

NATIONAL JUDICIAL ACADEMY INDIA

Bhadbhada Road, P.O.Suraj Nagar, Bhopal, M.P. - 462044.

FACULTY AND LIBRARY VACANCIES

Website www.nja.gov.in Tel: EPBX: 0755 2432500

National Judicial Academy India (NJA) is an autonomous body fully funded by the Government of India. NJA seeks to enhance the quality of our judicial system and catalyze its development to meet current and emerging needs of the country. NJA organizes some 100 workshops and conferences each year on a variety of current legal and judicial topics, serving judges in all tiers from across India. Each programme seeks to develop and advance one or more ideas for reforming and strengthening the judicial system.

NJA is seeking suitable candidates for faculty appointments. The candidate shall be well qualified, hard working, ethical, committed to the cause of justice, seeking an exciting opportunity for catalyzing institutional development of the judicial system (rather than, for example, an opportunity to teach). Minimum qualifications and terms and conditions of employment are set out at the NJA web site.

(1) Additional Director (Research); (1 vacancy): Eminent and experienced senior jurists/ legal scholars with distinguished research publications in law and judicial reform; capable of playing a lead role in NJA's expanding research agenda (*gross salary in the range of about Rs. 107,000 per month* (including transportation allowance) *plus free housing or 20% of basic pay as housing allowance; plus 30% of basic pay of parent department as training allowance for staff on deputation.* Pay Band HAG+ Scale Rs 75500- (annual increment@3%) -80000.

(2) Professors; (2 vacancies): Demonstrated, high level of knowledge, expertise and at least 20 years of experience in theoretical or applied research, directly relevant/applicable to judicial systems, in a University or in a research or judicial institution, in any one of the following 6 disciplines: *Law* (including Public Law, Criminal Law, Commercial and Property Law, Family Law, Judicial Institutions, Procedural Law), *Management Science* (in fields relevant to the needs of the judicial system such as Management of Public Sector Institutions, Operations Management, Strategy and Leadership Development, HR Development, Decision Analysis, Game Theory), *Sociology of Law, Political Science, Psychology and Statistics*, as relevant to the judicial system (*gross salary in the range of about Rs. 70,000 per month* (including transportation allowance) *plus free housing or 20% of basic pay as housing allowance; plus 30% of basic pay of parent department as training allowance for staff on deputation.* Pay Band PB-4. Rs 37400-67000 + Grade Pay Rs 10000.

(3) Assistant Professors; (4 vacancies): Specialization in one or more of the subject areas indicated for Professors (*gross salary in the range of about Rs. 40,000 per month* (including transportation allowance) *plus free housing or 20% of basic pay as housing allowance; plus 30% of basic pay of parent department as training allowance for staff on deputation.* Pay Band PB-3. Rs 15600-39100 + Grade Pay Rs 7600.

(4) Research Fellows; (5 vacancies): Demonstrated research aptitude and excellent research, analysis and writing skills along with publications in one or more areas of law indicated above for professors (*gross salary in the range of about Rs. 30,000 per month* (including transportation allowance) *plus free housing or 20% of basic pay as housing allowance; plus 30% of basic pay of parent department as training allowance for staff on deputation.* Pay Band PB-3. Rs 15600-39100 + Grade Pay Rs 5400.

(5) Law Associates; (3 vacancies): Entry level positions for graduates with multi-disciplinary, Five Year integrated Law degrees, with excellent research skills, publications, extra-curricular achievements and sound organizational skills. Salary: Rs. 20,000/- (consolidated per month) plus HRA Rs. 2000/-, if accommodation not provided

(6) Deputy Librarian; (1 vacancy): (Non-Faculty position). Masters degree in Library Science from a recognized university having working experience of at least 10 years from a national level Institute. Sound in IT application and communication in English (*gross salary in the range of about Rs. 40,000 per month* (including transportation allowance) *plus free housing or 20% of basic pay as housing allowance and deputation allowance for the staff on deputation.* Pay Band PB-3. Rs 15600 – 39100 + Grade Pay Rs 7600.

