Dr. Ram Manohar Lohiya National Law University, Lucknow

Advt. No.: RMLNLU/Advt.(Teaching)/2025-01   **Date: 25/05/2025**

Online Applications Invited for Teaching Positions

Online applications are invited from eligible Indian citizens for appointment to vacant teaching positions in Department of Legal Studies of the University. Interested and eligible candidates may submit their applications in the prescribed format through the University's online portal on or before **28th June, 2025**.

The non-refundable application fee is as follows:

- ₹1500 for candidates belonging to **Unreserved (UR)** and **OBC** categories of Uttar Pradesh

- ₹1000 for candidates belonging to **SC/ST/EWS** categories of Uttar Pradesh/**PWD**

After submitting the online application, candidates must **download the completed application form** and send the **hard copy**, duly signed and accompanied by all relevant enclosures, to:

**The Registrar,
Dr. Ram Manohar Lohiya National Law University,
Lucknow – 226012, Uttar Pradesh**

The hard copy must reach the University **on or before 30th June, 2025**. For online Application and others details the official website of the University www.rmlnlu.ac.in may be visited.

(Registrar)

Details of Vacant Teaching Positions

Department: Department of Legal Studies

Post	Post Code	SC	ST	OBC	EWS	UR	Action
Professor (Law)	R/01	2	-	1	-	2	*Apply Online*
Associate Professor (Law)	R/02	3	-	3	1	1	*Apply Online*
*Assistant Professor (Law) (Contractual)	C/01	1	-	1	2	1	*Apply Online*

*Also suitable for PWD candidate.

Pay Scale:

Sl. No.	Name of Post	Pay Scale *(As per 7th CPC)*
01	**Professor (Law)**	**Level 14** (Rs.1,44,200/- to Rs.2,18,200/-)
02	**Associate Professor (Law)**	**Level 13A** (Rs.1,31,400/- to Rs.2,17,100/-)
03	****Assistant Professor (Law) (Contractual)**	**Rs.57,700/- + DA (Fixed salary)**

**Note

a) The contractual appointment of Assistant Professors shall be for a fixed term of **three years**.

b) The Dearness Allowance (DA) shall be **payable to Assistant Professors appointed on a contractual basis** and shall be **revised from time to time** in accordance with the **prevailing government rules and notifications**. However, such contractual appointees shall not be entitled to annual increments.

c) **Prior to initiating a fresh selection process** for Assistant Professors upon completion of the three-year term, the **renewal of the existing contract** may be **favorably considered**, provided the individual's performance during the contractual period has been **satisfactory** and there are **no pending disciplinary proceedings** against them.

d) The contractual engagement of Assistant Professors may be terminated by either party with one month's prior notice. However, in cases where the teacher is found guilty of gross misconduct or serious negligence of duty, the engagement may be terminated immediately without any notice or compensation in lieu of the notice period.

e) Assistant Professors appointed on a contractual basis **shall not be eligible for any additional allowances**, including House Rent Allowance (HRA), beyond the provisions stated above. However, the University may provide accommodation, subject to availability and in accordance with its regulations.

Important Dates:

Online Application Start Date	**28.05.2025**
Online Application End date	**27.06.2025**
Last Date for submission of Hard Copy of duly filled and downloaded online application form along with all enclosures by Speed/Registered Post only	**30.06.2025**

Eligibility Criteria for Position in the faculty of Law

(Minimum eligibility and qualification shall be as per UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018)

I. Assistant Professor:

Eligibility (A or B):

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.

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 the fulfillment of the following conditions :-

   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 fulfilment 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.

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OR

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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).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor Eligibility:

i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.

ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

iii) A minimum of eight years of 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor Eligibility:

A.

(a) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

(b) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

General Instructions

1. Applicants must meet the minimum essential qualifications for the post, along with any desirable qualifications as specified in the advertisement.

2. The qualifications, pay scales, and other conditions for teaching positions shall be in accordance with the UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 (hereinafter referred to as UGC Regulations, 2018).

3. In line with the UGC Regulations, 2018, the norms and standards prescribed by relevant regulatory bodies, such as the Bar Council of India (BCI) in applicable disciplines, shall also apply.

4. **Mere fulfillment of the eligibility criteria does not guarantee an interview call.** The shortlisting of candidates for interview will be carried out in accordance with **Appendix II, Table 3A of the UGC Regulations, 2018**, subject to the candidate meeting all essential eligibility requirements for direct recruitment to the post of Assistant Professor as stipulated in the UGC Regulations, 2018.

