



The West Bengal College Service Commission

ADVERTISEMENT NUMBER -1/2024

APPLICATION FOR THE POST OF LIBRARIAN

IMPORTANT DATES

Commencement of On-line Application	12th March, 2024
Last date of On-line Application	20th April, 2024 (12 Midnight)

Candidates should apply only online through www.wbcsonline.in

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Applications are invited from Indian Citizens (and such other nationals as are declared eligible by Govt. of India) for recruitment to the following post:

1. Post: Librarian in the State-aided General Degree Colleges in West Bengal.

2. Vacancy: The vacancy calculation shall be done in accordance with the terms laid down in the *West Bengal College Service Commission (Manner of Selection of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians and Re-recommendation of Assistant Professor) Regulations, 2012*. The vacancy cut-off date and the exact number of vacancies (Category-wise and College-wise) will be notified before publication of the merit panel. The Commission will not be responsible for absence of vacancy under any category for non-receipt of requisition from any Govt.-aided college.

Eligibility: *The minimum eligibility conditions contained in this advertisement are governed by the provisions of the West Bengal Government Notification No. 315-Edn(CS)/8R-1/2010 dated the 17th of May, 2023 notified in The Kolkata Gazette on 22nd May, 2023.* The Commission, however, can introduce additional parameters in order to select candidates of higher merit. Therefore, mere possession of eligibility does not confer any right to an applicant to be selected or empanelled.

Selection & Recommendation: The eligible candidates will be called for interview for selection. **However, the Commission may, at its discretion, call for interview of short-listed applicants.**

The overall selection procedure shall incorporate a transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions.

Recommendation shall be done on the basis of a merit-cum-preference system of counselling, (please refer to point number 2 in the **Information** and **Instruction** section). For the purpose of counselling, merit refers to the rank in the provisional merit panel. Empanelment will not confer any right to a candidate to be recommended.

3. Pay scale: Entry Pay at Academic Level 10 of Rs. 57,700/-

4. Qualifications and experience :

i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

ii) a consistently good academic record, with knowledge of computerization of library;

iii) besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) in relevant subject conducted by the UGC or CSIR or similar test accredited by 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 along with their amendment from time to time as the case may be:

Provided that -

- (i) a relaxation of 5% of marks shall be allowed at the Master's Level for the candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes (OBC) (non-creamy Layer)/Differently-abled [(a) Blindness and low vision, (b) Deaf and hard of Hearing, (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy, (d) Autism, intellectual disability, specific learning disability and mental illness & Multiple disabilities from amongst persons under (a) to (d) including deaf blindness] for the purpose of eligibility and assessing good academic records;
- (ii) a relaxation of 5% shall be provided (from 55% to 50% of the marks) at the Master's Level to the Ph.D. degree holders who have obtained their Master's Degree prior to September 19, 1991;
- (iii) the eligibility marks of 55% (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above is permissible based on only the qualifying marks, without including any grace mark procedures e.g. 49.1% or 54.1% should not be rounded off to 50% or 55% respectively.
- (iv) all the essential qualifications must have been obtained from a recognized University/ Institute.

Note 1:- By a recognized University/ Institute is meant a University/ Institute affiliated to the University Grants Commission/other Statutory/Apex bodies or recognized by the State or Central Government as a centre of higher learning. In case of a foreign university, the Degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

Provided further that -

Who are or have been awarded Ph.D. Degree in relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 or 2016 and their subsequent amendment from time to time, as the case may be, shall be exempted from passing NET/SLET/SET and who have been registered for Ph.D. degree prior to July

11, 2009, and they shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institutions 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 fulfilment of the following conditions:-

- (a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- (b) The Ph.D. thesis has been evaluated by at least two external examiners;
- (c) 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 must be in a referred 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.

