ASSOCIATE PROFESSOR IN CARDIO VASCULAR THORACIC SURGERY (FULL TIME)

Academic Qualification:

- A super speciality post graduate qualification M.Ch in the Cardio Vascular Thoracic Surgery as per the Teachers' Eligibility Qualification Regulation of NMC.
- For DNB (Cardio Vascular Thoracic Surgery) Candidate, experience will be considered as per the Teachers' Eligibility Qualification Regulation of NMC OR any equivalent degree recognised by NMC.

Teaching Experience as per NMC norms:

- As Assistant Professor in Cardio Vascular Thoracic Surgery for **Two** years in a permitted / recognized Medical college /teaching institution.

And

- Other criteria including research, as per the Teachers' Eligibility Qualification Regulation of NMC.

Remuneration:

- Consolidated Remuneration of **Rs. 1,40,000/-** per month.
- In case of highly deserving candidates, higher remuneration can be negotiated with the committee for selection committee considering merit, seniority, work performance, experience, skills, special training or cardiac or critical care cardiac or critical care training in concerned speciality in Cardiac hospital and also as per the hard press requirement of the emergency related tertiary cardiac teaching hospital.
- Fixed Incentive per month will be as per recommendation by the committee for selection of the candidate during the interview which will be based on
    - Merit
    - Seniority
    - Teaching experience
    - Academic
    - Research
    - Training activity
    - Past track record of the discipline
    - Work performance at the institute or at other previous institute where you were working.
    - Number of years' experience in concerned speciality in Cardiac hospital.
    - Special training taken in concerned speciality related to cardiac/respiratory/vascular and other relevant program of the cardiac teaching hospital viz., Heart Lung Transplantation, etc.
    - Teaching (online cardiac education) - academic - research & paramedical course
- Fixed Incentive per month will be reviewed every 3 monthly based on
    - Work performance
    - Feedback
    - Discipline
    - Seniority
    - Merit
    - Research publication

- Night duty
- Emergency duty
- VVIP duties
- Teaching (online cardiac education) - academic - research & paramedical course
- Training to medical & other personnel of the institute as per the requirement of the institute
- Special training taken in concerned speciality related to cardiac/respiratory/vascular and other relevant program of the cardiac teaching hospital viz., Heart Lung Transplantation, etc.
- Super-specialty cardiac residency program as per NMC norms and as per policy decided by the academic committee of the institute.
- Other criteria decided by the committee for review of incentive.

- They will be eligible for incentive policy of the institute i.e. Incentive per operation which will be decided on merit performance regularity and other criteria as decided by the institute where their day to day activity emergency, clinical, non-invasive and invasive work performance will be considered and incentive policy of the institute will be considered by head of the department/head of the unit and Director jointly.
- In addition to above mentioned fixed incentive by the institute or incentive per case, you may get additional incentive for teaching, training and research by the institute as per incentive policy of the institute.
- Any change in incentive policy of the institute will be applicable.
- They have to do emergency duty, night duty, VVIP duty and other duties assigned by the institute or in concerned department.
- Candidate can be posted at various centres of the institute as per requirement of the institute.
- Up to 10% yearly increment on consolidated remuneration will be based on working performance and other criteria decided by the institute.
- Leave, PF, Gratuity, Group Health Insurance and other benefits will be as per rules of the Institute.
- Your appointment will be on contractual basis for a period of 2 years, which includes probation period. Contract will be renewed after satisfactory work performance during your contract period as per the requirement of statutory norms.
- Conference leave of maximum 15 days annually will be given as per the conference policy of the institute.
- Institute will sponsor for attending national / international conference as per policy of the Institute for conference, which also includes other academic activities decided by the Institute.
- You have to follow research policy of the institute.
- Special Incentive policy can be considered by the committee for well deserving candidate as per the requirement of emergency related tertiary cardiac teaching hospital or heart lung transplantation program or any other program relevant to the department as required by the emergency related tertiary cardiac care teaching hospital.