineering
3.	Safety and Fire Engineering (Chemical)	School of Engineering	B. Tech / B. E. in Chemical Engineering or equivalent and M. Tech / M. E in Chemical Engineering/ Industrial Safety with first class or equivalent either in B. E. / B. Tech or M.E /M.Tech. Desirable: (I) A Government approved Diploma in Industrial Safety (II) Two years experience in industry, research organization or teaching at UG/PG level in Safety and Fire Engineering
4.	Safety and Fire Engineering (Electrical)	School of Engineering	B. Tech / B. E. in Electrical & Electronics Engineering or equivalent and M. Tech / M. E in Electrical & Electronics Engineering/ Industrial Safety with first class or equivalent either in B. E. / B. Tech or M.E /M.Tech. Desirable: (I) A Government approved Diploma in Industrial Safety (II) Two years experience in industry, research organization or teaching at UG/PG level in Safety and Fire Engineering
5.	Safety and Fire Engineering (Civil)	School of Engineering	B. Tech / B. E. in Civil Engineering or equivalent and M. Tech / M. E in Civil Engineering/ Industrial Safety with first class or equivalent either in B. E. / B. Tech or M.E /M.Tech. Desirable: (I) A Government approved Diploma in Industrial Safety

			(ii) Two years experience in industry, research organization or teaching at UG/PG level in Safety and Fire Engineering
6.	Safety and Fire Engineering (Safety)	School of Engineering	B. Tech / B. E. in Safety and Fire Engineering or equivalent and M. Tech / M. E in Industrial Safety with first class or equivalent either in B. E. / B. Tech or M.E /M.Tech. Desirable: Two years experience in industry, research organization or teaching at UG/PG level in Safety and Fire Engineering
7.	Computer Science and Engineering	CUCEK	Qualifications: • Basic Requirement: B.E/B.Tech/B.S and M.E/M.Tech/M.S or Integrated M.Tech in a relevant branch with a first-class or equivalent in any one of the degrees. • Specific Combinations: Candidates with the following qualifications can apply: ◦ B.Tech (CS) + M.Tech (IT) ◦ B.Tech (CS) + M.Tech (CS) ◦ B.Tech (IT) + M.Tech (CS) ◦ B.Tech (IT) + M.Tech (IT)
8.	Applied Science and Humanities (Mathematics)	CUCEK	Qualifications As prescribed by the UGC
9.	Applied Science and Humanities (Physics)	CUCEK	A. i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
10.	Applied Science and Humanities (Chemistry)	CUCEK	ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET: Provided, the candidates registered for the Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/ Regulations of the Institution awarding the degree and such Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to fulfillment of the following conditions:-
11.	Applied Science and Humanities (Environmental Science)	CUCEK	a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency. The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned. Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET. OR B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following : (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai)
			• Basic Requirement: B.E/B.Tech/B.S and M.E/M.Tech/M.S or Integrated M.Tech in a relevant branch with a first-class or equivalent in any one of the degrees.

12.	Information Technology	School of Engineering	• Specific Combinations: Candidates with the following qualifications can apply: ◦ B.Tech (CS) + M.Tech (IT) ◦ B.Tech (CS) + M.Tech (CS) ◦ B.Tech (IT) + M.Tech (CS) ◦ B.Tech (IT) + M.Tech (IT)
13	Master of Computer Application	CUCEK	As prescribed by the AICTE B.E./B.Tech/B.S and M.E/M.Tech/M.S or Integrated M.Tech in relevant branch with first class or equivalent in any one of the degrees. OR B.E.,B.Tech and MCA with First Class or equivalent in any one of the two degrees. OR Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

Terms and Conditions

1.	Period of Appointment	The initial tenure period shall be five years, with annual evaluations at the Department level and a comprehensive review by the University in the third year. Continuation will be based on satisfactory performance to ensure academic continuity.
2.	Pay and Benefits	Monthly remuneration of ₹47,000/- for candidates possessing a Ph.D. degree and ₹45,000/- for candidates without a Ph.D. degree, effective from 01.07.2026. Teachers completing five years of continuous service shall be eligible for gratuity as per the Payment of Gratuity Act, 1972. In cases of death or disablement, the five-year condition shall not apply.
3.	Vacation Policy	Tenure teachers are appointed on a continuous basis, which includes the vacation period. Consequently, if they are present and engaged in assigned academic duties or co-curricular activities during this period, no separate remuneration shall be paid for university examination duties, including invigilation and paper valuation. They are not eligible for vacation denial.
4.	Performance and Termination	Unsatisfactory annual performance or violation of University regulations may lead to termination as per existing rules.
5..	Reappointment Procedure	Upon completion of the first tenure, a fresh notification and selection process will be conducted. Existing tenure faculty may apply afresh and will be considered on par with other candidates based on the recommendation of the Selection Committee.
6.	Research and Supervision	Tenure faculty shall be permitted to co-supervise Ph.D. scholars as per University regulations. They shall also be encouraged to undertake research projects, publish scholarly papers and contribute actively to the University's research ecosystem.
7.	Service Agreement	Each tenure appointee shall enter into a formal agreement with the University outlining the terms and conditions of employment.
8.	Resignation and Exit Policy	Tenure faculty may resign with three months' notice, or with one month's notice if recommended by the Department Council, ensuring that all academic responsibilities are completed. In cases of resignation without notice, faculty shall remit three months' salary, or one month's salary if recommended by the Department Council, to the University.
9.	Recognition of Experience for Career Advancement	As per existing Government/UGC norms, the experience of teachers working on contract or tenure appointments is currently not counted for appointments or promotions, since their total salary is less than the gross emoluments prescribed under UGC standards. The pay and gross emoluments of tenure faculty are fixed by the Government of Kerala in line with government orders applicable to contract appointments.
10.	Other Conditions	Reservation rules issued by the Government from time to time are applicable. All proceedings pursuant to this notification will be subject to the outcome of Writ Petitions or Writ Appeals, if any, pending before the Hon'ble High Court of Kerala. Appointments, service conditions, emoluments, and other benefits will be governed by the provisions of

		the KSR, KS & SSR, University Act/Statutes/Ordinances, and Syndicate decisions of Cochin University of Science and Technology, as amended from time to time. The rank list published for tenure appointment will be valid for a period of two years from the date of publication of the same.
11.	How to Apply	Applications must be submitted online in the prescribed format available on the University website: http://recruit.cusat.ac.in
12.	Last Date on Which Application will be Received	The last date for online submission of applications is 15/07/2026.
13.	Documents to be attached	A signed hard copy of the application along with self-attested copies of proof of age, mark lists and degree certificates, specialization proof, proof of UGC-approved/peer-reviewed journal publications, experience certificates, awards, proof of CGPA to percentage conversion, additional qualifications such as UGC-NET, and reservation claims (if any) should reach the Registrar, CUSAT, on or before 22/07/2026
14.	Application Fee	₹950/- for General candidates and ₹195/- for SC/ST candidates. Late and defective applications will be summarily rejected.
15.	Mode of Remittance	The fee shall be remitted through online payment via Net Banking or Debit Cards. Payments by Cheque or Demand Draft will not be accepted.

Dr. Arun
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Registrar

Copy To

1. Principal, School of Engineering
2. Principal, Cochin University College of Engineering, Kuttanadu

* This is a computer generated document. Hence no signature is required.