



वैकुण्ठ मेहता राष्ट्रीय सहकारी प्रबंध संस्थान
VAIKUNTH MEHTA NATIONAL INSTITUTE OF CO-OPERATIVE MANAGEMENT
राष्ट्रीय सहकारी प्रशिक्षण परिषद का एक राष्ट्रीय संस्थान,
A National Institute of the National Council for Cooperative Training,
सहकारिता मंत्रालय, भारत सरकार

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NOTIFICATION OF DIRECT RECRUITMENT FOR FACULTY POSITION

Advertisement No. 1/2026
(Apply on or before October 11, 2026)

Vaikunth Mehta National Institute of Cooperative Management (VAMNICOM), Pune, under the National Council for Cooperative Training (NCCT), Ministry of Cooperation, Government of India, invites applications from eligible and suitable Indian citizens for **direct recruitment** to the posts of **Professor, Associate Professor and Assistant Professor** in the subjects/specializations indicated in the detailed advertisement. NCCT is a registered society under the aegis of the Ministry of Cooperation, Government of India, established to meet the evolving human resource development requirements of the cooperative sector in the country.

The recruitment shall be made in accordance with the **applicable Service, Recruitment and Promotion (SR&P) Rules, 2026**, as amended from time to time, and the terms and conditions prescribed by the competent authority.

Essential Qualifications for the posts is mentioned as under:

a) Professor:

Name of the Post	Professor
Classification	Group A
No. of Post	3 (UR-02, OBC -01)
Pay Band and Grade Pay	Level 13 of Pay matrix (Rs. 1,23,100-2,15,900) as per the 7 th CPC
Age limit	Not exceeding 50 years
Educational Qualification	Eligibility : a) Master's Degree with minimum 60% marks in relevant field in Information Technology, Marketing Management, Human Resource Management & Organisational Behaviour, General Management (PM & OR). b) Ph. D from a reputed Indian or International University/ Institution in the concerned/ allied and relevant discipline. c) An eminent scholar with published work of high quality (Web of Science/ Scopus indexed Q1 or Q2 with a SJR score of 0.40 and above or published in ABDC*/ABS*), actively engaged in research with evidence of high – quality published work. d) A minimum 10 years of experience as an Associate Professor in a University of repute or Research Institution. e) Minimum of 8 research publications in peer – reviewed journals in Scopus / Web of Science/ ABS/ ABDC rank journals. * Article published in ABDC –A or ABS -2 will be treated as 4 Scopus articles. ABDC B and ABS 1 will be treated as 2 Scopus articles. In the case of Scopus, a SJR score of 0.4 will be taken into account. In the case of Web of Science, an Impact Factor of 1.0 will be taken into account.

b) Associate Professor

Name of the Post	Associate Professor
Classification	Group A
No. of Post	3 (UR-02, SC- 01)
Pay Band and Grade Pay	Level 12 of Pay matrix (Rs. 78,800-209200) as per the 7 th CPC
Age limit	Not exceeding 50 years
Educational Qualification and Experience	Eligibility : - An eminent scholar with Master's Degree with minimum 60% marks in relevant field in Information Technology, Marketing Management, Human Resource Management & Organisational Behaviour, General Management (PM & OR). - Ph. D from a reputed Indian or International University/ Institution in the concerned/ allied and relevant discipline. - Minimum 6 years teaching experience as Assistant Professor/ Deputy Director level. - Minimum 6 publications* in Scopus / Web of Science/ ABS/ ABDC rank journals. * Article published in ABDC –A or ABS -2 will be treated as 4 Scopus articles. ABDC B and ABS 1 will be treated as 2 Scopus articles. In the case of Scopus, a SJR score of 0.4 will be taken into account. In the case of Web of Science, an Impact Factor of 1.0 will be taken into account.