5. The **scrutiny and shortlisting of applications** shall be conducted in accordance with the following orders issued by the **Governor Secretariat, Uttar Pradesh, Lucknow**: Order No. 3019/32-GS/2020 dated 18-05-2021, Order No. E-4229/G.S. dated 02-07-2021 and Order No. E-3047/G.S. dated 22-05-2022

6. For verification of **date of birth**, only the **Matriculation/SSC certificate or pass certificate** issued by the respective educational board shall be accepted. **No other documents** will be considered valid for this purpose.

7. The **Advertisement Number, Post Code, and the name of the Post applied for** must be clearly mentioned in the **online application form**.

8. **Incomplete applications** or those **not submitted in the prescribed format** shall be **summarily rejected** and will not be entertained.

9. The University reserves the right to:

   a) **Increase or decrease** the number of positions at any stage of the recruitment process, including at the time of interview or selection.
   b) **Prescribe criteria for shortlisting** applications/applicants in accordance with its requirements.
   c) **Withdraw the advertisement**, in whole or in part, at any time without assigning any reason.
   d) **Fill or not fill** any or all the advertised positions without assigning any reason.
   e) **Modify or incorporate corrections/additions** to the advertisement on the University website, if necessary, before the last date for submission of the online application.
   f) **Cancel the appointment** at any stage, even after the issuance of the appointment letter, if any **inadvertent error or discrepancy** is detected in the selection process.

10. A non-refundable **application fee of ₹1500/-** is applicable for **Unreserved and OBC candidates of Uttar Pradesh**, and **₹1000/-** for **SC of UP/ST of UP/EWS of UP/PWD candidates**, for **each teaching post** applied for. The fee must be **paid online** at the time of submitting the application.

11. **Separate applications**, along with the **respective application fee**, must be submitted for **each post** applied for.

12. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently- abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid- attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is

followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

13. A **relaxation of 5% marks** (from 55% to 50%) shall be granted to candidates holding a Ph.D. degree who obtained their Master's degree **prior to 19th September, 1991**.

14. A person with a **disability of 40% or more** shall be eligible for reservation benefits under the **Persons with Disabilities (PWD)** category.

15. Candidates belonging to **SC/ST/OBC of UP categories** must submit a valid **caste certificate** in the prescribed format issued by the **Government of Uttar Pradesh**. The certificate should **not be older than six months** from the date of application submission for SC/ST/OBC/EWS of UP categories.

16. **OBC candidates falling under the Creamy Layer** will not be eligible for reservation benefits and must apply under the **Unreserved category**.

17. **EWS candidates** must submit a valid **Economically Weaker Section certificate** in the prescribed format issued by the **Government of Uttar Pradesh**.

18. Candidates applying for the posts of **Professor** and **Associate Professor** must ensure that they meet the **minimum API Score requirements** as specified in the **UGC Regulations, 2018**, before applying.

19. If a candidate wishes to be considered under **both Reserved and Unreserved categories**, they must **clearly indicate** this in the appropriate section of the application form.

20. Candidates must be in **sound physical and mental health**. If selected, they will be required to undergo a **medical examination** and obtain a **fitness certificate** from a competent medical authority as prescribed by the University.

21. Candidates employed in **Government/Private Universities, Colleges, or Autonomous Bodies** must submit a recent **No Objection Certificate (NOC)** from their present employer along with a **salary slip** and **Income Tax Return (ITR)** documents. At the time of the interview, they must produce the **NOC** by their present employer accompanied by a certificate stating that:

    (i)   No vigilance or disciplinary case is pending or being contemplated against the candidate, and

    (ii) The candidate will be relieved within one month of receiving the appointment offer, if selected.

    Any **concealment of facts**, submission of **false documents**, or **misleading information**, as well as any form of **canvassing**, shall result in **disqualification**.

22. No **Travel Allowance (T.A.)** or **Dearness Allowance (D.A.)** will be paid to candidates for appearing in the interview.

23. Selected candidates (excluding those appointed on a contractual basis) shall be placed on **probation for a period of one year**. This probationary period may be extended by up to two additional years at the discretion of the Executive Council, in the event of unsatisfactory performance, conduct, or behavior.

