

**No.F.14-4/2022-Estt(FC)-Objective Criteria
ALL INDIA INSTITUTE OF MEDICAL SCIENCES
(FACUTY CELL)**

22 DEC 2023

Ansari Nagar, New Delhi-29.

Dated the :

Subject:- Objective Criteria for screening/short listing of candidates for faculty recruitment at the AIIMS, New Delhi – Notification thereof.

AIIMS, New Delhi, is recruiting faculty regularly. Currently, the process involves two screening stages. The first stage occurs at the departmental level, where applications are carefully assessed against established recruitment rules, eligibility criteria, and advertised qualifications. Following this, a final screening is done by a committee, chaired by the Director, AIIMS. This committee reviews recommendations sent by the departments' short list candidates to be called for interview. All eligible candidates are then invited for interviews. In the present scheme there is no provision for limiting the number of short listed candidates to be called for interview. In a step towards a more transparent and merit-based faculty recruitment process, AIIMS, New Delhi, is developed objective criteria for candidate short listing. This initiative aims to attract and select the most qualified individuals to join its esteemed faculty ranks.

In a step towards a more transparent and merit-based faculty recruitment process, AIIMS, New Delhi, has developed objective criteria for short listing applicants. These have been approved by the competent authority.

To ensure a consistent and transparent selection process across disciplines, Objective criteria which will be used for shorting listing are outlined in **Annexure-I** will be used to short listing applicants for the post of Assistant Professor in various disciplines. This objective criteria have been approved by the President of AIIMS, New Delhi.

The following are the key points of the process:-

For the post of Assistant Professor:

Application Process:

- For more than 10 applicants per vacancy, the Objective Screening Score (**Annexure-I**) will be used to shortlist candidates for interviews.
- The Departmental Screening Committee will screen candidates based on submitted documents to determine eligibility to be called for interviews.

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- In case more than one candidate have similar score, then all with the same score will be called for interview even if the number of short listed candidates is more than 10 for that vacancy.

Interview and Selection:

- ☐ The screening score will be used only for short listing candidates for interviews and will not be factored into the final selection process.
- ☐ The list of shortlisted candidates will be displayed on the website.

Verification and Disqualifications:

- ☐ Shortlisted candidates must bring original documents for all parameters listed in the online application form for verification on the interview day.
- ☐ Failure to produce documents, providing false information, or any other illegal action will lead to disqualification and potential cancellation of candidacy at any stage.
- ☐ Detailed timelines for the entire process (application, short listing, interviews) will be available online.

For Associate Professor and Tutor, College of Nursing:-

- ☐ A written examination for screening applications for the post of Tutor in the College of Nursing will be conducted. Details regarding the exam will be uploaded on the website, and all eligible candidates will be notified accordingly. Eligible candidates will call for interview in the ratio and criteria as mentioned for the post of Assistant Professor above i.e. 1:10.

Above information is notified on AIIMS website for information of all concerned.

This issues with the approval of the Director, AIIMS.


(B.S. Gill)

Sr. Admn. Officer (Faculty Cell)

The Officer-Incharge, CF – With request to upload above on AIIMS Website.

OBJECTIVE SCREEN SCORE - MEDICAL STREAM

S. No.	OBJECTIVE SCREENING SCORE	Scoring method	Max score
	SECTION 1: ACADEMIC & PROFESSIONAL ACHIEVEMENTS (medical): 35 MARKS		
1	MBBS/BDS from Pvt. College/Deemed univ. (2 marks), Government college (4 Marks) NIRF ranked medical/dental 2023 Top 50 college (6 marks)	2-6 as mentioned	6
2	NTSC Scholarship winner in school	1	1
3	MD/MS/MDS from Pvt. College/Deemed Univ. (2 marks), Government College (4 marks), NIRF ranked medical/dental 2023 Top 50 college (6 marks)	2-6 as mentioned	6
4	Academic SR (completed) / Non-Academic SR (minimum 2 out of the 3 years post MD experience required) done from Pvt College/Deemed Univ (2 marks), Govt College (4 marks) NIRF ranked medical/dental 2023 Top 50 (6 marks);	2-6 as mentioned	6
5	Work experience (more than the essential experience required) as Faculty in a Private Medical College/Deemed University (1 mark per completed year in one organization.) Government Medical College – (2 marks per completed year in one organization, INI (3 marks per completed year in one organization.)	1-6 as mentioned	6
6	International Fellowship from non-LMIC country: 1 to <2 months = 1 mark; 2 to <3 months = 2 marks; 3 to <4 months = 3 marks; 4 to <6 months = 4 marks; ≥ 6 months = 5 marks	1-5 as mentioned	5
7	Served in Armed Forces- 1 mark for each completed year	1 per	3
8	BCLS (Basic Cardiac Life Support)/ course	1	1
9	NELS (National Emergency Life Support)/ ACLS (Advanced Cardiac Life Support) course.	1	1
	Subtotal:		35
	SECTION 2: RESEARCH AND PUBLICATIONS: 35 MARKS		
1	Pubmed Indexed publication (2 marks for each original research article, 1 mark for each case report/review/letter to editor (upload PMID number and PDF of paper)	1-2 as per	8
2	Thesis publication (MD/MS/DM/MCh/PhD); 3 marks for each published thesis, (upload PDF of paper)	3 per	6
3	Google Scholar h-index number (all time; upload printout)	Actual	5
4	Book Chapter published (2 mark for each, upload chapter PDF)	2 per	4
5	Funded project from ICMR/ DST/SERB/DBT/ CSIR/international (4 marks for project as principal investigator (PI) or CoPI; 2 mark for project as coinvestigator)	2-4 as per	6
6	Accepted Patent (3 marks per patent)	3 per	6
	Subtotal:		35
	SECTION 3: TEACHING AND PRESENTATIONS: 30 MARKS		
1	Oral Presentation/lecture in National Conference/Workshop (2 marks per presentation)	2 per	6
2	Poster Presentation in National Conferences (1 mark per poster)	1 per	3
3	Oral Presentation/Lecture in International Conferences organized by scientific association	4	4
4	Poster Presentation in International Conference organized by scientific association (3 marks per poster)	3 per	6
5	Attended Basic Course Workshop in Medical Education Technologies (NMC)	2	2
6	Attended Advanced Course in Medical Education (ACME) (NMC)	2	2
7	NMC course in Biomedical Research	2	2
8	Attended Curriculum Implementation Support Program (CISP) (NMC)	2	2
9	International (e.g. FAIMER) / advanced course in research methodology 15 days to 1 month (1 mark); 1-3 months (2 marks); more than 3 months (3 marks)	1-3 as mentioned	3
	Subtotal:		30
	TOTAL:		100