c) Assistant Professor

Name of the Post	Assistant Professor
Classification	Group A
Name of the Post	3 (OBC-02, EWS – 01)
Pay Band and Grade Pay	Level 11 of Pay matrix (Rs. 67,700-Rs. 2,08,700) as per the 7 th CPC
Age limit	Not exceeding 40 years
Educational Qualification and Experience	Eligibility : - Master's Degree with minimum 60% marks in relevant field in in Information Technology, Marketing Management, Human Resource Management & Organsation Behaviour, General Management(PM & OR). - Ph. D from a top-rated University/ Research Institution. - Minimum 1-3 year teaching experience. - Minimum 4 publications* in Scopus/ Web of Science/ ABS/ ABDC rank journals. * Article published in ABDC –A or ABS -2 will be treated as 4 Scopus articles. ABDC B and ABS 1 will be treated as 2 Scopus articles. In the case of Scopus, a SJR score of 0.4 will be taken into account. In the case of Web of Science, an Impact Factor of 1.0 will be taken into account.

Out of the 09 vacancies in the above mentioned Group A posts, 01 vacancy (in either of three categories above) is reserved for Persons with Benchmark Disabilities (PwBD). In this regard, it may be noted that candidates appointed against the quota reserved for Persons with benchmark Disabilities (PwBD) will consume the post from the respective category to which they belong, i.e. UR/SC/ST/OBC, as applicable.

1. POSTS AND VACANCIES

The details of the posts, number of vacancies, subject/specialization, pay level/pay scale, educational qualifications, experience, age limit and other eligibility conditions shall be as specified in the detailed mentioned above.

The Institute reserves the right to increase, decrease, withdraw or otherwise modify the number of vacancies, or not to fill any or all of the advertised posts, subject to the applicable rules and approval of the Competent Authority.

2. ELIGIBILITY

Candidates must possess the educational qualifications, experience and other eligibility conditions prescribed under the applicable **SR&P Rules, 2026**, as amended from time to time, and as specifically indicated in the detailed advertisement.

Candidates must satisfy themselves regarding their eligibility before submitting their applications.

Mere fulfillment of the minimum eligibility criteria shall not confer any right upon a candidate to be called for the next stage of the selection process or to claim appointment.

The Institute reserves the right to undertake scrutiny of applications and shortlisting of candidates in accordance with the applicable rules and the criteria approved by the competent authority.

3. PROCESS OF RECRUITMENT

Screening and shortlisting : Screening and shortlisting of candidates shall be carried out on the basis of the information and documents submitted by the applicants. Where the number of eligible applicants is large, the Institute/Screening Committee may prescribe or apply higher and reasonable screening/shortlisting criteria for identifying suitable candidates for the subsequent stages of the recruitment process, in accordance with the applicable rules and criteria approved by the Competent Authority. Shortlisted candidates will be called for further selection process as follows:

1. **Demo Class**
2. **Research Presentation**

The candidates shortlisted in the above stages shall be required to appear before the duly constituted Selection Committee/Selection Board for Personal Interview.

3. Personal Interview

The final selection shall be made by the duly constituted Selection Committee/Selection Board in accordance with the applicable SR&P Rules, 2026.

Mere participation in any stage of the selection process shall not confer any right to selection or appointment. The recommendations of the Selection Committee/Selection Board shall be subject to approval of the Competent Authority.

4. APPLICATION THROUGH ONLINE PORTAL ONLY

Applications for the advertised posts shall be accepted only through the Online Recruitment Portal. Applications submitted through e-mail, post, courier, hand delivery or by any other mode shall not be accepted.

Eligible candidates are required to visit the Online Recruitment Portal at www.vamnicom.info, complete the prescribed online application form and submit the same within the stipulated last date and time. Candidates are advised to carefully read the detailed advertisement and instructions before filling in and submitting the online application.

The online application must be submitted on or before 11/10/2026 up to 18:00 hrs. Applications submitted after the prescribed closing date and time shall not be accepted.

