

**No.11-04/2016-SEA-I (Pt.)**  
**Government of India**  
**Ministry of Communications**  
**Department of Telecommunications**  
**Sanchar Bhawan, Room No. 521,**  
**20, Ashoka Road, New Delhi - 110 001**

Dated: 03.11.2020

**CIRCULAR**

**Sub.: Filling up the post of Professor, Associate Professor (SG) & Associate Professor in the National Institute of Financial Management on deputation basis-reg**

The undersigned is directed to forward a copy of D.O. letter No.19016/08/NIFM/Admin/4634 dated 16.10.2020 received from Director National Institute of Financial Management, Faridabad regarding the subject cited above.

2. The willing & eligible SAG and JAG officers of the Indian P&T AFS Group 'A' who are meeting the criteria for applying to the posts of Professor, Associate Professor(SG) & Associate Professor in NIFM, Faridabad may apply and send their applications to the undersigned for taking further necessary action on or before 6<sup>th</sup> November,2020.

  
**Asstt. Director General (SEA-I)**  
**Ph.011-23036126**

Encl.: As above.

Copy to :

1. PS to CGCA/Addl. CGCA
2. All Pr.CCAs/CCAs/DG NICF.
3. All SAG/ JAG Officers of IP&T AFS Group-'A',
4. Sr. DDG (PAF), Department of Post, Dak Bhawan, New Delhi, for taking necessary action please.
5. DDG (E&AM)/Director (SEA), DoT Hqrs.
6. US (SEA-II) - for posting on the DoT website.
7. Spare



प्रभात रंजन आचार्य  
Prabhat Ranjan Acharya  
Director

अरूण जेटली  
राष्ट्रीय वित्तीय प्रबन्धन संस्थान  
(वित्त मंत्रालय, भारत सरकार)

ARUN JAITLEY  
NATIONAL INSTITUTE OF FINANCIAL MANAGEMENT  
(Ministry of Finance, Government of India)

No.19016/08/NIFM/Admin/ 4634

October 16, 2020

Dear Shri Sinha,

As you are aware, the National Institute of Financial Management (renamed as Arun Jaitley National Institute of Financial Management) was set up by the Government of India for providing professional training and continuing professional education to Group 'A' officers of Participating Services. The Institute organizes Professional Training Course (PTC) for the Probationers of the Central Group 'A' Finance and Accounts Services. Besides, it also conducts a large number of Management Development Programmes (MDPs). In addition, the Institute conducts a two-year full-time Post Graduate Diploma in Management (Financial Management), a two year full time Post Graduate Diploma in Management (Financial Markets) and one-year Diploma in Government Accounting and Internal Audit for officials of CGA as well as officials of other Central and State Government Departments. All long term programmes are approved by AICTE.

In view of its unique mandate, the Institute requires an optimal mix of faculty, from academia as well as from Government. The Institute looks forward to a healthy blend of senior government executives, academicians, senior consultants, and researchers. The senior executives combine their rich field experience with strong academic credentials to provide a vibrant and stimulating atmosphere for training.

As a Participating Service and a Member of the Board of Governors of the Institute we look forward to your continuing support and guidance in our endeavor to make this Institute a 'Centre of Excellence' in the field of Public Financial Management. As an important stakeholder we look forward to the participation of your service in running the Institute to achieve the objectives for which it was established by the Government of India. You would appreciate that participation of your service officers in planning, organising and conducting of PTC Programme for Probationers and various MDPs, which are meant for Government officers, would go a long way in improving the quality of delivery of the programme and achievement of learning objectives. It would also help in understanding the training needs of various departments of the Government so that the programmes can be suitably designed and executed.

To execute the mandate given to the Institute, our first source to draw faculty is from the Participating Services at different levels. The following table indicates the various levels of faculty position in the Institute:-

Sl. No.	Post	Pay Matrix Level
1.	Professor	14
2.	Associate Professor (SG)	13
3.	Associate Professor	12
4.	Assistant Professor	11
5.	Chief Administrative Officer/ Chief Accounts Officer	11

(A proposal to re-designate the posts of officers coming on deputation to AJNIFM to distinguish them from the academic faculty is under consideration of the Government).