OBJECTIVE SCREENING SCORE FOR NON-MEDICAL STREAM

S. No.	OBJECTIVE SCREENING SCORE	Scoring method	Max score
	SECTION 1: ACADEMIC & PROFESSIONAL ACHIEVEMENTS:(Non-medical) 35 MARKS		
1	BSc 2 nd division or CGPA 5-7 from Private college/Deemed University (1 mark), BSc 2 nd division or CGPA 5-7 from Govt college (2 marks), BSc 1 st division (>60) division or CGPA >7 from Private college/Deemed university (3 marks), BSc 1 st division (>60) or CGPA >7 from Govt college (4 marks), University topper (6 Marks)	1-6 as mentioned	6
2	NTSC Scholarship winner in school	1	1
3	MSc 2 nd division or CGPA 5-7 from Private college/Deemed University (1 mark), MSc 2 nd division or CGPA 5-7 from Govt college (2 marks), BSc 1 st division (>60) division or CGPA >7 from Private college/Deemed University (3 marks), BSc 1 st division (>60) or CGPA >7 from Govt college (4 marks), University topper (6 Marks)	1-6 as mentioned	6
4	PhD done from Pvt. College\ Deemed University (2 marks); Govt college (4 marks), INI (6 marks)	2-6 as mentioned	6
5	Work experience (more than the essential experience required) as Faculty in a Private Medical College/Deemed University (1 mark per completed year in one organization.) Government Medical College –(2 marks per completed year in one organization, from INI (3 marks per completed year in one organization.)	1-6	6
6	Funded fellowship from DST/CSIR/ICMR/Newton Bhabha/Indo US	4	4
7	Post Doc Fellowship received (National Award CSIR/ ICMR/ DHR/ DST/ Ramanujam/ Ramalingaswamy/ International fellowship for independent Research)	6	6
	Subtotal:		35
	SECTION 2: RESEARCH AND PUBLICATIONS: 35 MARKS		
1	Pubmed Indexed publication (2 marks for each original research article, 1 mark for each case report/review/letter to editor (upload PMID number and PDF of paper)	1-2 as per	8
2	Thesis publication (MSc/PhD); 3 marks for each published thesis, upload PDF of paper)	3 per	6
3	Google Scholar h-index number (all time; upload printout)	Actual	5
4	Book Chapter published (2 mark for each, upload chapter PDF)	2 per	4
5	Funded project from ICMR/ DST/SERB/DBT/ CSIR/international (4 marks for project as principal investigator (PI) or CoPI; 2 mark for project as coinvestigator)	2-4 as per	6
6	Accepted Patent (3 marks per patent)	3 per	6
	Subtotal:		35
	SECTION 3: TEACHING AND PRESENTATIONS: 30 MARKS		
1	Oral Presentation/lecture in National Conference/Workshop (2 marks per presentation)	2 per	6
2	Poster Presentation in National Conferences (1 mark per poster)	1 per	3
3	Oral Presentation/Lecture in International Conferences organized by scientific association	4	4
4	Poster Presentation in International Conference organized by scientific association (3 marks per poster)	3 per	6
5	Attended Basic Course Workshop in Medical Education Technologies (NMC)	2	2
6	Attended Advanced Course in Medical Education (ACME) (NMC)	2	2
7	NMC course in Biomedical Research	2	2
8	Attended Curriculum Implementation Support Program (CISP) (NMC)	2	2
9	International (e.g. FAIMER) / advanced course in research methodology 15 days to 1 month (1 mark); 1-3 months (2 marks); more than 3 months (3 marks)	1-3 as mentioned	3
	Subtotal:		30
	TOTAL:		100

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