The prescribed application fee is ₹1,000/-. Candidates belonging to SC, ST and PwBD categories, as well as women candidates, are exempted from payment of the application fee.

The detailed advertisement containing information regarding eligibility criteria, qualifications, experience, application fee, selection process, important dates, instructions and other recruitment-related information shall be available on the **official website of VAMNICOM, Pune at www.vamnicom.gov.in**.

5. DOCUMENTS

Candidates shall be required to upload all requisite documents/certificates in support of their educational qualifications, experience, age, category, research/publications and other claims made in the application form, as prescribed in the detailed advertisement.

Candidates will be required to produce the **original documents** at the time of Personal Interview or at any other stage prescribed by the Institute for verification.

If any claim made by a candidate is subsequently found to be false, incorrect, misleading or unsupported by valid documentary evidence, the candidature/appointment may be cancelled or terminated, as applicable, in accordance with law.

6. RESERVATION

Reservation for **SC, ST, OBC-NCL, EWS, Persons with Benchmark Disabilities (PwBD)** and other eligible categories shall be applicable in accordance with the prevailing **Government of India rules/instructions** and the applicable Recruitment Rules.

- a) The age limit shown against all items is the normal age limit for EWS/URs candidates and is relaxed age limit for SC/ST/OBC/PwBD candidates i.e. upto five years for SC/ST candidates, upto three years for OBC candidates and upto ten years for PwBD candidates (subject to the maximum age limit of 56 years) in respect of

vacancies reserved for them. The SC/ST/OBC/PwBD candidates have to produce a caste certificate in Central Government prescribed proforma.

- b) Persons with Benchmark Disabilities (PwBD), as indicated against various item(s) in the VACANCY DETAILS, can apply to the respective posts even if the post is not reserved for them but has been identified as suitable. However, such candidates will be considered for selection to such post by general standard of merit. Persons suffering from not less than 40% of relevant disability shall alone be eligible for the benefit of reservation and other relaxations as permissible under the rules. Thus, persons with Benchmark Disabilities (PwBD) can avail benefit of:
- i) Reservation and other Concessions and Relaxations as permissible under the rules only when degree of physical disability is 40% or more and the posts are reserved for PwBD candidates.
 - ii) Other Concessions & Relaxations as permissible under the rules only when degree of physical disability is 40% or more and the posts are suitable for PwBD candidates.
- c) A candidate shall be eligible for the benefit of reservation only if the caste/community to which he/she belongs is included in the applicable Central Government list. Candidates claiming reservation and/or age relaxation shall submit valid SC/ST/OBC-NCL/EWS/PwBD certificates issued by the competent authority in the prescribed Government of India format; OBC-NCL candidates must belong to the Central List of OBCs and satisfy the Non-Creamy Layer criteria, and OBC-NCL/EWS certificates shall be valid for Central Government recruitment.
- d) The latest valid OBC Non Creamy Layer (OBC-NCL) certificate should be as per the prescribed format of Government of India issued by appropriate authority (if applicable).
- e) Age relaxation to persons with Benchmark Disabilities (PwBD) of 10 years (This implies that Scheduled Castes/ Scheduled Tribes category candidates would get maximum 15 years age relaxation including 5 years meant for their respective categories. Similarly OBC candidates would get maximum upto 13 years including 3 years age relaxation meant for OBC categories, subject to the maximum age limit of 56 years).
- f) Certificate of Disability in prescribed proforma issued by the Competent Authority to Persons with Benchmark Disabilities (PwBD) eligible for appointment to the post on the basis of prescribed standards of Medical Fitness. The Competent Authority to issue Certificate of Disability shall be a Medical Board duly constituted by the Central or a State Government. The Central/ State Government may constitute Medical Board(s) consisting of at least three members out of which at least one shall be a specialist in the particular field for assessing Locomotor/ Cerebral/Visual/ Hearing disability, as the case may be.
- g) All such applicants must ensure that they are entitled to relaxation and possess the valid certificates/ documents prescribed by Govt. of India in support of their claim.
- h) In case if it is found at any point of time that the category related certificates submitted by candidate is/are not genuine and / or false, he/she will be liable for appropriate disciplinary action as deemed fit by the Competent Authority of the Centre in addition to the termination of appointment and further liable for appropriate legal action as per law.
- i) If a candidate indicates in his/her application form that he/she belongs to SC/ST/OBC/PwBD/EWS/General category but subsequently writes to the Centre to change his/her category, such request shall not be entertained by the Centre.

