



Guidelines for Appointment of Professor of Practice in Government Higher Education Institutions

The National Education Policy (NEP) 2020 aims to transform higher education by focusing on skill-based learning to meet the needs of industry and the economy. It recommends linking vocational education with general education and strengthening industry-academia collaboration. To achieve this, the University Grants Commission (UGC) has issued guidelines for creating the post of "Professor of Practice" in higher education institutions. This will bring experts from industry and other professional fields into colleges and universities.

The Education Department of the Government of Gujarat has identified specific subjects for appointing Professors of Practice. These subjects have been decided based on recommended fields, college priorities, and current industry requirements (details are given in Annexure-A). Applications are invited from reputed experts for these positions in designated college clusters. All appointments will be made as per UGC guidelines, state government circulars, and recommendations of the selection committee.

The appointment of Professor of Practice will be cluster-based. The appointed person will have to visit all colleges in the assigned cluster and deliver lectures, conduct workshops, guide students, and arrange industry visits whenever needed. Keeping all these points in mind, the Education Department, Government of Gujarat, is going to appoint Professors of Practice in government higher education institutions across the state. The detailed information is given below:

➤ **Eligibility:**

1. The candidate must have at least 15 years of senior-level experience in any field such as science, entrepreneurship, business, social sciences, media, literature, fine arts, civil services, armed forces, legal profession, public administration, or any other relevant field.
2. Formal academic qualifications (like degrees) are NOT required for this post if the candidate has outstanding professional experience in the concerned field. Such candidates will be exempted from the usual requirements of publications or other qualifications needed for regular professor posts. However, the candidate must have the skills and ability to fulfil the duties and responsibilities of a Professor of Practice.

➤ **How to Apply:**

1. Interested candidates must apply online on the portal <https://recruitment.gujgov.edu.in/> from 01/06/2026 (11:00 AM onwards) to 15/06/2026 (up to 6:00 PM).
2. While filling the online application, candidates must give their preference for the college/cluster where they wish to serve as Professor of Practice.

➤ **Terms and Conditions of Appointment:**

1. The appointment will be for 5 months only, for the current academic year.
2. This post will not be counted among the sanctioned (permanent) posts of the institution.
3. Persons who are currently in teaching service or retired from teaching will not be appointed as Professor of Practice.

4. The Professor of Practice will have to develop and design courses and curriculum in their subject.
5. They will introduce new courses and deliver lectures as per the policies of the government higher education institutions.
6. They will encourage students in innovation and entrepreneurship projects and provide necessary guidance.
7. They will take steps to increase active collaboration between industry and government higher education institutions.
8. They will jointly organize workshops, seminars, special lectures, and training programs with regular professors.
9. They will jointly work on research projects or provide consultancy services with regular professors.

➤ **Scope of Work:**

1. Prepare curriculum based on the best knowledge of the assigned subject/field, get it approved from the Knowledge Consortium of Gujarat (KCG) office in Ahmedabad, teach students accordingly, and arrange industry visits if required.
2. Make maximum efforts to develop practical education, research, skills, and entrepreneurship among students.
3. Work in the assigned college(s), follow the college timetable, and perform duties on time.

➤ **Remuneration (Honorarium):**

1. The appointed Professor of Practice will be paid Rs.1,000/- per lecture, with a maximum of Rs.4,000/- per day and a maximum of Rs.80,000/- per month.

➤ **Duration:**

1. The initial appointment will be for 5 months or until the end of the current academic year, whichever is earlier.

➤ **Appointment Process:**

The entire process will follow UGC guidelines and state government rules:

1. Candidates must apply online on <https://recruitment.gujgov.edu.in/> between 01/06/2026 (11:00 AM onwards) to 15/06/2026 (up to 6:00 PM). Self-attested copies of experience certificates, identity proof, and all required documents must be uploaded.
2. For any queries, send an email to pop.kcg2025@gmail.com (mention your mobile number in the email).
3. Clearly mention your preferred cluster and subject while applying.
4. Candidates can choose more than one cluster and subject and must indicate priority order. If no preference is given, it will be assumed that the candidate has no preference. So, it is in the candidate's interest to select as many clusters/subjects as possible.
5. Allocation of cluster and subject will be done on merit basis.
6. Shortlisting and interviews will be conducted by the KCG office. No TA/DA will be paid for attending the interview.
7. A selection committee formed by KCG will verify the finally submitted online applications.
8. The committee will interview shortlisted candidates and prepare a merit list.

