GURUGRAM UNIVERSITY, GURUGRAM

State University Established under Haryana Act-17of 2017

Sector-51, Gurugram(Haryana)-122003

Advt. No.AFT-03/2026

Walk – in – Interview for Hiring of Adjunct Faculties

The University proposes to engage Adjunct Faculty in the Department of Education to enrich and enhance the knowledge, skills, and professional competencies of faculty members and students. The Adjunct Faculty may be drawn from reputed practitioners, industry professionals, scientists, academicians, scholars, policymakers, and other distinguished professionals, both serving and retired, having expertise in the fields of education, educational administration, educational psychology, teacher education, curriculum development, educational technology, research, and educational policy.

Name of Dept.	No. of Posts	Specialization	Date & time	Venue
Education	03	Education	12.11.2026 & 10: 00 AM	Gurugram University, Sector-87, Gurugram

The interested Eligible candidate who processes the qualificator prescribed by the UGC (Annexure-A) may report for walk in interview along with filed application forms and original documents /degree on above mentioned schedule along with one set of self-attested copies of the same. Candidates are required to report at least half an hour before the scheduled Walk-in-interview. Late arrivals will not be permitted to appear for the interview. For detailed terms & conditions , visit university website www.gurugramuniversity.ac.in.

Note: i) No. TA/DA will be paid for attending the Walk in interview. Ii) Number of positions can be increased or decreased as per the requirement of the University.

Deputy Registrar (Estt.)
For Registrar

Endst. No. GUG/Estt./2026/ ET 889-893 **Dated:** 30-10-2026

A copy of the above is forwarded to the following for kind information and necessary action:-

1. The In-charge, UCDAC for uploading on University Website.
2. The Finance Officer, GUG.
3. The Communication Officer.
4. Public Relation Executive: to appropriate publish this advertisement.
5. PA to Vice-Chancellor/Registrar (for kind information), GUG.

Deputy Registrar (Estt.)
For Registrar

GURUGRAM UNIVERSITY, GURUGRAM
State University Established under Haryana Act-17of 2017

Advt. No.AFT-03/2026

Advertisement for Hiring of Adjunct Faculty

The Objectives of above hiring are: 1) To have a strong and robust collaboration between the Educational Institutions and Industry. 2) To encourage involvement of practitioners/engineers (from Industry), Academicians, Scholars, Policymakers in Teaching, Research, and related services. 3) The involvement helps in bringing external perspective to regular teaching to make classes more interesting and to further enrich existing knowledge of faculty members and students.

Who are eligible?: Reputed practitioners, industry professionals, scientists, academicians, scholars, policymakers, and other distinguished professionals, both serving and retired, having expertise in the fields of education, educational administration, educational psychology, teacher education, curriculum development, educational technology, research, and educational policy.

Duration of Appointment (Tenure): Duration of appointment shall vary from one semester (6 months) to six semesters (3 years).

Educational Qualification and Relevant Experience: 1) Must have educational qualification as prescribed by UGC/respective Statutory Body 2) Must have been recognized by various bodies in his field. 3) In case of candidates from an Industry, his/her domain knowledge should be of significant value and possession of prescribed qualification by statutory body may not be considered as an essential condition in such cases.

Consolidated Remuneration

Status/Personality	Remuneration per day	Ceiling per month/fixed honorarium
Professor/equivalent	Rs. 4000/-	Rs. 80,000/-
Associate Professor equivalent	Rs. 3000/-	Rs. 60,000/-
Assistant Professor equivalent	Rs. 2000/-	Rs. 40,000/-

Age limit: Engagement of Adjunct Faculty beyond the age of 65 years is discouraged except in the case of persons with exceptionally Brilliant Academic/Industrial back ground.

1. Objectives:

1.1. To develop a useful and valuable collaboration between institutions and industry and enhancing quality of education and skills by involvement of academicians, scholars, practitioners, policymakers and skilled professionals in teaching, training, research and related services on regular basis;

1.2. To attract distinguished individuals who have excelled in their field of specialization like science and technology, Industry, commerce, social research, media, literature, fine arts, civil services and public life into the academic arena, to enrich the overall learning processes by bringing external perspectives to regular teaching. Such interactions are expected to foster trans-disciplinary approach and synergize the outside 'real world' experience with the inside intellectual pursuits in the university;

1.3. To promote the interaction of skilled professionals with the learners and facilitate the imparting of industry relevant standards in skills, acceptable nationally, which could fulfill the need for skilled workforce and also to undertake R&D in the areas related to skill education & development, entrepreneurship and employability etc;

1.4. To enable higher educational institutions to access the eminent teachers and researchers who have completed their formal association with the university/college, to participate in teaching, to collaborate and to stimulate research activities for quality research at M. Phil and Ph. D. levels; and to play mentoring and inspirational role;

1.5. To recognize the skills of professionals in their respective areas of excellence irrespective of their academic qualifications to impart training to the learners of skill based vocational courses in Universities and Colleges.

