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उच्च शिक्षा विभाग
सिविलसचिवालय, लद्दाख

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

लेह/Leh, dated: 14/08/2026

efile No: A/1644/2026-OFFICE OF DCDC/333-342

SUBJECT: GENERAL GUIDELINES FOR ENGAGEMENT OF TEACHERS AND OTHER ACADEMIC STAFF ON ACADEMIC ARRANGEMENT IN CONSTITUENT COLLEGES OF UNIVERSITY OF LADAKH, UT OF LADAKH

Order No: 37 (HE)/UTL/ 2026
Date: 14/08/2026

In supersession of all previous orders issued on the subject, sanction is hereby accorded to the issuance of following guidelines for engagement of candidates as faculty and other posts purely on academic arrangement on need basis in the constituent colleges of University of Ladakh.

1. GENERAL GUIDELINES:

With the implementation of National Education Policy-2020, addition of new subjects and non-availability of adequate regular teaching staff, Government Degree Colleges/Constituent Colleges of the University of Ladakh need to engage faculty on **Academic Arrangement** basis every year as Assistant Professor/ Teaching Assistant/ PTI/ Assistant PTI/ Librarian/ Assistant Librarian as per prescribed norms and guidelines which are detailed hereunder:

1. All engagements on Academic Arrangement for the constituent colleges will be done through the Office of the Dean, College Development Council, based on the prescribed Guidelines.
2. Teaching Assistant (Academic Arrangement), Assistant Librarian (Academic Arrangement), and Assistant PTI (Academic Arrangement), may be engaged if no eligible/qualified candidate for Assistant Professor (Academic Arrangement), Librarian (Academic Arrangement), and PTI (Academic Arrangement), are available in the relevant specialization. However, Teaching Assistant (Academic Arrangement), Assistant Librarian (Academic Arrangement), and Assistant PTI (Academic Arrangement), may also be engaged where there is not enough workload or the need of such faculty is not required for the entire academic session.
3. **The candidates shall be domiciles of UT Ladakh and shall possess a valid Domicile Certificate. In the event that eligible candidates from UT Ladakh are not available for a specific subject, applications from non-domicile candidates shall also be considered.**
4. All engagements shall be made through the selection process as per the evaluation criteria notified herewith.
5. The academic arrangement shall be purely need based and temporary and shall in no case confer any right for regular engagement or even continuation in any subsequent session.
6. All selections / engagements shall be for a maximum of one academic session (comprising of two semesters) only. Academic arrangement will be engaged only if there is sufficient work-load in the concerned subject. The respective Principals shall ensure engagement of need based academic arrangement of teaching faculty against justified work load and as per the allocated subjects in the college. Principals should also ensure availability of sufficient funds before engaging the Academic Arrangement in the appropriate head.
7. Subjects where the workload is below the prescribed number, Teaching Assistant (Academic Arrangement) or Guest Faculty may be engaged.

8. Any need of additional faculty in between the session, either Teaching Assistant (Academic Arrangement) or Guest Faculties or Visiting Faculty may be engaged.
9. Notwithstanding the selection, no candidate shall be allowed to report for rendering services unless he/she executes an agreement with the College on the prescribed format annexed as **Form- A** (undertaking/affidavit).
10. The academic Arrangement can be terminated by either party before the end of the academic session by giving one month's notice from either side or on payment of one month's remuneration in lieu of notice by the engaging authority, with the approval of Dean, College Development Council.
11. Candidate who has been selected and allotted a particular institution/college under Academic Arrangement for a particular session shall not be permitted to join any other institution/College in the same academic session under normal circumstances.
12. Engagement on academic arrangement basis shall not entitle such candidates to have any preferential claim for regularization of their services.
13. The engagement made under these guidelines shall be deemed to have terminated on the last date of academic session without any notice in this behalf.
14. The faculty on academic arrangement shall be for one academic session excluding winter vacation. However, summer vacation (if any) shall be included.
15. The faculty engaged shall be fully responsible for all records, evaluation & assessment of the courses assigned to him/her.
16. The faculty on academic arrangement shall be entitled to Casual Leave as per prescribed norms during the academic session.
17. The Academic arrangement candidates shall be allowed maternity leave (in case of female candidates) without remuneration on the basis of certificate issued by the concerned hospital. Maximum limit for such leave shall be 30 Days.
18. Academic Arrangement candidates shall have to attend the counseling/interview in person.
19. Academic Arrangement candidates will be allotted colleges by the Office of the Dean, College Development Council on the basis of requirement and merit. They may be assigned duties in any of the constituent colleges of Ladakh. Refusal to accept such assignment shall render the candidate liable to disqualification.
20. An Academic Arrangement candidate, who is replaced by a permanent faculty, whether through transfer or fresh appointment, shall be offered re-engagement against a suitable requirement in any other College, if available. Where no such requirement is available, the candidate shall be offered re-engagement by disengaging the candidate with the lowest merit in the concerned subject.
21. In the event of any information given by the candidate found false, incomplete, incorrect, forged, tampered at any point in time, the candidature of the applicant will be cancelled without serving any notice thereof. Further, misleading information shall also warrant necessary legal action.

