

Shri Aillak Pannalal Digambar Jain Pathshala, Solapur
(Jain Religious Minority Institute)

HIRACHAND NEMCHAND COLLEGE OF COMMERCE

AUTONOMOUS COLLEGE

Seth Walchand Hirachand Marg, Ashok Chowk, Solapur – 413 006
Accredited by NAAC with 'A' Grade
(Affiliated to Punyashlok Ahilyadevi Holkar Solapur University, Solapur)

WANTED

(GRANT-IN-AID POSTS)

Applications are invited from eligible candidates for the following Grant-in-Aid
Full-Time Posts of Assistant Professor in the subjects mentioned below:

Sr.No.	Subject	No.of Posts
01	ACCOUNTANCY	01
02	COMMERCE	01

1. The above posts are open to all, however candidates from any category can apply for the posts.
2. Educational Qualifications & other requirements are as prescribed by the UGC Notification dt. 18th July 2018, Govt. Resolution No Miss-2018/C.R. 56/18 UNI -1Dt. 8th March 2019 and related GR which is issued by Government of Maharashtra & University.
3. Pay scales as per norms of U.G.C / Govt. of Maharashtra & Punyashlok Ahilyadevi Holkar Solapur University, Solapur
4. Those who are already in service should apply through proper channel.
5. Duly filled in Application along with self attested copies of relevant documents should be submitted to the Principal, Hirachand Nemchand College of Commerce, Solapur within 30 days from the date of publication of this advertisement. Application form is available in the college office on payment of Rs. 500/-
6. No T.A./ D.A. will be paid for attending interview.
7. The above mentioned posts will be filled up as per the availability of workload.
8. For further details visit our college website: <https://hnccsolapur.org/>

Place: Solapur
Date: 14.08.2026

PRINCIPAL

HON. SECRETARY

GENERAL CONDITIONS & MINIMUM QUALIFICATIONS:

All the recruitment Eligibility as per the Norms of qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018 GOVERNMENT OF MAHARASHTRA, Higher & Technical Education Department, Government Resolution No. Misc-2018/C.R.56/18/UNI-1 Mantralaya Annex, Mumbai Date: 08th March, 2019 and related GR which is issued by Government of Maharashtra from time to time.

A) Qualification for Arts, Sciences, Languages, Social Sciences, Commerce and Education.

Post – ASSISTANT PROFESSOR

- 1) 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.
- 2) 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 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/SET. *Provided* the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the existing Ordinances/ By-laws/ Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:
 - a) The Ph.D. degree of the candidate has been awarded in regular mode only;
 - b) The Ph.D. thesis has been evaluated by at least two 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; and
 - 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.

PROCEDURE AND GUIDELINES FOR THE SELECTION OF ASSISTANT PROFESSORS

For the Faculties of Arts, Science, Commerce and Education

1. Objective

The purpose of this selection process is to identify and appoint suitable, competent and meritorious candidates for the posts of Assistant Professors in various subjects under the Faculties of Arts, Science, Commerce and Education.

The selection shall be based on a systematic and transparent assessment of the candidates' **subject knowledge, academic competence, communication skills, teaching aptitude, presentation skills and overall suitability for the post.**

2. Stages of the Selection Process

The selection process shall consist of the following stages:

Stage I – Scrutiny and Verification of Applications

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Stage II – Written Test – 100 Marks

- Section I – MCQ: 20 Marks
- Section II – Descriptive: 80 Marks

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Stage III – Teaching Skill Assessment

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Stage IV –Interview

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Stage V – Preparation of Final Merit/Selection List

The candidate must qualify at each stage wherever qualifying criteria have been prescribed.

3. Stage I – Scrutiny of Applications

All applications received for the advertised posts shall be scrutinized by the designated Scrutiny Committee.

Only candidates satisfying the prescribed eligibility criteria shall be considered for the subsequent selection process.

The scrutiny of applications shall be completed before the written test and a list of eligible candidates shall be prepared.

4. Stage II – Written Test

Eligible candidates shall be required to appear for a written test of **100 marks**.

The written test shall consist of two sections:

Section	Nature of Questions	Marks
Section I	Multiple Choice Questions (MCQs)	20
Section II	Descriptive Questions	80
Total		100

Section I – MCQ Test

- Maximum Marks: **20**
- Questions shall primarily assess the candidate's subject knowledge and conceptual understanding.
- The questions may cover the relevant subject/specialization and, where appropriate, teaching aptitude/general academic competence.

Section II – Descriptive Test

- Maximum Marks: **80**
- The descriptive section shall assess:
 - Conceptual clarity
 - Subject knowledge
 - Analytical ability
 - Critical thinking
 - Application of knowledge
 - Ability to present ideas logically and systematically
 - Written communication skills
- **The syllabus for the written test shall be based on the UG, PG level syllabus of the respective subject.**
- **The questions shall be designed with due regard to the level of the post and the subject concerned.**

5. Qualifying Criteria for Written Test

A candidate shall be required to secure **at least 50% marks to qualify the written test.**

Only the candidates who qualify in **written test** shall be called for the Teaching Skills Assessment (Demo Lecture).

