



हरकोर्ट बटलर प्राविधिक विश्वविद्यालय

नवाबगंज, कानपुर - 208002, उ.प्र., भारत

HARCOURT BUTLER TECHNICAL UNIVERSITY

NAWABGANJ, KANPUR - 208002, U.P., INDIA

(Formerly Harcourt Butler Technological Institute, Kanpur)

Phone : +91-0512-2534001-5, 2533812, website : <http://www.hbtu.ac.in>, Email : vc@hbtu.ac.in



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Detailed Advertisement for Temporary Positions of “Adjunct Faculty”, “Professor of Practice” and “Chair Professor”

Applications are invited from eligible Candidates for Temporary Positions of „**Adjunct Faculty**” and „**Professor of Practice**”; and also from Institutes/organisations/Individuals for instituting of „**Chair Professor**” in various departments of the University. The eligible candidates willing to apply for these temporary positions may send their detailed bio-data (along with a brief write-up about their potential contribution to the University) on the email: provc@hbtu.ac.in latest by **August 24th, 5.00 PM.**

For the post of Chair professor, institutes / organizations can send the nominations of their in service faculty members/employee by endorsing their detailed biodata.

The details of qualifications, experience, honorarium remunerations and general guidelines for these positions are given herein.

1. Adjunct Faculty (from academia or Industry)

Objective

To develop useful and viable collaboration between the institute/ university and the industry. It aims to enhance the quality of education and skills by involving academicians and scholars, practitioners, policy makers in teaching, training, research and related service and to attract distinguished individuals who have excelled in their respective field of specialization.

Qualification and experience

- The prospective candidates shall be a faculty (active or retired) from technical institutes or a person of eminence from, with or without a post graduate qualification having 10-15 yrs of experience from Industry/Organization.
- For people from academia, the qualifications should be as per AICTE /UGC guidelines.
- His experience could be from teaching or research organizations, central or state public sectors, reputed private industries, Civil servants, central/state services.
- This provision is limited to faculty members with proven academic, active research credentials and exposure of handling projects in industry in last 5 years.
- Adjunct Faculty would be engaged up to the age of 70 years.

Honorarium/Remuneration and facilities

- The adjunct faculty shall visit the department for a maximum of 6 times a year, with each visit being of at least 2 days.
- They shall receive no salary, fee nor any other compensation for their services. However, an honorarium of Rs.1500 per lecture subject to Rs. 5000/- per day would be admissible subject to Rs. 80,000/- per month.
- The travel cost would be reimbursed on actual basis. (as per entitlement)

- d) No reimbursement for hiring accommodation would be given. However, the accommodation and lodging may be provided in the university guest house (subject to availability).
- e) Adjunct faculty will be provided with office room/space, secretarial services and other facilities depending on their involvement in academic activities.

General guidelines

- (a) They must be persons of repute, comparable to at least the top one third of the regular faculty in professional expertise and reputation in their own fields and organizations.
- (b) Adjunct faculty will supervise student projects at all levels - UG to Ph.D., carry out sponsored research and teach courses, all these activities either independently or in collaboration with a regular faculty. They may also be members of departmental committees, if their professional experience becomes useful. While teaching courses, they may take responsibility of a full semester-long course or only a part thereof in collaboration with a regular faculty. The degree of involvement will be worked out mutually by the adjunct faculty and the university.
- (c) Duration of appointment shall be between 6 months to 2 years subject to satisfactory performance.

2. Professor of Practice

Objective

This category of faculty member is intended to transform higher education by focusing on skill- based and vocational education to meet needs of the industry and the economy. This will help to take real world practices and experiences into the class rooms and also augment the faculty resources in the university. In turn, the industry and society will benefit from trained graduates equipped with the relevant skills.

Qualification and experience/Eligibility

- a. Distinguished experts who have made remarkable contributions in their professions from various fields such as engineering, science, technology, entrepreneurship, commerce, legal profession, watershed development, small green energy systems, municipal planning and community participation.
- b. Those who have proven expertise in their specific profession or role with at least 15 years of service/experience, preferably at a senior level, will be eligible for Professor of Practice.
- c. This provision is limited to persons with proven & active practical exposure of handling large projects in last 5 years.
- d. Professor of Practice is not open for those in teaching profession- serving or retired.
- e. A “Professor of Practice” would be engaged up to the age of 70 years.
- f. A formal academic qualification is not considered essential for this position, if they have exemplary professional practice in lieu. These experts will also be exempted from the requirement of publications and other eligibility criteria stipulated for the recruitment of faculty members at the Professor level. However, they should possess the skills to carry out the following duties and responsibilities:
 - i) To teach and develop courses and curriculum to meet the industry and societal needs and enable the university to work with industry experts on joint research projects which will be mutually beneficial.

