

INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR

WHAT ARE WE LOOKING FOR IN A FACULTY CANDIDATE?

1. **Qualifications and Academic Record**

- a. Degrees and Universities attended. Time taken to attain degrees
- b. Consistency in academic record: transcripts for various degrees
- c. Course work done
- d. Strong fundamentals in the subject
- e. Referee reports and credentials of referees
- f. Culture and environment of candidate's past affiliations

2. **Research and Development Work**

- a. Quality and number of research papers in journals, conferences, etc.
- b. Contribution of the candidate in publication, if publication is multi-authored.
- c. Potential of the candidate to carry out research activities independently
- d. Areas and relevance of the research work including breadth and depth of the area.
- e. Originality in research activities.
- f. Patents filed and granted, with details
- g. Quality of research proposal (to be carried out at IITGN) submitted along with the faculty application.
- h. Feasibility of the Institute to provide research facilities (e.g., animal facility, agricultural facility, clean room, etc.).

3. **Teaching Abilities**

- a. Passion for teaching
- b. Capability to teach a range of courses
- c. Experience in teaching if any: Details of evaluation in teaching, if available
- d. Evidence of being an outstanding teacher?
 - Ability of the candidate to teach UG students and address their queries effectively
 - Effective interaction with students
 - Good oral and written communication skills

4. **Personality Attributes**

- a. Motivation and aspiration to make an impact
- b. Leadership, initiative, attitude, enthusiasm and energetic participation
- c. Participation in extra and co-curricular activities
- d. Ability to work in a team
- e. Capability to contribute to Institute activities