

केंद्रशासितप्रदेशलद्दाखकाप्रशासन
उच्च शिक्षा विभाग
सिविलसचिवालय, लद्दाख



THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH,
HIGHER EDUCATION
DEPARTMENT
CIVIL SECRETARIAT, LADAKH.

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दूरभाष/Phone No: 01982-258365

Dated: 24.03.2026

File No: M-17031(11)/11/2025-HR EDU SECTION-Part(1)/861-63

OFFICE MEMORANDUM

Subject: Inviting comments of the stakeholders on the draft Recruitment Rules for the gazetted post of Assistant Professor in the Constituent Colleges of Higher Education Department UT of Ladakh.

In pursuance of DoP&Ts OM No.AB-14017/61 dated 13.10.2015 regarding uploading of draft proposals for framing of Recruitment Rules on the official website and calling for comments, the draft Recruitment Rules for the post of **Assistant Professor (177 post)**, in Constituent Colleges of Higher Education Department UT of Ladakh (copy enclosed), are hereby uploaded on the official website of the Administration of Union Territory of Ladakh (ladakh.nic.in) for inviting comments from the stakeholders.

Before finalizing the Recruitment Rules in consultation with UPSC, comments, if any, are invited from all the stake holders, within a period of 07 days from the date of publication of the draft Recruitment Rules on the official website.

The comments may be sent by e-mail at undersecretaryheutl@gmail.com or by post to the following address: Ms. Huma Khan, Under Secretary, Higher Education Department, Ground Floor, Civil Secretariat, Ladakh, Leh-194101, by 30th March, 2026.

The comments received within the specified period shall be considered as per rules/instructions.

Encl: A/A

Huma Khan, JKAS/ हुमा खान, जे.के.ए.एस.
Under Secretary/ अवर सचिव
Higher Education Dept./ उच्च शिक्षा विभाग

Copy to:

1. Joint Director, Information & Public Relations, Ladakh for circulation to give wide publicity among the stakeholders.

2. Technical Director, NIC, Ladakh with the request to upload the Draft Recruitment Rules on the website of UT Ladakh.
3. PA to Administrative/Secretary Higher Education Department for the information of the Administrative/Secretary.



The Administration of
Union Territory of Ladakh
Higher Education
Department

File No.

फ़ोन/फैक्स नं **Phone No:** यूटी सचिवालय, लेह/ **UT Secretariat, Leh**
ईमेल **Email:** secy-hghedu@ladakh.gov.in

Dated:

Dated:

NOTIFICATION
Ladakh, the March, 2026

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, read with the Government of India Ministry of Home Affairs, New Delhi Notification No. S.O. 5088(E), dated 1st November, 2022 and in supersession of all earlier notification on the subject matter, the Lieutenant Governor (Administrator) of Union territory of Ladakh, hereby makes the following rules regulating the method of recruitment to the post of Assistant Professor in the Constituent Colleges of Ladakh Higher Education Department, namely:—

- 1. Short title and commencement. —** (1) These rules may be called the Assistant Professor (Constituent Colleges), Ladakh Higher Education Department Recruitment Rules, 2026.
(2) These rules shall come into force from the date of their publication in the Official Gazette.
- 2. Number of posts, classification and Level in the Pay Matrix. —**
The number of said posts, its classification and Level in the Pay Matrix attached thereto shall be as specified in column (2), (3) & (4) of the Schedule annexed hereto.
- 3. Method of recruitment, age limit, other qualifications. —**
The method of recruitment to the said post, age limit, qualifications and other matters relating to said posts shall be as specified in columns (5) to (13) of the Schedule annexed hereto.
- 4. Provision for Resident Criteria for appointment by direct recruitment. —**

The eligibility for appointment will be subject to residency requirements prescribed in any Act, Rule, Regulation or Order in force in the Union territory of Ladakh.

- 5. Disqualification. —** No person, —
- (a) who has entered into or contracted a marriage with a person having a spouse living;
- OR
- (b) who having a spouse living, has entered into or contracted a marriage with any person(s) shall be eligible for appointment to the said post.