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The Institute has vacancy position in all the levels for executives of Participating Services. Deputations to this institute are governed by DOPT order No. 2/29/91-Estt.(Pay II) dated 5<sup>th</sup> January, 1994 as amended from time to time. Offices on deputation to this Institute are also entitled to training allowance at the rate admissible under Government of India, Ministry of Personnel, Public Grievances and Pension, DOPT O.M. No. 13024/01/2016-Trg.Ref dated 24<sup>th</sup> October, 2017.

Transport facility for Group 'A' Officers joining AJNIFM on deputation as faculty for commuting from their residence and admissibility of transport allowance will be governed in the in the following manner:

Sl. No.	Status of Officer	In case Officer opts for official transport for commuting between residence and Institute	In case Officers opts for transport allowance
1.	Officer residing in Delhi/NCR other than Faridabad municipal area	Yes but no transport allowance	Transport allowance at Faridabad rates
2.	Officer residing within campus	No official transport	Transport allowance at Faridabad rates
3.	Officer residing within Faridabad municipal limits but not in campus	Yes but no transport allowance	Transport allowance at Faridabad rates

The staff car facility will be provided to all SAG level officers. Group 'A' officers of Deputy Secretary and Director level will be provided with pick & drop facility while on deputation to AJNIFM.

The Institute also has provision of accommodation for faculty in the campus.

A copy of the Faculty Recruitment Rules is enclosed.

Adequate representation from your service in the faculty of the Institute will foster a sense of belongingness and would greatly contribute to healthy mix of faculty in running the Institute as per guidance of Board of Governors and also in smooth execution of the training programmes.

While you may have some constraints I would urge you to kindly consider that being a Member of Board of Governors and a Participating Service, you are an important stakeholder and this Institute is as much yours as the training institute of your department. I can assure you that being a Central Training Institute it has a tremendous potential to add value in terms of capacity building of the Government departments both at the Centre & States, providing Consultancy services, and academic research. Your service members have contributed in the past and I look forward to their continuing contribution.

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I would, therefore, request you to kindly give due publicity among your officers. Officers willing and suitable and having a flair for academic/teaching/training activities with requisite qualifications may be recommended. It would be our pleasure to have officers from your service amongst us. Their applications along with their CR dossiers for the last five years may be sent by 16<sup>th</sup> November, 2020.

*With warm regards,*

Yours sincerely

*Prabhat R Acharya*

16.10.2020  
(Prabhat R Acharya)

Shri P. K. Sinha  
Member (Finance)  
Department of Telecommunication,  
Government of India,  
20, Ashoka Road, Sanchar Bhawan,  
New Delhi – 110 001



## National Institute of Financial Management

Faculty Recruitment Rules-2002 [Including (Proposed) Amendments upto Year 2019]

### 1. SHORT TITLE AND COMMENCEMENT

- a) These Rules shall be called the National Institute of Financial Management Faculty Recruitment Rules, 2002
- b) These Rules shall come into force from the date to be notified with the approval of the Board of Governors of the Institute.
- c) These Rules shall be applicable to all the faculty posts in the regular employment of the Institute.

### 2. DEFINITIONS

In these Rules unless otherwise specified

- a) "Institute" means the National Institute of Financial Management.
- b) "Government" means the Central Government, Ministry of Finance, Department of Expenditure
- c) "Society" means the National Institute of Financial Management Society.
- d) "Board" means Board of Governors of the Institute.
- e) "Director" means the Executive Head of the Institute.

### 3. POSTS

Faculty posts in the Institute and their level (as per 7<sup>th</sup> CPC Pay Matrix) are detailed below. Other terms and conditions attached to these posts are specified in the Schedules annexed to these rules. The Board shall, subject to any general limitations in this behalf, add to or delete the types of posts, increase or decrease the number of posts, alter the scales attached to the posts, relax the age limits and qualifications prescribed, and alter the mode of recruitment, if in the opinion of the Board such alterations are in the general interest of the functioning of the Institute.

**Designation and pay levels of Faculty Posts**

Sl. No.	Designation	Level as per 7 <sup>th</sup> CPC
1.	Professor	14
2.	Associate Professor (SG)	13
3.	Associate Professor	12
4.	Assistant Professor/ Chief Administrative Officer/ Chief Accounts Officer	11
5.	Faculty Associate/Assistant Librarian	10

#### a) PROCEDURE FOR RECRUITMENT

- i) On and from the commencement of these rules, method of recruitment to the different posts will be as specified in the Schedules.