2. Target Groups:

Professionals, experts, officials and managers having experience of working in:

2.1. Teaching and research organizations supported by bodies like ICAR, ICSSR, CSIR, ICMR, DRDO, Central and State Universities, etc.

2.2. Central and state public sector undertakings (PSUs), business corporations, NGOs and professional associations.

2.3. Civil servants (IAS/IPS/officials from Central and Provincial Services) and professionals & officials from professional councils and statutory bodies like UGC and AICTE, both serving and retired;

2.4. Skill training providers recognized by National Skills Development Corporation and / or Sector Skill Councils in their respective area for skills education and training;

2.5. NRIs and PIOs working with overseas academic, research and business organizations or having a demonstrated interest in Indian issues.

2.6. Skilled professionals working in organized and unorganized sectors known for their hands-on skilling techniques and expertise.

3. Engagement Modalities:

3.1. Qualifications:

Candidate for adjunct faculty should satisfy the following norms:-

a) For Conventional Higher Education Courses:

1) Should have the minimum qualifications as prescribed in the regulations framed by UGC/ respective statutory councils from time to time. OR

ii) A person of eminence with or without a postgraduate or Ph.D qualifications.

b) For Skill based Courses:

i) Should be an accomplished professional / expert in his chosen field of discipline and may not necessarily possess qualifications prescribed under UGC regulations. OR

ii) Should be a certified professional, for teaching and training on National Occupational Standards under NSQF, by the Sector Skills Council for teaching respective trade / job role.

They are also expected to have an understanding of industry requirements, National Occupational Standards (NOSs) and Assessment & Certification for skills. In addition to the above, it is expected that the adjunct faculty in both the above streams would be an accomplished scholar in his area of specialization and his association would add value to the academic programmes he is associated with.

4. Selection Criteria:

Adjunct Faculty will be appointed by the competent authority based on the recommendation of a Committee. Period of empanelment will vary from 06 months to 03 years as decided by the Institution on mutually agreed terms and conditions. It is expected that any application for adjunct faculty is first discussed at the department level. The department may forward the application with comments specifying the suitability of such candidate(s) in the department/institution level academic activities. If the department recommends a case for adjunct faculty, the same should be examined by a Committee comprising of following:

i) Head of the Institution or his nominee (Chair).

ii) Head of the concerned Department.

Dean (Academic / Research) in case of university / senior most faculty in case of college.

OR

Iv) One External Expert (Nominated by head of the institution).

Representative of Sector Skill Council / Industry Associations (for skill based courses).

v) Registrar / Vice-Principal / Bursar or equivalent person (Convener).

If the committee recommends the case, the same would be forwarded to the competent authority for consideration and necessary approval. The strength of Adjunct faculty may not exceed 25% the sanctioned strength of faculty at any time.

5. Roles and Responsibilities:

The empanelled adjunct faculty is expected to undertake following assignments:

5.1. Teaching:

1) Conventional Higher Education Courses: Adjunct faculty will be expected to teach courses directly related to his specific expertise and professional experience or the areas of his specialization. He may also contribute to the institution's activities like counselling of students, developing new course(s) and pedagogical improvements.

ii) Skill based Vocational Courses: The core courses pertaining to specialized skills / trades may be imparted by the adjunct faculty from industry, Sector Skill Councils approved trainers or other persons with appropriate skill proficiency. Such faculty, imparting education and training to learners in skill based courses, should have relevant NSQF qualifications, preferably certified by the relevant Sector Skill Council.

Research Courses: Adjunct faculty may also be involved in the M.Phil / Ph.D. coursework based on his professional and research proficiency adjudged by the concerned institution.

5.2. Training: Adjunct faculty will be expected to facilitate the setting of workshops and labs, providing hands on training in the relevant domain areas, development of soft skills, and focus on ensuring competency based learning outcomes among students.

5.3. Research: Adjunct faculty is expected to interact with and supervise the research students

in the area of his specialization or professional proficiency. However, there should be preferably one core faculty member associated as Supervisor / Co-Supervisor for smooth induction and coordination of academic procedures. The adjunct faculty may lack a traditional academic background in such case, they are not expected to contribute to the institution's research and creative mission by participating in traditional scholarly activities (i.e. they are not expected to conduct independent research and/or publish in peer-reviewed journals). Instead, he may participate by advising faculty on their research projects, serving as a liaison between the institutions and industry or government entities to identify research and/or funding opportunities or by working with faculty to identify research projects that would benefit private industry and/or government entities.

5.4.Services: Adjunct faculty is also expected to actively participate in service-related activities, such as sitting on departmental committees, serving as advisors to faculty and/or undergraduate and post graduate students, helping students network, and active collaboration with the industry/employer providing internship and job opportunities.

6. Costs and Honorarium:

6.1. Adjunct faculty will be provided travel cost, as per entitlement, from his/her Institution/place of stay and back, maximum six (06) times per academic year. No reimbursement for hiring accommodation will be permissible. However, she/he will be provided free lodging and boarding in the Guest House.

6.2. The Adjunct Faculty will work at the host institution for a minimum of 02 days per visit.

Deputy Registrar (Estt.)
For Registrar