2. PROCEDURE OF ENGAGEMENT:

1. An open advertisement with wide publicity specifying details including eligibility conditions and evaluation criteria and inviting application shall be issued at the beginning / before every academic session by the Dean, College Development Council, University of Ladakh after approval from the Competent Authority.
2. Dean, College Development Council, University of Ladakh shall assess the requirement of faculty for each subject with the college wise allocation of courses/subjects. In anticipation of vacancy or need based faculty, application will be invited for all the available courses/subjects, including physical education and library to prepare the **Panel of Candidates for Academic Arrangement** in each discipline. Invitation of application does not necessarily mean that vacancy will be available for academic arrangement in any particular subject.
3. A Panel of Candidates for Academic Arrangement shall be prepared by the Higher Education Department for each subject and other posts on the basis of merit. Merely enlisted in the Academic

Arrangement Panel, does not necessarily mean that the candidate will be engaged for the said posts in the colleges.

4. Depending on the qualification/eligibility, Academic Arrangement as Assistant Professor and Teaching Assistant will be enlisted. Likewise, Academic Arrangement as Librarian, Assistant Librarian, PTI and Assistant PTI will be enlisted.
5. Academic arrangement based appointments shall be made from the merit list in the Panel for each subject, depending on the vacancy available in the colleges. The panel for each subject shall form the basis of all the engagements which shall be valid for one academic session only. Any objections received shall be scrutinized for proper disposal.
6. Selected candidates from the Panel will be called to join any constituent colleges of University of Ladakh through email only. Applicants should make sure to have an active email id and phone numbers. If the candidate fails to response as per the instruction in the email, the next candidate in the Panel will be contacted without any further notice.
7. Higher Education Department, UT Ladakh shall conduct interview in person (offline) mode only.
8. Candidates will have to join within five days time, after intimation of selection, if the candidate fails to join within the time mentioned, next candidate shall be contacted. All correspondence shall be made through email. The candidates shall have to provide their active email IDs and their working contact number that remain active all through the session so that they can be called/contacted whenever required. In case the contact/contacts provided are found non-functional, the next candidate shall be contacted.
9. Candidates have to fill the form online through the link provided in the advertisement. The information submitted in the prescribed form will be scrutinized and verified before inclusion in the Panel. Any misinformation or unsubstantiated claim to enhance the 'Score' may invite outright rejection of the form.
10. All the positions for academic arrangement shall be available upon approval of appropriate budgets. In case of non-availability of appropriate budget or insufficient funds, engagements may be cancelled at any point of time.
11. Other category of teaching faculty such as Teaching Assistant (Academic Arrangement), Visiting Faculty and Guest Faculty may be engaged by the respective Principals / Institute after prior approval of the Dean, College Development Council and as per the above guidelines and UGC Norms.

3. ELIGIBILITY:

S No	Name of the Posts	Qualification	Salary / Remunerations
1.	Assistant Professors (Academic Arrangement)	Master Degree in the concerned subject or its equivalent degree in grade point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of SC/ST/PwBDs) along with NET/SLET/SET/Ph. D	Basic Rs. 57700.00
2.	Teaching Assistant (Academic Arrangement)	Master Degree in the concerned subject or its equivalent degree in grade point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of SC/ST/PwBDs).	Rs. 40,000.00
3.	Librarian / PTI (Academic Arrangement)	Master Degree in the relevant subject or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% (50% in case of SC/ST/PwBDs) along with NET/SLET/SET/Ph. D.	Rs. 57700.00

4.	Assistant Librarian / Assistant PTI (Academic Arrangement)	Master Degree in the relevant subject or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% (50% in case of SC/ST/50% in case of SC/ST/PwBDs)	Rs. 40,000.00
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4. SELECTION CRITERIA: The selection criteria will be as per the merit compiled on the basis of Academic Record detailed hereunder:

S.No.	Academic Record	Scores			
1	Graduation	80% & above = 21	60% to less than 80%= 19	55% to less than 60 =16	45% to less than 55% = 10
2	Post-Graduation	80% & above = 25	60% to less than 80% = 23	55% (50% in case SC/ST/PwBDs) to less than 60% = 20	
3	M Phil	60% & above = 07	55% to less than 60% = 05		
4	Ph. D.	25			
5	NET with JRF	10			
6	NET	08			
7	SLET/SET	05			
8	Research Publications (2 marks for each paper in peer reviewed or UGC listed journals)	06			
9	Teaching/Post-Doctoral experience (2 marks for each year) in Higher Education sector	10			
10	International/National Level Awards	03			
11	State-Level Awards	02			

NOTE:

1. In case two or more candidates of the same subject score same points, the candidate having higher marks percentage in PG shall be given the first preference and if the tie still persists, it shall be resolved on the basis of UG marks. In case tie persists at UG marks, age of the applicant shall be considered with preference to the older candidate.
2. The teaching experience issued by the UGC approved government Universities / Colleges of India shall only be accepted.
3. Counseling/Interview on allotted dates and time, in offline mode, will be conducted out of 30 marks, in addition to the scores obtained in the above criteria.
4. Any claim, of unable to upload or any other kind of inadvertent errors during the upload on the portal leading to low scores, will not be accepted at later stage or after the final submission.

5. SELECTION COMMITTEE:

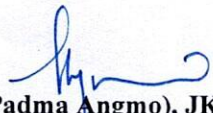
The selection of candidates for the Academic Arrangement shall be made by a committee comprising of following:

1	Nominated by the Higher Education Department Ladakh	Chairperson
2	Principals of all the Constituent Colleges	Member(s)
3	One Subject Expert (Nominated by the Higher Education Department Ladakh)	Member

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

Copy to:

1. Principal Govt. Degree College Kargil for information.
2. Principal Govt. Degree College Khaltse for information.
3. Principal Govt. Degree College Nobra for information.
4. Principal Govt. Degree College Leh/EJM College for information.
5. Principal Govt. Degree College Drass for information.
6. Principal Govt. Model Degree College Zaskar for information.
7. Director NIC Ladakh with the request to upload the notice on the UT website.
8. Nodal Officer Govt. Degree College Kargil (Sankoo Campus) for information.
9. PA to the Administrative Secretary Higher Education Department UT Ladakh for the information of the Secretary.
10. Office Record.


 (Padma Angmo), JKAS
 Under Secretary,
 Higher Education Department.

AFFIDAVIT

1. I _____ S/o D/o _____ R/o _____ hereby accept to be engaged as Assistant Professor (Academic Arrangement) in Constituent Colleges of University of Ladakh in the subject _____ for the session 2026-27. I am ready to serve in any of the colleges allotted to me.
2. That on my enrolment as Assistant Professor (Academic Arrangement)/_____, I will accept the salary fixed by the Competent Authority.
3. That engagement shall be for a period as mentioned in my job offer letter or till the posts of the Higher Education Department are filled up by way of an appointment of a candidate duly selected by the competent authority or by transfer/posting of permanent faculty, whichever is earlier.
4. That I shall maintain discipline and shall not act in a manner unbecoming of an Assistant Professor. Any lack of officer-like qualities, misconduct, or indiscipline on my part shall entail my disengagement.
5. That after the expiry of the period of my engagement, I shall not seek extension of my engagement as a matter of right, nor shall I have any claim for permanent adjustment in the constituent colleges



of University of Ladakh on account of my having remained temporarily engaged as Assistant Professor on Academic Arrangement basis.

6. That I shall maintain punctuality and work to the entire satisfaction of students as well as the Head of the Institution.
7. In addition to the terms and conditions, as contained in the advertisement notice, I affirm that I am not working in any Government/Semi-Government organization, nor am I in receipt of any scholarship /financial support leading to the award of degree scheme.
8. I submit on affidavit, duly authenticated by a First-Class Magistrate, to the effect that if any complaint is received regarding any overlap between the period during which I obtained my higher qualification and the period of my engagement as a faculty on Academic Arrangement in the past, my engagement shall be liable to be cancelled, and I shall not claim any remuneration for the period of service already rendered.
9. In case of a verdict against me or any institution/university by any Hon'ble Court, my engagement is liable to be cancelled.
10. In case of any violation of contractual obligation or disciplinary misconduct, the institute reserves the right to terminate my service without prior notice or giving any reason.
11. That all the documents furnished in support of my application for academic arrangement are genuine and in case any document is found fake/ forged/ tampered at any stage during or after my engagement, my candidature shall be cancelled ab initio, and liable for refund of all dues paid besides, legal action warranted under rules.

