

ST. XAVIER'S UNIVERSITY, KOLKATA

RECRUITMENT OF FACULTY

Employment Notification No.: 01 (11/2025/TEACHING) Dated: 14.11.2025

- Last date of online application: **30.11.2025**
- Last date for receipt of printout of the application along with all supporting documents: **03.12.2025, 5 PM**

FACULTY OF ARTS & SOCIAL STUDIES

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Professor	English	---	(i) Master's Degree in English with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 10 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Ten (10) years in subject teaching in University/College as Assistant Professor/Associate Professor/Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of having successfully guided at least one doctoral candidate as Supervisor or two doctoral candidates as Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 120 as per the criteria given in UGC Regulations 2018.	Entry Pay Rs. 1,44,200 (Academic Level 14) Plus, other allowances***
Associate Professor	• English • Psychology	---	(i) Master's Degree in the subject with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 7 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018.	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***
Assistant Professor	• Mass Communication	---	(i) Master's Degree in the Mass Communication with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level (ii) Ph.D. in the subject	Entry Pay ₹57,700 (Academic Level 10) With five non-compounded increments at the entry level as applicable for a candidate joining with Ph.D. at the entry level) Plus, other allowances***

FACULTY OF COMMERCE & MANAGEMENT**

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Professor**	Commerce	---	(i) Master's Degree in Commerce with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 10 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Ten (10) years in subject teaching in University/College as Assistant Professor/Associate Professor/Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of having successfully guided at least one doctoral candidate as Supervisor or two doctoral candidates as Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 120 as per the criteria given in UGC Regulations 2018.	Entry Pay Rs. 1,44,200 (Academic Level 14) Plus, other allowances***
Associate Professor**	Commerce	---	(i) Master's Degree in Commerce with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 7 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018.	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***
Assistant Professor**	Law	Corporate Law /Business Law	(i) Master's Degree in Law with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level (ii) Ph.D. degree in the subject (iii) Experience: If the duration of LL.M. degree is 1 Year: Minimum one (1) year in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#]	Entry Pay ₹57,700 (Academic Level 10) With five non-compounded increments at the entry level as applicable for a candidate joining with Ph.D. at the entry level) Plus, other allowances***
	Commerce	---	(i) Master's Degree in the Commerce (Specialisation in Marketing Management) with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level Desirable: Postgraduate Diploma in Management after Master's Degree in the Commerce (ii) Ph.D. in the subject	
	Mathematics	---	(i) Master's Degree in the Mathematics with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level (ii) Ph.D. in the subject	

****Selected candidate/s under Faculty of Commerce & Management may be required to take classes in the Morning Section.**

FACULTY OF SCIENCE

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Professor	Statistics	---	(i) Master's Degree in Statistics with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 10 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Ten (10) years in subject teaching in University/College as Assistant Professor/Associate Professor/Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of having successfully guided at least one doctoral candidate as Supervisor or two doctoral candidates as Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 120 as per the criteria given in UGC Regulations 2018.	Entry Pay Rs. 1,44,200 (Academic Level 14) Plus, other allowances***
Associate Professor	Statistics	---	(i) Master's Degree in Statistics with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 7 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018.	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***
Assistant Professor	Statistics	---	(i) Master's Degree in Statistics with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level (ii) Ph.D. degree in the subject	Entry Pay ₹57,700 (Academic Level 10) With five non-compounded increments at the entry level as applicable for a candidate joining with Ph.D. at the entry level) Plus, other allowances***

XAVIER BUSINESS SCHOOL

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Associate Professor	Management	Finance	(i) Master's Degree Business Administration / PGDM* / M. Com. with First Class or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the relevant field (iii) Minimum 7 Publications in UGC, SCI and AICTE approved Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/Institute (AICTE/UGC Approved) as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) of which at least Two (2) years shall be post-Ph.D. experience. [#] (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018. * 2-year PGDM which is recognised by Association of Indian Universities (AIU) as equivalent to MBA will be considered	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Associate Professor	Management	HRM	(i) Master's Degree Business Administration / PGDM* with First Class or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the relevant field (iii) Minimum 7 Publications in UGC, SCI and AICTE approved Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/Institute (AICTE/UGC Approved) as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) of which at least Two (2) years shall be post-Ph.D. experience. # (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018. * 2-year PGDM which is recognised by Association of Indian Universities (AIU) as equivalent to MBA will be considered	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***
Assistant Professor	Management	Finance	(i) Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM*/M.COM with First Class or equivalent in the relevant field and minimum 50% marks or equivalent at +2 and bachelor's level. (ii) Ph.D. degree in the relevant field (iii) Experience: Minimum two (2) years in subject teaching in University/College/AICTE approved institute at least in Assistant Professor level or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) #/ Professional (executive level) experience other than teaching after the completion of MBA or PGDM* * 2-year PGDM which is recognised by Association of Indian Universities (AIU) as equivalent to MBA will be considered	Entry Pay ₹57,700 (Academic Level 10) With five non-compounded increments at the entry level (as applicable for a candidate joining with Ph.D. at the entry level) Plus, other allowances***
Assistant Professor	Management	HRM	(i) Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM* with First Class or equivalent in the relevant field and minimum 50% marks or equivalent at +2 and bachelor's level. (ii) Ph.D. degree in the relevant field (iii) Experience: Minimum two (2) years in subject teaching in University/College/AICTE approved institute at least in Assistant Professor level or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) #/ Professional (executive level) experience other than teaching after the completion of MBA or PGDM* * 2-year PGDM which is recognised by Association of Indian Universities (AIU) as equivalent to MBA will be considered	