- ii) To enable the higher education institutions to formally associate with persons of eminence and encourage them to participate in experiential learning, research, training, skilling, entrepreneurship and extension and to play mentoring role.
- iii) Involve in the development and designing of courses and curriculum.
- iv) Introduce new courses and deliver lectures as per requirement of the university.
- v) To focus on enhanced industry-academia collaborations.
- vi) To organize in collaboration with regular faculty member of the university, workshops, seminars, deliver special lectures and training programmes.
- vii) Carryout joint research project in collaboration with the regular faculty member of the university.

General Conditions

- i. The number of Professors of Practice in the university, at any point in time, should not exceed 10% of the sanctioned posts.
- ii. The engagement of Professor of Practice will be for a fixed term (6 months to 2 years).
- iii. The engagement of Professor of Practice will be exclusive of the sanctioned posts of a university/college. It will not affect the number of sanctioned posts and the recruitment of regular faculty members.
- iv. Categories of Engagement

It is envisioned that Professor of Practice can be engaged in one of the following categories:

- a. Professor of Practice funded by Industries
- b. Professor of Practice funded by the university from their own resources
- c. Professor of Practice on Honorary basis

a. Professor of Practice funded by Industries

Today's industry looks for graduates with specific skill sets. But the higher education system is churning out graduates who fall short of the required skills. As a result, many industries now hire graduates and provide adequate training before employing them. Involving experts from industry in teaching will benefit both the industry and the higher educational institutions. For engaging industry experts and professionals in this category, university departments may collaborate with the industries to support the Professor of Practice positions.

b. Professor of Practice funded by the university from their own resources

For Professor of Practice coming from Public Sector undertaking, the remuneration will be fixed at 50% of the minimum of the last drawn pay scale. However, they shall not be entitled for retirement and other benefits. For Professor of Practice coming from Private sector, the remuneration will be fixed at Rs. 80000 (consolidated). All the faculty members under this category will be provided with office room, secretarial services and other facilities depending on their involvement in academic activities. However, no reimbursement for hiring accommodation would be given.

c. Professor of Practice on Honorary basis

Experts fulfilling the eligibility criteria for the Professor of Practice may like to share their expertise with students and come forward to teach on honorary basis. Such experts may be engaged on honorary basis as Professor of Practice and their services may be utilized for the benefit of the students. They will not claim any remuneration from the university and their engagement would purely be on honorary basis.

3. Chair Professor

Objective

To involve academia, industry, alumni or individual person (to bear the expenses towards hiring faculty members, may be as part of CSR) and thereby saving the university resources. A faculty member hired through sponsorship /CSR/voluntary grant of an institute, industry, alumni or individual person (to bear the expenses towards hiring faculty members, may be as part of CSR).

Qualification and experience

- a) As per ACITE / UGC guidelines
- b) This provision is limited to faculty members with proven academic & active research credentials in last 5 years.
- c) A “Chair Professor” would be engaged up to the age of 70 years

Honorarium/Remuneration and facilities

- a) The remuneration of such Chair Professor will be fixed at the minimum of the regular pay scale of professor after deducting the pension amount (if any). However, they shall not be entitled for retirement and other benefits.
- b) They will be provided with office room/space, secretarial services and other facilities depending on their involvement in academic activities.
- c) They shall receive no salary, fee nor any other compensation for their services.
- d) No reimbursement for hiring accommodation would be given. However, they could be allotted accommodation in the campus, subject to availability during the period of their employment.

General guidelines

- (a) They must be persons of repute in their subjects/specializations.
- (b) Chair Professor will teach, carry out research, submit sponsored research projects and supervise student's projects at all levels UG to Ph.D. either independently or in collaboration with a regular faculty. While teaching courses, they may take responsibility of a full semester-long course or only a part thereof in collaboration with a regular faculty. The degree of involvement will be worked out mutually by the adjunct faculty and the university.
- (c) Duration of appointment shall be between 6 months to 2 years subject to satisfactory performance.
- (d) This Faculty post may be created in a given department with or without a fixed specialization from money donated by an external agency/industry/ or person or an alumni. If sufficient funds are available to pay full salary and other benefits, a new faculty post (contractual) with terms and conditions identical to regular posts may be created.