- ii) Selection of persons for recruitment/deputation shall be made on the recommendations of the Recruitment Committees set up by the Board. Selection of officers from participating services on deputation will be done by Director of the Institute.
- iii) The procedure to be followed by the Recruitment Committees shall generally be decided by the Chairpersons of the Committees. However, the Board of Governors may also issue additional guidelines in respect of procedure to be followed by the Recruitment Committees in the matter of Selection in general.

**b) RECRUITMENT NORMS**

The educational qualification and experience requirement for all posts shall be as specified in the schedules

**c) MODE OF RECRUITMENT & RECRUITMENT COMMITTEE**

i) Recruitment shall be by Transfer on Deputation or Direct Recruitment. The permitted categories of Transfer on Deputation cover three different groups of officers:

- i. Category-1: Group-A officers from the Participating Services (IA&AS, ICAS, IDAS, IRAS, IP&TAFS, ICoAS).
- ii. Category-2: Group-A officers from Central Government (other than from Participating Services), and the State Government.
- iii. Category-3: Officers from Public Sector Undertakings / Banks (PSUs/PSBs) or other Public Funded Autonomous Bodies.

ii) A Recruitment Committee consisting of following shall be constituted for considering the eligibility of candidates for recruitment or career progression.

- i. Two members of the Board of Governors.
- ii. Two outside experts in the discipline for which recruitment is being considered.
- iii. Director, NIFM

**4. AGE LIMIT AND OTHER MATTERS**

The age limit and other requirements for appointment in respect of a post in the Institute shall be as specified in the relevant items of the Schedules to these rules. The Board of Governors shall have the power to relax any of the requirements in the schedules.

**5. AGE OF RETIREMENT**

The age of retirement on superannuation for persons recruited under these rules shall be 60 years.

**6. HEADQUARTERS**

The Headquarters of the Institute will be NIFM complex as Sector-48 Pali Road, Faridabad, Haryana where all the employees shall be posted.

**7. PROBATION**

All directly recruited faculty members appointed in the Institute under these Rules shall be on probation for a period of two years. An employee on probation shall have no right to the post

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31/10/19

unless it is certified by the Appointing Authority that he has satisfactorily completed the period of probation. While on probation a faculty member can be discharged from the service of the Institute by the Appointing Authority by giving one month's notice or salary in lieu thereof.

**8. PROVISION FOR BOND**

Persons inducted to faculty posts on Direct Recruitment after commencement of these Rules shall be required to fill a bond for serving the Institute for a minimum period of 2 years after joining failing which the faculty member will be required to pay a compensation of Rs. One Lakh to the Institute.

**9. REGULATIONS & ORDERS**

The Board may make regulations and issue orders consistent with these rules to provide for all matters for which provision is necessary or expedient for the purpose of giving effect to these Rules.

**10. POWER TO RELAX**

Where the Board is of the opinion that it is necessary or expedient to do so, it may by order relax any of the provisions of these rules in respect of any class or category of persons.

**11. RESIDUARY MATTERS**

In regard to matters not specifically covered by these rules or any regulations or orders made or issued thereunder, the employees shall be governed by the rules, regulation and orders applicable in Central Civil Services in general.

**12. REMOVAL OF DIFFICULTIES**

The Board may from time to time issue such general or specific directions as may be necessary to remove difficulties in the operation of these Rules.

**13. INTERPRETATION**

Where any doubt arises as to the interpretation of any of the provisions of these rules, the decision of the Board of Governors shall prevail.