24. Candidates are advised to **regularly check their registered email** for interview letters and further correspondence.

25. They should also **frequently visit the University's official website** www.rmlnlu.ac.in for the latest updates and notifications.

26. The submitted online application form must be **downloaded**, and a **hard copy** of the same should be sent to:

    The Registrar, Dr. Ram Manohar Lohiya National Law University, Lucknow – 226012, Uttar Pradesh, on or before June 30, 2025,

    along with **self-attested copies** of the following documents:

- All Academic marksheets and certificates
- Experience certificates
- Caste certificate (if applicable)
- EWS certificate (if applicable)
- No Objection Certificate (NOC) by present employer
- Last Salary Slip by present employer
- Published research papers/articles/books etc. (if any)

Original documents must be presented at the time of the interview for verification.

27. The University reserves the right to **revise, reschedule, cancel, or suspend** the recruitment process at any stage without assigning any reason. The decision of the University shall be final, and no correspondence or appeal in this matter shall be entertained.

28. Candidates must ensure their **eligibility** as per the criteria stated in the advertisement **before applying**. If a candidate is found ineligible at **any stage** of the recruitment process, their candidature will be **cancelled**.

    - No **refund of the application fee** shall be made under any circumstances.

    - Any **concealment or misrepresentation** of facts, or submission of **false or misleading information**, will result in **disqualification** and/or **termination of appointment**, even after selection.

    - In such cases, **disciplinary action** may also be initiated.

29. Any **corrigendum, modification, or update** related to the recruitment process shall be published **only** on the official website of the University: www.rmlnlu.ac.in. Candidates are advised to regularly check the website for updates.

30. Any legal proceedings in respect of any matter of claim or dispute arising out of this advertisement and/or an application in response thereto can be instituted only in **Lucknow** and courts/tribunals/forums at **The Lucknow Bench of the High Court of Judicature at Allahabad**

31. For any queries regarding the recruitment, candidates may contact the University via email at: recruitment@rmlnlu.ac.in

32. Candidates can apply for their respective posts through the link https://rmlnlurec.samarth.edu.in/

(Registrar)

DR. RAM MANOHAR LOHIYA NATIONAL LAW UNIVERSITY, LUCKNOW

Screening and Selection Criteria for various Teaching Positions

(in accordance with Governor Secretariate, U.P. Order Nos. 3019/32-G.S./2020 dt. 18.05.2021; E- 4229/G.S. dt. 02.07.2021 and UGC-Regulations 2018)

The details of weightage/points to be assigned for various components/criteria for recruitment to various teaching positions is given in Table 1 below:

Table 1: Weightages of different criteria for recruitment to various teaching positions (as per Governor Secretariate, U.P. Order No. 3019/32-G.S./2020 dt. 18.05.2021; and E-4229/G.S. dt. 02.07.2021 and UGC-Regulations 2018)

Stage	Description of the Stage	Screening/Selection Components	Assistant Professor	Associate Professor	Professor
1.	Screening cum Shortlisting only	Basic Academic Score and API Score	100	Actual	Actual
		Written test to assess subject knowledge	40	-	-
		Total	**140**	**-**	**-**
2.	Final selection based on Presentation and Interview only (30 marks)	Assessment of teaching skills (presentation to assess teaching skills in class and ability to take online classes on computer)	20	-	-
		Interview	10	20	20
		Total	**30**	**20**	**20**

Note:

a) A "Scrutiny Committee" shall be constituted for checking and scrutinizing the application forms.

b) For the post of Assistant Professor, the selection process shall be conducted in two parts: (i) short-listing and (ii) Presentation & interview

c) For the post of Assistant Professor, the 'Basic Academic Score and API Score' shall be calculated as per the as per UGC-Regulations 2018, Appendix II, Table 3A.

d) For the post of Assistant Professor, there shall be a written objective examination of the relevant discipline/ branch of 40 Marks.

e) For the post of Assistant Professor, syllabi for written examination, in Law will be syllabi of UGC NET.

f) For the post of Assistant Professor, the candidates shall be given a time of at least seven days from the date of publication of cumulative score for Basic Academic Score and API / Research Score, for inviting objections.

g) For the post of Assistant Professor, the candidates shall be given a time of at least three days from the date of publication of written examination score, for inviting objections.