Note 2 : -

- (i) The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programme for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

5. Age : i) The upper age limit is 40 (forty) years as on 1st January, 2024, relaxable by 5 years for the candidates belonging to the categories of Schedule Castes/Scheduled Tribes, 3 years for Other Backward Class (OBC-A and OBC-B) (Non-creamy Layer) candidates and 10 years for Differently abled candidates.

ii) Exceptionally qualified over-aged candidates having Ph.D. degree with evidence of significant **Post-Doctoral research work** may be called for the interview at the discretion of the West Bengal College Service Commission only in the rarest cases, normally not exceeding 1(one) % of the total numbers of candidates of the concerned panel rounded off to next whole number, subject to the over-age duly condoned by the Govt. on case to case merit basis.

6. Reservation: As per the extant rules regarding reservation of posts issued by the State Government from time to time.

[Followed by the concerned College authorities in authentication of the Register of Appointment by the appropriate Govt. Dept. and forwarded to WBCSC in the form of requisition].

A candidate claiming to be SC, ST, OBC-A, OBC-B (Non-creamy layer), EWS or a person with disability (40% and above) must have a certificate in support of his / her claim from a competent authority as specified :

SC, ST, OBC-A, OBC-B & EWS Candidates [Vide the West Bengal Scheduled Castes & Scheduled Tribes (Identification) Act, 1994, SC & TW Department Order No.261-TW/EC/MR-103/94 dtd 06.04.1995 and 325-PAR(AR)/3P-1/2019 dated 09/07/2019]

Category A or B must be mentioned in the OBC certificate.

Differently-abled Persons [Vide Persons with Disabilities (Equal opportunities, Protection of Rights and Full Participation) Act, 1995 and West Bengal Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999]

7. Proficiency in language : Candidate should have proficiency in language, spoken and written, in the medium of instruction in the concerned institution. Appointing Authority would indicate the language of instruction while requisitioning.

8. Application Fee and Mode of Payment: General candidates shall pay Fees ₹2000/- and **SC/ST/OBC(A & B)/EWS/Differently-abled Candidates** shall pay Fees ₹1000/- by credit card/ debit card/ internet banking. The additional processing charges will be as applicable.

Fees once paid will not be refunded under any circumstances.

INFORMATION AND INSTRUCTION

1) Applicants with grade/grade points should write the percentage equivalent according to the formula used by their Boards/Universities. As grade/grade points are typically associated with an interval of marks, the exact midpoint of the relevant interval should be considered for the purpose, wherever applicable. It is the responsibility of the applicants to obtain the necessary certification from their Boards/Universities in support of their claims. They will be required to justify the 'percentage equivalent' claimed by them at the time of interview and failure to do so may even lead to the cancellation of their candidature or calculation of the percentage equivalent by the Commission itself by whatever method it considers reasonable, including the methodology suggested in this regard by the University Grants Commission in its "Regulations on Minimum Qualification of Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010". No complaints in that regard will be entertained at any later stage.

2) The recommendation procedure will be based on a simple merit-cum-preference system of counselling. For further details regarding the recommendation process, the *West Bengal College Service Commission (Manner of Selection and Recommendation of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians and Re-recommendation of Persons for Appointment to the post of Assistant Professor) Regulations, 2012 as amended from time to time* may be consulted from the Commission website.

3) The cut-off dates for all items of qualification and experience, including publication, shall be 20/04/2024. Age of the candidate, however, as mentioned in Clause 5 above, shall be calculated as on 1st January, 2024.

4) The competent authority of judging the equivalence of all degrees obtained from foreign Universities is **Association of Indian Universities (AIU)**. Candidates are advised to have their foreign degrees authenticated as equivalent to their Indian counterparts from AIU. The selection

committee may not recognize a degree as a valid one in the absence of such an equivalence certificate.

5) For the purpose of judging whether a PhD Degree has been obtained in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of PhD Degree) Regulations, 2009 and University Grants Commission (Minimum qualification for appointment of teaching and other academic staff in Universities and Colleges and measures for the maintenance of standards in higher education) (4th Amendment), Regulations 2016, the awarding University's reasoned certification to that effect may be called for. The selection committee may not recognize a PhD degree as one obtained in compliance with the said UGC Regulations in the absence of such a certificate.

6) The benefits of reservation of vacancies, and age/ marks concession for SC, ST, EWS and OBC (A & B) (Non-Creamy layer) candidates are admissible only to SC, ST, EWS and OBC (A & B) candidates of West Bengal. Benefits for candidates with disabilities will be available only to candidates with disability of 40% and above only.