PLM  
31/11/18



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## Qualifications, Pay Level, and Mode of Recruitment to Faculty Posts in National Institute of Financial Management


Schedule 1-Professor			
1	Name of the post	Professor	
2	No. of Posts	9	
3	Scale of Pay (Rs.)	L-14 of 7 <sup>th</sup> CPC	
4	Methods of Recruitment	1) Direct Recruitment or 2) Transfer on Deputation	
5	Age Limit	Direct Recruitment	Not Exceeding 55 Years
		Transfer on Deputation	Not Exceeding 58 Years
6	Educational Qualification Requirement	Direct Recruitment	Ph.D or equivalent in relevant discipline
		Transfer on Deputation	First class or equivalent in Master's Degree or qualified as a Chartered Accountant/Company Secretary/Cost Accountant.  <u>Category-1:</u> Master's Degree in relevant discipline with minimum 55% marks, or qualified as a Chartered Accountant/ Company Secretary/ Cost Accountant.  In the case of faculty for the subject of Govt. Accounts and Audit, no specific educational qualification required apart from relevant experience.  <u>Category-2 &amp; 3:</u> Master's Degree in relevant discipline with minimum 55% marks, or qualified as a Chartered Accountant/ Company Secretary/ Cost Accountant.
7	Experience Requirement	Direct Recruitment	Minimum experience of 10 years in teaching/ research / industry/ professional of which at least 5 years teaching experience should be at the level of Associate Professor.
		Transfer on Deputation	<u>Category-1 and Category-2:</u> 14 Years' Service in Group-A  <u>Category-3:</u> Candidate should be in equivalent grade (L-14 of 7 <sup>th</sup> CPC)

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21/11/11



### Schedule 2-Associate Professor [SG]

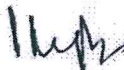
1	Name of the post.	Associate Professor (SG)
2	No. of Posts	2
3	Scale of Pay (Rs.)	L-13 of 7 <sup>th</sup> CPC
4	Methods of Recruitment	1) Direct Recruitment or 2) Transfer on Deputation
5	Age Limit	Direct Recruitment
		Deputation
6	Educational Qualification Requirement	Direct Recruitment
		Transfer on Deputation
7	Experience Requirement	Direct Recruitment
		Transfer on Deputation

  
 3/1/14

\*"A position may be considered as equivalent to Assistant Professor provided that:

- a) The essential qualifications of the post held were not lower than the qualifications prescribed in these (NIFM) FRRs for Assistant Professor;
- b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor;
- c) The concerned Assistant Professor (equivalent) should possess the same minimum qualifications as prescribed by the NIFM for appointment to the post of Assistant Professor;
- d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/Institutions concerned, for such appointments;

The previous appointment was not as guest lecturer for any duration."

  
31/7/14



### Schedule 3-Associate Professor

1	Name of the post	Associate Professor
2	No. of Posts	5
3	Scale of Pay (Rs.)	L-12 of 7 <sup>th</sup> CPC
4	Methods of Recruitment	1) Direct Recruitment or 2) Transfer on Deputation
5	Age Limit	Direct Recruitment Not Exceeding 50 Years
	Transfer on Deputation	Not Exceeding 58 Years
6	Educational Qualification Requirement	Direct Recruitment Ph.D or equivalent in relevant discipline First class or equivalent in Master's Degree or qualified as a Chartered Accountant/Company Secretary/Cost Accountant.
	Transfer on Deputation	<u>Category-1:</u> Master's Degree in relevant discipline with minimum 55% marks, or qualified as a Chartered Accountant/ Company Secretary/ Cost Accountant.  In the case of faculty for the subject of Govt. Accounts and Audit, no specific educational qualification required apart from relevant experience.  <u>Category-2 &amp; 3:</u> Master's Degree in relevant discipline with minimum 55% marks, or qualified as a Chartered Accountant/ Company Secretary/ Cost Accountant.
7	Experience Requirement	Direct Recruitment Minimum experience of 8 years in teaching/ research / industry/professional of which at least 2 years teaching experience should be at the level of Assistant Professor or equivalent.**
	Transfer on Deputation	<u>Category-1 and Category-2:</u> 7 Years' Service in Group-A  <u>Category-3:</u> Candidate should be in equivalent grade (L-12 of 7 <sup>th</sup> CPC)

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31/11/14

\*\*"A position may be considered as equivalent to Assistant Professor provided that:

- a) The essential qualifications of the post held were not lower than the qualifications prescribed in these (NIFM) FRRs for Assistant Professor;
- b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor;
- c) The concerned Assistant Professor (equivalent) should possess the same minimum qualifications as prescribed by the NIFM for appointment to the post of Assistant Professor;
- d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/Institutions concerned, for such appointments;

The previous appointment was not as guest lecturer for any duration."

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21/11/14