Initial appointments will normally be for three years on contract/deputation/re-employment, subject to renewal/extension. Regular/permanent appointments may also be offered in exceptional cases. Experience requirement may be relaxed in exceptional cases for those who can objectively demonstrate world class expertise. Required minimum qualifications, exact remuneration and other benefits, as well as application forms and procedures are provided on the NJA Website (www.nja.gov.in). All vacancies will be placed in future on the NJA web site from time to time. Applications may be submitted at any time on a rolling basis. Applications will be considered in the first selection process held for the concerned vacancy after the application is filed. Interested candidates should submit their applications for the above vacancies on or before 20th November, 2009 (for the first selection process) by email at nja@nja.gov.in or by courier addressed to Director, National Judicial Academy, Bhadbhada Road, Suraj Nagar Post, Bhopal, M.P. – 462044.

PROF. G. MOHAN GOPAL
DIRECTOR, NATIONAL JUDICIAL ACADEMY
nja@nja.gov.in

NATIONAL JUDICIAL ACADEMY
QUALIFICATIONS OF FACULTY

S.No.	Name of posts & Pay scale.	Qualification.
1	<p>Additional Director Pay Band <u>HAG+Scale Rs. 75500-(annual increment@3%)-80000.</u></p>	<p>A person shall not be qualified for appointment as Additional Director unless he –</p> <p>(a) is or has been a judge of a High Court – or</p> <p>(b) is a judicial officer and has, for at least two years, held a post carrying a pay of Rs. 26,000/- fixed and allowances or equivalent pay as pre- revised/revised from time to time. or</p> <p>(c) is a judicial officer and has, for atleast three years, held a post carrying a scale of pay of Rs. 24,050-650-26,000/- or equivalent scale of pay as pre- revised /revised form time to time. or</p> <p>(d) is a judicial officer and has, for at least ten years held a post of District Judge and Additional District Judge or equivalent in any of the State Higher Judicial Service. Or</p> <p>(e) that the incumbent to the post of Additional Director of the National Judicial Academy shall be an eminent academician in the field of law education and is well versed in administration of educational institution i.e. who has or had been a constitutional functionary or an academician in the field of law. <u>Explanation:-</u> In computing, for the purposes of this rule, the period during which a person has held any post would include the period during which he has held any other post under the Central or a State Government, or any undertaking there of carrying the same scale of pay as that of the first mentioned post or a higher scale of pay.</p>

2.	<p>Professor <u>Pay Band PB-4.</u> <u>Rs 37400-67000</u> <u>+ 10000.(G.P)</u></p>	<p>An eminent jurist/scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching, and/or experience in research at the Judicial Academy/National Level Institution/university, including experience of guiding research at doctoral level</p> <p>OR</p> <p>An Outstanding jurist/scholar with established reputation who has made significant contribution to knowledge (period spent for obtaining the research degrees shall not be counted for experience purpose) OR</p> <p>A Judicial Officer in the cadre of District Judge having put in Judicial Service as per para 13. – Experience in a training Academy shall be a desirable qualification.</p> <p>Para 13 :</p> <p>In case of recruitment by deputation/including short-term contract/transfer grades from which deputation/contract/transfer to be made.</p> <p>Officers of the State Higher Judicial Service or Officers of the Central Government or State Governments or Universities or Recognized research Institution;</p> <p>(a) holding analogous post; OR</p> <p>(b) with two years regular service in the scale of Rs.16400-450-20900; or equivalent; OR</p> <p>(c) with six years regular service in the scale of Rs.14,300-450-22,400 OR</p> <p>(d) With eleven years regular service in the scale of Rs.10,000 or equivalent.</p> <p>Selection Procedure :</p> <p>(a) A Selection Committee, constituted by the Chairman of the Academy shall identify suitable candidates for appointment on deputation/short-term contract.</p> <p>(b) The Executive Committee of the Academy is empowered to relax any condition contained in recruitment rules in suitable cases and /or to consider nay person for the post who may not have applied.</p>
3.	<p>Assistant Professor <u>Pay Band PB-3.</u> <u>Rs 15600-39100</u> <u>+ 7600. (G.P)</u></p>	<p>Doctorate with good academic record and at least three years of experience with good research/teaching record or development work, as evinced by research publications in journal of repute and/or developmental project report.</p> <p>Or</p> <p>LL.M. with good academic record with at least five years of relevant experience with good research/training record or development work as evinced by research publications in journal of repute and/or developmental project report (provided that the above minimum experience requirement will be three years for those with at least one year of full time academic experience in a judicial academy).</p> <p>The Competent Authority of the Academy is empowered to relax any condition contained in recruitment rules in suitable cases and/or to consider any person for the post who may not have applied.</p>