7. AGE RELAXATION :

- a) Age relaxation admissible to candidates belonging to reserved categories shall be applicable only in respect of posts reserved/earmarked for the respective

- categories, in accordance with the applicable rules. The crucial date for determining the age of candidates shall be the closing date prescribed for submission of online applications, unless otherwise provided under the applicable rules/instructions.
- b) Age relaxation to PwBD and Ex-servicemen applicants shall be considered as per the Government of India norms. Such candidates must ensure that they are entitled to relaxation and possess the valid certificates/ documents prescribed by Govt. of India in support of their claim.
 - c) Certificate/ Document in respect of Age relaxation as per the Government of India norms for :
 - a. Ex- Servicemen and Commissioned Officers including ECOs/SSCOs in prescribed from competent authority.
 - b. Central/ UT Government Employees/ Servants in prescribed proforma from competent authority issued after the date of advertisement.
 - c. Persons seeking age relaxation and other terms & Conditions as per Central Government norms.

8. IMPORTANT CONDITIONS

- a) The Institute reserves the right to cancel, modify, defer or alter the recruitment process, or any stage thereof, where circumstances so warrant. If any inadvertent error, discrepancy or irregularity in the recruitment/selection process is detected at any stage, including after issuance of an offer or appointment order, the Institute may take such corrective action as may be considered necessary, including modification, withdrawal or cancellation of any communication or offer of appointment, subject to the applicable rules, approval of the Competent Authority wherever required, due disclosure and due process.
- b) Reservation as per Government of India (GoI) rules is applicable, without any compromise on qualification, experience, and competence. The GoI policy also provides reservation for Persons with Benchmark Disabilities (PwBD).
- c) No correspondence shall ordinarily be entertained from candidates who are not shortlisted for any stage of the selection process or not selected for appointment, or in matters relating to eligibility, shortlisting, assessment or selection, except where such representation/correspondence is permissible under the applicable rules or instructions.
- d) It shall be the sole responsibility of the applicant to fully satisfy that he/she possesses the essential qualifications and experience etc. as laid down in this advertisement for the post/s before applying for the position.
- e) The applicant will be solely and entirely responsible for the authenticity of information submitted/ documents and photograph. It is the responsibility of the candidate to assess his/ her own eligibility to the post(s) for which he/ she is appearing in accordance to this advertisement. If it is detected at any time in future, during the process of selection or even after appointment that the candidate was not eligible as per the prescribed Recruitment Rules of the Institute which could not be detected at the time of selection for whatsoever reason, his/her candidature/appointment shall be liable to be cancelled/ terminated immediately.
- f) Mere submission of an application or fulfilment of the prescribed eligibility criteria shall not confer any right upon a candidate to be called for the Demo Class, Research Presentation or Personal Interview, or to claim selection or appointment. The decision of the Institute in all matters relating to eligibility, shortlisting, selection and appointment shall be final and binding.
- g) The qualifications and experience prescribed above are the minimum eligibility criteria. Candidates possessing higher relevant experience, a strong record of high-quality publications/research output, substantial professional or academic experience in reputed institutions/organizations in the relevant field, and a higher SGR score, wherever applicable, may be given due weightage during the shortlisting and selection process, in accordance with the criteria approved by the Competent Authority.