h) For the post of Assistant Professor, a 'Consolidated Merit List' shall be prepared based on the combined score of 'Basic Academic Score and API Score' and 'written test'. From this merit list appropriate number of candidates shall be shortlisted for 'Interview' which will be conducted in two parts: (i) Assessment of teaching skills and (ii) Interview.

i) For the post of Associate Professor and Professor, the selection process shall be conducted in two parts: (i) short-listing and (ii) interview

j) For the post of Associate Professor and Professor, the 'Basic Academic Score and API Score' shall be calculated as per the as per UGC-Regulations 2018, Appendix II, Table 2.

k) For the post of Associate Professor and Professor, a 'Consolidated Merit List' shall be prepared based on the combined score of 'Basic Academic Score and API.

l) For the post of Associate Professor and Professor, the candidates shall be given a time of at least seven days from the date of publication of cumulative score of Basic Academic Score and API I Research Score, for inviting objections.

m) A duly constituted "Selection Committee" will conduct the interview process and shall submit the final result in sealed envelope to the Vice Chancellor.

Calculation of the API/Research score for the post of Assistant Professor will be as per the details given in Table 2 (as per UGC-Regulations 2018, Appendix II, Table 3A).

Table 2. Assessment methodology for calculation of API/Research Score for the Post of Assistant Professors (30% weightage).

<u>**Table: 3 A**</u>

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% =05
2.	**Post-Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	**M.Phil.**	60% & above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	30			
5.	**NET with JRF**	07			
	NET	05			
	SLET/SET	03			
6.	**Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)**	10			
7.	**Teaching / Post Doctoral Experience (2 marks for one year each)#**	10			
8.	**Awards**				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#*However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.*

Note:

(A)

(i)	M.Phil + Ph.D	Maximum - 30 Marks
(ii)	JRF/NET/SET	Maximum - 07 Marks
(iii)	In awards category	Maximum - 03 Marks

(B) Number of candidates to be called for an interview shall be decided by the universities as per rule.

(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
Total	-	**100**

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

- Calculation of the API/Research score for the post of Associate Professor and Professor will be as per the details given in Table 3 (as per UGC-Regulations 2018, Appendix II, Table 2).

- Table 3. Assessment methodology for calculation of API/Research Score for the Post of Associate Professors and Professor.

- Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.

(A minimum API/Research Score of Seventy-Five (75) for Associate Professor, and One hundred Twenty (120) for Professor, is required)

S.N.	Academic/Research Activity	Faculty of Law
1.	**Research Papers in Peer-Reviewed or UGC listed Journals**	10 per paper
2.	**Publications (other than Research papers)**	
	(a) Books authored which are published by ;	
	International publishers	12
	National Publishers	10
	Chapter in Edited Book	05
	Editor of Book by International Publisher	10
	Editor of Book by National Publisher	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties	
	Chapter or Research paper	03
	Book	08
3.	**Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**	
	(a) Development of Innovative pedagogy	05
	(b) Design of new curricula and courses	02 per curricula/course
	(c) MOOCs	
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20
	MOOCs (developed in 4 quadrant) per module/lecture	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08
	(d) E-Content	
	Development of e-Content in 4 quadrants for a complete course/e-book	12
	e-Content (developed in 4 quadrants) per module	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02
	Editor of e-content for complete course/ paper /e-book	10
4	**(a) Research guidance**	
	Ph.D.	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded

		(b) Research Projects Completed	
		More than 10 lakhs	10
		Less than 10 lakhs	05
		(c) Research Projects Ongoing:	
		More than 10 lakhs	05
		Less than 10 lakhs	02
		(d) Consultancy	03
5		(a) Patents	
		International	10
		National	07
		(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)	
		International	10
		National	07
		State	04
		(c) Awards/Fellowship	
		International	07
		National	05
6.		*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)	
		International (Abroad)	07
		International (within country)	05
		National	03
		State/University	02

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i)   Paper in refereed journals without impact factor   -   5 Points
ii)   Paper with impact factor less than 1   -   10 Points
iii) Paper with impact factor between 1 and 2   -   15 Points
iv)   Paper with impact factor between 2 and 5   -   20 Points
v)   Paper with impact factor between 5 and 10   -   25 Points
vi)   Paper with impact factor >10   -   30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.

- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co- supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.

- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.

- The research score shall be from the minimum of three categories out of six categories.

- The API/Research score secured -by candidates as per Table 4 shall be scaled down to a maximum of 50.

(Registrar)