		Officers of the State Judicial Service or Officers of the Central Government or State Governments or Universities or Recognized research institutions; (a) holding analogous post; or (b) serving in regular service in the scale of Rs.10,750-300-13,150-350-14900/- or above....;or with five years regular service in the scale of Rs.9,000-250-10,750-300-13,150-350-14,550/- or above
4.	Research Fellow Pay Band PB-3.. Rs 15600-39100 + 5400(G.P)	LL.B. with good academic record with 5 years experience as a Judicial Officer or in teaching, and/or experience in research at the Judicial Academy/National Level Institution/University OR An outstanding jurist/scholar with established reputation who has made significant contribution to knowledge. (Period spent for obtaining the research degrees shall not be counted for experience purpose).
5.	Law Associates 20000/- + Rs.2000/- as HRA if accommodation not provided. (consolidated)	Degree in Five years Law Graduate course. Selection will be based on academic performance in the LL.B. Course; achievements in co-curricular and extra-curricular activities; any publications or evidence of research work; written and oral communication and English language skills; and marks awarded at the interview.
6.	DEPUTY LIBRARIAN Pay Band PB-3. Rs 15600-39100 + 7600. (G.P)	Masters degree in Library Science from a recognized university. Must have overall working experience of at least 10 years managing a large national level institute, out of which minimum 05 years of working experience in the law library of a nationally reputed law academy or university or institute in the capacity and grade of Assistant Librarian. Should possess sound knowledge of application of IT in the Law Library, digital law library resources and their efficient dissemination. Sound in oral and written communication in English.

General Information:

- a) The incumbents opting for deputation must send their application through proper channel with 'No Objection Certificate' and Departmental Enquiry/Vigilance clearance from the employer, with an advance copy to NJA. The terms and conditions of the deputation service will be governed by Government India's applicable rules & NJA policies in this regard.
- b) Age Limit (I) Minimum age – 21 years
 - (ii) Upper age limit for contract/re-employment – 61/69. yrs.
 - (iii) Upper age limit for deputation – up to 56 years
- c) The applicant should submit application in the prescribed format along with self attested latest photograph and copies of testimonial in respect of educational qualification, date of birth, experience, extracurricular activities caste certificate etc. If applying for more than one post, separate application should be submitted for each post.
- d) The incumbents (other than deputation candidates) may also see the Academy's contractual obligations in the website of the Academy www.nja.gov.in. The application format can also be downloaded from the Academy website.