- h) The prescribed Essential Qualifications/ Experience indicated are bare minimum and mere possession of same will not entitle the candidates to be called for interview/ selection process. Where the number of applications received in response to an advertisement is large, it may not be convenient or possible to call all the candidates. The Institute reserves the right to restrict the number of candidates to be called for recruitment stages to a reasonable limit, on the basis of qualifications and experience higher than that of the minimum prescribed in the advertisement. The candidates should, therefore, furnish full details of qualifications and experience possessed in the relevant fields, over and above the minimum prescribed. Documentary evidences of qualification and experience will be verified during the selection process. Any discrepancy found in documents of candidates will lead to cancellation of their candidature.
- i) The Institute may/may not undertake detailed scrutiny of applications for the eligibility and other aspects at the time of examination and, therefore, candidature will be accepted only provisionally. The candidates are advised to go through the requirements of educational qualification, experience, age, No Objection Certificate, Vigilance Clearance Certificate (wherever applicable), etc. and satisfy themselves that they are eligible for the post(s). When scrutiny of documents is undertaken at any stage of the recruitment process, if any claim made in the application is not found substantiated, the candidature will be cancelled and the decision of the Centre shall be final and binding for all the candidates.
- j) The experience certificate(s) shall clearly mention the starting date, ending date of employment, duration of employment (date, month & year) indicating the pay scale with basic pay and/or consolidated pay for the complete period served in that designation/rank/post. Experience Certificate must contain all details of all posts/designations/rank held (including present position), at each pay level in a tabular format.
- k) The experience certificate(s) should clearly mention the nature of duties performed/ experience obtained in the post(s) with duration(s). All experience certificates mentioning designation, pay, and tenure must be duly signed and sealed by the employer.
- l) It is the sole responsibility of the applicant to ensure that all the documents uploaded are clear and legible. The Institute will not be responsible for illegible (or) unclear scans uploaded by the applicant. Illegible applications with improper (or) unreadable/unclear scans will be summarily rejected.
- m) Any amendment, clarification, corrigendum or modification relating to the recruitment shall be published on the official website of VAMNICOM and shall form part of the recruitment notification.
- n) A candidate who claims change in name after matriculation on marriage or remarriage or divorce etc. the relevant documents shall be submitted.
- o) Application from the candidates working in Central Government, State Government Departments, Public Sector Undertakings and Government Funded Research Agencies must upload their No Objection Certificate along with the Vigilance Clearance Certificate. Candidates who are shortlisted for selection process shall ensure that they satisfy the criteria of No Objection Certificate and Vigilance Clearance Certificate also in addition to the essential qualification and experience, while attending the selection process. The No Objection Certificate and Vigilance Clearance Certificate must be produced before appearing for the Personal Interview.
- p) Degrees obtained by the candidate should have been awarded by a recognized University/ Institute.
- q) All pertinent educational qualification certificates and the certificate mentioning the date of Ph.D. Defense must be uploaded.

- r) Candidate should have details of one Photo ID card viz., Aadhar Card/ Voter Card (EPIC)/PAN card/ Passport/ Driving License/ Any other Photo ID Card issued by the State/ Central Government.
- s) Canvassing in any form, directly or indirectly, shall result in disqualification of the candidature.
- t) The Institute shall not be responsible for any delay, non-submission or technical difficulty arising during online submission of the application attributable to the candidate or circumstances beyond the Institute's control.
- u) The Institute reserves the right to verify the antecedents and credentials of selected candidates before appointment or at any stage thereafter as permissible under the applicable rules.
- v) Appointment of selected candidates shall be subject to verification of documents, fulfillment of all prescribed eligibility conditions and such other conditions as may be applicable.
- w) Candidates should have an excellent academic record, good communication skills, a commitment to provide high quality postgraduate education, and demonstrated ability to carry out original and creative research.

Date : 12/09/2026

**Sd/-
Registrar
VAMNICOM, Pune**