Provided that, the Lieutenant Governor (Administrator), Union territory of Ladakh may, if satisfied that such marriage is permissible under the personal law, applicable to such person(s) and the other party to the marriage or there are other grounds for so doing, exempt any person from the operation of these rules.

6. Power to relax. — Where the Lieutenant Governor (Administrator), Union territory of Ladakh, is of the opinion that, it is necessary or expedient to do so, he may, by order for reasons to be recorded in writing and in consultation with UPSC, relax any of the provisions of these rules with respect to any class or category of person(s).

7. Savings. — Nothing in these rules shall affect reservations, relaxation in age limit and other concessions required to be provided for the Scheduled Castes, Scheduled Tribes, and the other special categories in accordance with Rules, instructions or orders issued by the Administration of Union territory of Ladakh.

By order and in the name of the Lieutenant Governor, Ladakh.

Sd/-
(Bhanu Prabha, IAS)
Administrative Secretary
Higher Education Department

Copy to the: -

1. Secretary, Union Public Service Commission.
2. Joint Secretary (Jammu, Kashmir & Ladakh), Ministry of Home Affairs, Government of India.

Copy also to the: -

1. All Administrative Secretaries.
2. Secretary to Lieutenant Governor.
3. Administrative Secretary, General Administration Department.

4. Deputy Commissioners/CEOs, LAHDC, Leh/Kargil.
5. All Heads of the Departments.
6. Joint Director, Information.
7. Technical Director, NIC, Leh.
8. Superintendent, Archives, Archaeology & Museums.
9. Pvt. Secretary to Chief Secretary, Ladakh for information of the Chief Secretary
10. Pvt. Secretaries to Chairman/Chief Executive Councilor, LAHDCs, Leh/Kargil for information of the Hon'ble CECs.
11. Order/Stock file.

Under Secretary
Higher Education Department

SCHEDULE

RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR(S) IN LADAKH HIGHER EDUCATION DEPARTMENT

1.	Name of the Post	Assistant Professor
2.	Number of Post	177 (2026) *Subject to variation dependent on workload
3.	Classification	General Central Service Group "A" (Non-Ministerial)
4.	Level of Pay Matrix	Academic Level-10
5.	Whether Selection Post or Non-Selection Post.	Not Applicable
6.	Age limit for Direct Recruits.	Not exceeding 35 years. <i>Note 1:</i> Relaxable for government servants up to 05 years in accordance with the instructions or orders issued by the Central Government. <i>Note 2:</i> The crucial date of determining the age limit shall be as advertised by UPSC.
7.	Educational and other qualifications required for direct recruits.	Eligibility A or B A. i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university. ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University

Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar

		<p>test accredited by the UGC, like SLET/SET.</p> <p style="text-align: center;"><i>OR</i></p> <p>B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p> <p>Note: The Academic score as specified in Appendix II (Table 3B) of the UGC Regulation, 2018, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.</p>
8.	Whether age and educational qualifications prescribed for the direct recruits will apply in the case of promotees.	Not Applicable
9.	Period of probation, if any	<p>01 Year</p> <p>Note: The minimum period of probation shall be one year, which may be extended by a further period of one year in case of unsatisfactory performance. Such extension shall be made by a specific order issued before the expiry of the initial period of probation.</p>

10.	Method of Recruitment, whether by Direct Recruitment or by Promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods.	<table border="1"> <thead> <tr> <th data-bbox="813 191 1239 233">Method</th> <th data-bbox="1239 191 1484 233">Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="813 233 1239 302">Direct Recruitment.</td> <td data-bbox="1239 233 1484 302">100</td> </tr> </tbody> </table>	Method	Percentage	Direct Recruitment.	100
Method	Percentage					
Direct Recruitment.	100					
11.	In case of recruitment by promotion/deputation/transfer, grades from which promotion /deputation /transfer, to be made.	Not Applicable				
12.	If a D.P.C exists, what is its composition?	Departmental Confirmation Committee (DCC): - 1. Administrative Secretary Higher Education Department: Member 2. Administrative Secretary GAD: Member 3. Administrative Secretary Social & Tribal Welfare: Member				
13.	Circumstances in which Union Public Service Commission is to be consulted in making recruitment.	Consultation with UPSC is necessary.				