- e) The incumbents, selected for the interview, have to bear own traveling expenses. No allowances whatsoever will be paid to the candidates.
- f) The Academy reserves its right to reject incomplete applications.
- g) The number of vacancy is subject to change and the Academy reserve the right to fill up or not to fill up any or all the posts or to short-list the candidates in any grade based on qualification and experience.
- h) The last date of submission of application is 20/11/09 for the first selection process.
- i) The consolidated salary of the contract employee will be determined on the basis of Basic Pay + DA. In addition Transpiration Allowance, HRA(If NJA/Govt. accommodation not availed) and any other allowances as per NJA policy is also admissible. The Academy may also consider to provide annual increment (up to 7.5% of the Gross salary fixed for the preceding year of the contract) at the time of renewal of contract for further period, unless the same is not considered necessary for any specific reason.
- k) The staff appointed on contract basis may, subject to NJA policy and satisfactory performance, be considered for regular/long term contract by mutual consent on finalization of Recruitment Rules and Service conditions for the employees of the Academy.
- l. Candidates appointed on deputation in faculty position will be entitled for Training allowance (30% of the basic pay of parent department or NJA policy), in terms of DOPT O.M. No. 12017/2/86-Trg.(TNP). Dt. 31/3/87.
- m) Free residential accommodation will be provided to the employees of the Academy subject to availability; else they are entitled for 20% of Basic Pay as HRA.
- n) Contract employees are entitled for Medical insurance coverage for self and dependant family members as per applicable rules of the Academy.
- o) EPF scheme is applicable for the contract employees.
- p) Judicial Officers on deputation will be entitled for sumptuary allowance, leave encashment, petrol allowance etc. as per applicable rules.

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P.O. Surajnagar, Bhadbhada Road,
Bhopal (M.P.) – 462 044. ☎ 0755 – 2432500

Paste Self
Attested Recent
Passport Size
Photograph

Application Format

- 1) Post applied for (in Capital Letters) : _____
- 2) Name (in Capital Letters) : _____
- 3) Father's Name / Mother's Name /
Husband's Name : _____
- 4) Gender : _____
- 5) Date of Birth (in figure & words) : _____
- 6) Mailing Address (with telephone :
numbers & Email ID) : _____

- 7) Permanent Address : _____

- 8) Religion : _____
- 9) Nationality : _____
- 10) Category (General / SC / ST / OBC) : _____
- 11) Substantive Grade & Basic Pay : _____
(in case of Deputation).

12) Educational Qualification :

Name of Examination Passed	University / Board	Year of Passing	Duration of Course	Subjects / Area of Specialization	Division/ % of Marks

13) Experience :

Name of the Organization and Type of Organization (Govt. / Semi Govt. / PSU / Autonomous / Private)	Designation	Period		Scale of Pay / Gross Salary	Nature of Job
		From	To		

14) Any Special Attribute / Information (if any) :

15) Whether applied earlier, if so give details :

Declaration

I hereby declare that all the statements made in this application are true complete and correct to the best of my knowledge and belief. I understand that in the event of any information being found false or in correct at any stage, my candidature / appointment shall be liable to be cancelled / terminated summarily without notice or any compensation in lieu thereof.

I also affirm that NOC from the present employer for applying for the post has been applied for / taken.

Place:

Date:

(Signature of Applicant)

**Counter Signature of Controlling Officer
(In case of application for Deputation)**

CONTRACT OF SERVICE

An agreement for contract service is made this between (herein after called the appointee) on the one part and the National Judicial Academy, Bhopal (herein after called the Academy), on the other.

Whereas the Competent Authority of National Judicial Academy has been pleased to approve the appointment ofas contract for a period of years and the appointee has accepted such appointment upon terms and conditions herein after appearing. Now THESE PRESENTS WITNESSETH and the parties here to respectively agree as follow:

1. The agreement of contract service shall be deemed to have been entered into subject to the rules relating to contract services of Academy in force from time to time as applicable to the Contract employee of the Academy as well as provisions of the other existing Rules of the Academy.
2. The Contract employee shall be on contract service under the agreement for a period of years with effect from i.e. dates of joining the post or for the period till he / she continues in contract service, whichever is earlier, on payment of Rs. per month as consolidated salary for first year of the contract. In addition, the contract employees shall also be entitled for HRA, TPA and other allowances admissible under NJA policy. **Further, the contract employee shall be eligible for annual increment of pay on satisfactory completion of one year service, subject to extant policy of NJA.**
3. The Contract employee shall be a full time employee of the Academy and shall discharge to the best of his/her ability all duties and responsibilities assigned from time to time.
4. That the Contract Employees shall devote his/her whole time to the service of the Academy and shall not without permission of the Academy, engage, directly or indirectly in any trade or business whatsoever, or in any private service or any other work to which any emolument or honorarium is attached. However, this prohibition shall not apply to work undertaken with prior permission of the Competent Authority, in connection with the academic/research work and publication thereof.
5. (a) Notwithstanding anything herein before contained, the Competent Authority of the Academy shall be empowered to summarily terminate the engagement of the Contract Employee on the ground of misconduct in accordance with the provisions herein after set forth.

(b) The Competent Authority may, when he finds it necessary in the interest of the Academy, suspend the Contract Employee on the ground of misconduct. Thereafter, he shall report it to the next Higher Authority for approval.

(c) The Competent Authority or any officer appointed by him as Enquiry officer shall investigate all matters about the misconduct of the Contract Employee whether he / she has been suspended or not. The Contract Employee shall be notified in writing of

the charges against him and shall be given not less than one week's time, which may be extended on good cause shown by such contract employee, to submit his explanation in writing.

The competent Authority or the Enquiry Officer may hear the Contract Employee and take such evidence as it may consider necessary and submit its report to the next higher authority / competent authority. The Competent Authority may thereafter, determine the continued engagement of the contract Employee where it deems that the misconduct of the Contract Employee deserves to be dealt with in that manner , after it has considered the explanation and the evidence, any, or the report of the Enquiry Officer, if one has been appointed.

(d) Where the termination of the Contract of service on the ground of misconduct is after suspension, the termination of Contract of service will be from the date as specified by the Competent Authority.

6. i) *The Contract Employee shall be entitled to a monthly salary fixed on the following formula in the pay scale attached to the post
(Pay in Pay Band + Grade Pay) + DA on total pay applicable on the date of contract + Transport Allowance + HRA (if NJA accommodation not availed) and any other allowance.*
- ii) *In addition, the contract employee will also be entitled to EPF, Medical Insurance cover and any other allowances / perks admissible as per NJA policy.*
- iii) *The consolidated monthly salary shall be fixed for one year.*
- iv) *The Contract Employee shall be entitled to leave as appended to below in one calendar year.*

Casual Leave	-	10 Days
Earned Leave	-	15 Days
Medical Leave	-	10 Days

Note: - *Leave of any kind is not a right of the employee as per Leave Rules applicable in the Academy.*

The balance of Medical & Earned Leave at the end of the year as per contract will be carried forward to the next year of the contract service on completion of probation period / further contract of period provided the contract is extended as per NJA policy.

- v) *The NJA provide medical insurance cover to the contract employee, his / her spouse, two dependent children & wholly dependent parents during the currency of contract period. However, in the event of contract employee leaving the services of NJA before completing the year of currency of insurance policy, the NJA shall have right to deduct the amount incurred in obtaining Medical Insurance policy on pro rata basis for the remaining period of the medical insurance policy*
- vi) *Annual increment will be admissible on completion of the year at the rate as per NJA policy in this behalf.*

7. The Contract service of the Contract Employee may, during the period of contract, be terminated by the Academy at any time by 30 days notice in writing or in lieu on payment of the salary for one month.

The Contract Employee may terminate his/her contract of service by giving to the Competent Authority 30 days notice in writing or an amount equivalent to the amount of the salary for one month in lieu of notice period.

IN WITNESS WHEREOF on the day and the year first above written, Registrar of the Academy has hereinto set his/her hand and the Contract Employee has hereinto set his/her hand.

Signature of the Contract Employee
Name: -
Address

Registrar
National Judicial Academy
Bhopal (M.P.)

Witness (Name & Address)

1. _____

2. _____