XAVIER LAW SCHOOL

DESIGNATION	SUBJECT	SPECIALISATION	ELIGIBILITY	PAY STRUCTURE
Professor	Law	---	(i) Master's Degree in Law with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 10 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Ten (10) years in subject teaching in University/College as Assistant Professor/Associate Professor/Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) # (v) Evidence of having successfully guided at least one doctoral candidate as Supervisor or two doctoral candidates as Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 120 as per the criteria given in UGC Regulations 2018.	Entry Pay Rs. 1,44,200 (Academic Level 14) Plus, other allowances***

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Associate Professor	Law	---	(i) Master's Degree in Law with minimum 55% marks or equivalent and minimum 50% marks or equivalent in UG level (ii) Ph.D. degree in the subject (iii) Minimum 7 Publications in Peer-Reviewed or UGC listed Journals (iv) Experience: Minimum Eight (8) years in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#] (v) Evidence of guiding at least one doctoral candidate as Supervisor/Joint Supervisor/Co-Supervisor. (vi) Must have total research score of 75 as per the criteria given in UGC Regulations 2018.	Entry Pay ₹1,31,400 (Academic Level 13A) Plus, other allowances***
Assistant Professor	Law	---	(i) Master's Degree in Law with minimum 55% marks or equivalent and minimum 50% marks or equivalent in +2 and UG level (ii) Ph.D. degree in the subject (iii) Experience: If the duration of LL.M. degree is 1 Year: Minimum one (1) year in subject teaching in University/College as Assistant Professor/Associate Professor or in an Accredited Research Institute in equivalent position (Post NET/SET/Ph.D.) [#]	Entry Pay ₹57,700 (Academic Level 10) With five non-compounded increments at the entry level as applicable for a candidate joining with Ph.D. at the entry level) Plus, other allowances***

*****Other Allowances:** In addition to the entry pay, there will be House Rent Allowance of 12% (up to maximum limit of ₹12,000), D.A. - 18% and other allowances, as admissible. These allowances are NOT applicable for consolidated Pay Structure.

[#] Counting of the Past Experience will be as per U.G.C. Guidelines July 2018

All marks to be calculated /converted as per the prescribed procedure of the degree awarding Institute/University. All are requested not to round off the marks.

UPPER AGE LIMIT AS ON 30.11.2025:

Assistant Professor - 45 Years

Associate Professor - 50 Years

[Upper age limit for Associate Professor may be relaxed up to 55 Years for exceptionally qualified candidate]

Professor– 55 Years [Upper age limit for Professor may be relaxed up to 60 Years for exceptionally qualified candidate]

Candidates should have a strong academic background, understanding and familiarity of current developments and challenges and evidence of quality research and publications.

Faculty members are expected to carry out research, design and teach courses, engage in institution development, and conduct training program and consultancy.

- **Last date of online application: 30.11.2025**
- **Last date for receipt of printout of the application along with all supporting documents: 03.12.2025, 5 PM**
(Applicants need to take printout of the application and send it to The Registrar along with all supporting documents. Application will be liable to be cancelled if hardcopy of the application and the documents are not received within specified time.)
- **Please note that print out of the application form along with all supporting documents will be accepted through speed post / registered post / courier /hand delivery addressed only to:**
The Registrar,
St. Xavier's University, Kolkata,
Premises No. IIIB - 1, Action Area IIIB
New Town, Kolkata 700 160

NOTES:

- Incomplete applications in any respect will not be entertained by the University.
- Mere fulfilment of the aforementioned qualifications & experience does not entitle a candidate to be called for interview.
- The University reserves the right to consider and to fill or not to fill positions in any of the above and/or any other specialization(s).

- iv. No correspondence, whatsoever, will be entertained from candidates regarding postal delays, conduct and result of interview and reasons for not being called for interview or selection.
- v. All qualifications must be from UGC recognized University/ Deemed University/ MHRD approved autonomous institution (wherever applicable). The courses offered by autonomous institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).
- vi. For regular appointment, there would be a probation period of 2 years.
- vii. **Last date of online application: 30.11.2025**
Last date for receipt of printout of the application along with all supporting documents: 03.12.2025, 5 PM
Please note that print out of the application form along with all supporting documents will be accepted through speed post/registered post/courier/hand delivery addressed to the above-mentioned address.
The Registrar,
St. Xavier's University, Kolkata
Premises No. IIIB - 1, Action Area IIIB
New Town, Kolkata 700 160
- viii. Applications received after the due date will not be considered.
- ix. **The University will send communication through email only to the short-listed candidates.**
- x. Canvassing in any form will be a disqualification.
- xi. The candidature of an applicant will be cancelled if the relevant documents are not submitted.
- xii. If it is found that the documents submitted by the candidate are not genuine or that the candidate has clandestine antecedents and he/she has suppressed the said information, the candidature/appointment at the University shall be cancelled/terminated at any point of time.
- xiii. Interview will be held in the University Campus, where the candidate will be required to be present physically and there will be no provision for online interview.
- xiv. Those who were terminated earlier will not be eligible to apply for any post within 5 years from the effective date of termination.
- xv. Those who resigned earlier will not be eligible to apply for any post at the same level/grade within 5 years from the effective date of resignation.
- xvi. Those who were selected for a post, accepted the offer and later declined or did not join will not be eligible to apply for any post within 5 years from the date of acceptance of the offer.
- xvii. Those who were selected for a post but declined within the stipulated period will not be eligible to apply for any post at the same level/grade within 3 years from the date of acceptance of the offer.
- xviii. All current University employees must obtain a 'No Objection Certificate (NOC)' from the Vice-Chancellor before applying for a post. A copy of this certificate must be submitted with the application.

[CLICK HERE FOR ONLINE APPLICATION](#)