7) SC, ST, EWS and OBC (A & B) candidates of West Bengal must furnish, along with the print-out of the application, a self-attested photocopy of certificate in support of their claim from a competent authority of West Bengal as laid down in the West Bengal Scheduled Castes & Scheduled Tribes (Identification) Act, 1994 & SC & TW Department Order No.261-TW/EC/MR-103/94 dtd 06.04.1995 and 325-PAR(AR)/3P-1/2019 dated 09.07.2019. **SC, ST, EWS and OBC (A & B) candidates of other States will be treated as general candidates.** Differently-abled persons must submit along with the print-out of the application a self-attested photocopy of certificate in support of his/her claim from a competent authority as prescribed in the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 and W.B. Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Rules, 1999.

8) Particulars and Certificates required (Only self-attested photocopies):

(a) A candidate claiming to be SC, ST, EWS and OBC (A & B) or Differently-able must have a certificate in support of his/her claim from a competent authority as specified.

(b) Age-proof certificate.

(c) All qualification related mark sheets and certificates.

(d) Experience-related certificate from competent authorities.

(e) For 'other' Nationals declared eligible by the Government of India for recruitment, a certificate to that effect from the competent authority.

(f) Certificate(s) from University/ Board etc. regarding 'percentage equivalence' [where only grades are awarded but no equivalence is stated in the mark sheet(s)] and certificate from University regarding compliance with UGC 2009 Regulations.

9) **Candidates must show the certificates in original during the interview.** If at any stage, even after issue of a letter of recommendation, a candidate is found ineligible in terms of the advertisement, his/her candidature will be cancelled without further reference to him/her.

10) The Provisional Merit Panel will be prepared on the basis of the Academic records, Research and Publications, Experience as Librarian, Interview and others, if any.

11) In the event of a tie between two or more candidates in the same merit panel, the tie shall be broken on the basis of age of the candidates, the person with the higher age getting precedence over the person with the lesser age.

12) All applications must be made online. Candidates are advised to **create a mail ID of their own** so that information can be sent to them from time to time in a paperless mode.

13) Applicants will pay the fee by credit card/debit card/internet Banking.

14) The printout of the on-line submitted application form, along with self-attested photocopies of all relevant documents are **to be submitted on the date of the interview**.

15) **Special Instruction:** Applicants should write the marks/ percentage equivalent obtained at the B.LIS & M.LIS /equivalent examinations as well as Graduation/ Post Graduation marks/ percentage equivalent in any other discipline or subject under Block 1 of ‘Qualifications’.

16) *While an effort has been made to create an objective basis for awarding marks under the head ‘Research & Publication’, such evaluation will ultimately depend on professional scrutiny by experts. The judgment of experts about the quality of publication will be final and binding on everybody.*

17) *For any further query regarding application, selection and recommendation procedures, please refer to **West Bengal College Service Commission (Manner of Selection of Persons for Appointment to the posts of Assistant Professors, Principals and Librarians and Re-recommendation of Assistant Professor) Regulations, 2012 as amended from time to time** published in the website of the Commission.*

18) Applicants are advised to go through the entire text of the advertisement (including **Information and Instruction**) and the **‘How to Apply’** section thoroughly before they go for online submission of their application. They must completely satisfy themselves about their eligibility in accordance with the ‘Eligibility Checklist’ given below.

19) Eligibility Checklist

Candidates are requested to satisfy themselves that they fulfil the basic eligibility conditions regarding the following items:

- **Citizenship** as specified at the very beginning of the advertisement
- **Age** as specified under Clause 5
- **Qualification** as specified under Clause 4
- **Language Requirement** as specified in Clause 7.

Certain relaxations are available in respect of both age and qualification (**but not language requirement**) for certain categories of candidate. Please check carefully whether you are entitled to any relaxation, and after taking that into account, if any, satisfy yourself that you can say **‘Yes’** to every item of the Eligibility checklist mentioned above.

Place : Kolkata
Date :11th March, 2024

By order
Secretary