6. Stage III – Teaching Skill Assessment (Demo Lecture)

Only candidates who are qualified in the Written Test shall be called for the Teaching Skill Assessment.

Assessment of the Teaching Skills shall be based on,

- i. ICT skills for use of modern Teaching-Learning Aids and Language Proficiency
- ii. Quality and Depth and Effectiveness of Delivery of Teaching Content
- iii. Behavioural Ethics
- iv. LOCF Approach in Teaching Assessment

The qualified candidates shall be informed in advance about the schedule of Assessment of Teaching Skills (Demo Lecture).

7. Stage IV – Interview

Candidates qualifying in the Teaching Skills Assessment shall be called for an interview.

The interview shall assess the candidate's:

- i. Depth of Domain Subject Knowledge and understanding of recent developments in the field
- ii. Critical Thinking, Logical reasoning and Problem Solving
- iii. Assessment of Outreach/Extension and Co-curricular Activities and Knowledge of NEP Policy

8. Instructions to Candidates for Written Test

1. Candidates shall report at the venue at least **30 minutes before** the scheduled commencement of the examination/demo lecture/ interview.
2. Candidates must carry the prescribed identity proof and original certificates/documents whenever required.
3. Candidates shall be required to produce original documents for verification at the time specified by the College.

4. Candidates shall follow all instructions issued by the College/Selection Committee.
5. Use of unfair means in the written test shall result in disqualification.
6. Mobile phones and other unauthorized electronic devices shall not be permitted in the examination hall.
7. Candidates must maintain discipline and decorum throughout the selection process.
8. Mere appearance in the written test or interview shall not confer any right to appointment.
9. Only candidates satisfying the prescribed eligibility conditions shall be considered for appointment.

General Instructions for Candidates:

1. The Prescribed application form should be downloaded from the college website <https://hnccsolapur.org/> link of Recruitment/ Employment Opportunities.
2. The minimum qualification for post is as per UGC/NCTE/Government norms as the case may be.
3. Application fee is Rs. 500/- (non-refundable) for all candidates.
4. Mode of Payment: Application Form is available in the college office on the payment of Rs. 500/- in cash. However, the candidates can pay the fee through any UPI payment system scanning the QR CODE given below. S/He should write his name and subject in the message tag while doing the online transaction. A screenshot of the online transaction should be enclosed along with the duly filled in application form. Applicant must write name of the post, his/her name and full address on the back of the print of transaction without fail.

QR CODE

SCAN AND PAY



5. The candidates are advised to fill-in prescribed application form available on the college website <https://hnccsolapur.org/> . Incomplete application forms and those that are not in the prescribed format shall be rejected.
6. Separate application should be submitted for each post.
7. The application form shall be rejected and no communication in this regards shall be made in case; a) the candidate does not possess essential academic qualifications and / or experience, c) self-attested copies of essential documents and certificates such as qualifications, experience, age are not enclosed, d) the details of the payment of the requisite fee is not enclosed, e) If the application is not signed by the candidate f) If the candidate has furnished incorrect or false information
8. Candidates shall be responsible for providing correct and complete information. Any discrepancy or submission of false information may lead to cancellation of candidature.
9. The essential qualification, experience and age of the applicant shall be taken into consideration as on the last date of submission of application form.
10. The College reserves all rights regarding increase or decrease in number of posts, correction, addition or deletion in advertisement and cancellation of whole advertisement.
11. Any change/modification in the advertisement shall be uploaded on college website <https://hnccsolapur.org/> . Therefore, the applicants are instructed to check the website regularly.
12. The College reserves the right not to fill up any post(s) even after selection of a candidate(s) thereof.
13. Also, if the number of students admitted to a particular subject falls below 50% of the sanctioned intake, the College reserves the right to withhold or cancel the appointment of the selected candidate for that subject..
14. Candidate must furnish the detailed information regarding suspension, removal from previous service or any criminal prosecution against him/her or nature of punishment ordered thereof.
15. Government employee and the staff working under the Universities and other Institutes/ organizations should necessarily submit their application through proper channel.

16. If at any time after appointment, it is found that the candidate has submitted false information document, his/her appointment shall be terminated without prior information/notice.
17. The candidates must attach the cover page of the journal and first page of research paper with the application form.
18. Candidates must fill the Table format enclosed with application form.
19. The decision of the duly constituted Selection Committee shall be final, subject to applicable statutory/regulatory provisions.
20. The College reserves the right to cancel, modify or postpone any stage of the selection process, if required, in accordance with applicable rules.
21. No TA/DA shall be payable for attending the selection process.

PRINCIPAL

SECRETARY
SHRI. APDJ PATHSHALA, SOLAPUR