9. Once a cluster and subject are allotted, it will be mandatory and binding for the candidate to serve there.
10. After approval, the college will issue the appointment letter, and the candidate must join that college.
11. For all matters related to this appointment, the jurisdiction will be Ahmedabad only.

➤ **Interview Marking Criteria (Total Marks: 100)**

SN	Criteria	Marks
1.	Deep knowledge of the subject and real-world expertise (excellent expertise in the subject, awareness of current industry needs)	20
2.	Demo Teaching / Presentation (10–15 minute lecture/presentation on chosen subject – clarity, ability to engage students, use of real examples, teaching style)	25
3.	Communication skills and personality (clear speech, confidence, ability to connect with students, overall personality)	15
4.	Ability to promote innovation, entrepreneurship, and skill development	20
5.	Industry-academia collaboration and mentoring ability	20
Total		100

- The selection committee will award marks as per these criteria and prepare the merit list.
- During demo teaching, the candidate must deliver a 10–15-minute presentation/lecture on the subject chosen in the application.

Date: 01/06/2026

Place: Ahmedabad

(CEO, KCG)

ANNEXURE – A

SN	Cluster	SN	Name of College	Subjects
1	Gandhinagar - 3 Ahmedabad - 8	1	GOVERNMENT ARTS COLLEGE, GANDHINGAR	• Agriculture & Food Science (Urban Farming, Organic Techniques) • Taxation and Auditing • Computer science • Performing Arts (Music, Drama, Dance) • Business Analytics • Film Studies and Media Production • Chartered Accountancy • Industrial and environmental sciences
		2	GOVERNMENT SCIENCE COLLEGE, SEC 15, GANDHINAGAR	
		3	GOVERNMENT COMMERCE COLLEGE, SEC-15, GANDHINAGAR	
		4	GUJARAT COMMERCE COLLEGE, AHMEDABAD	
		5	GUJARAT ARTS AND SCIENCE COLLEGE, AHMEDABAD	
		6	GUJARAT ARTS AND COMMERCE COLLEGE (EVENING), AHMEDABAD	
		7	R.C. COLLEGE OF COMMERCE	
		8	SHRI K K SHASTRI GOVERNMENT COMMERCE COLLEGE	
		9	GOVERNMENT ARTS COLLEGE, MANINAGAR, AHMEDABAD	
		10	GOVERNMENT COMMERCE COLLEGE, NARODA, AHMEDABAD	
		11	GOVERNMENT ARTS & SCIENCE COLLEGE, BAVLA	
2	Mehsana - 2 Patan - 2	12	M.N. COLLEGE, VISNAGAR	• History Archaeology and Local Culture • ઇથોગ સાહસિકતા • Applied Economics • Banking and Financial Services (Financial Management)
		13	GOVT ARTS COLLEGE BECHRAJI	
		14	GOVERNMENT ARTS & COMMERCE COLLEGE - SAMI	
		15	GOVERNMENT ARTS COLLEGE SANTALPUR	
3	Banaskantha - 2	16	GOVERNMENT ARTS AND COMMERCE COLLEGE, THARAD	• Dairy & Cooperative Management (Banas Dairy relevance) • Fine & Performing Arts
		17	GOVERNMENT ARTS COLLEGE, WAV	
4	Arvalli - 2	18	GOVERNMENT ARTS COLLEGE, BAYAD	• Social Work & Community Outreach • English Literature/ Functional English
		19	GOVT ARTS AND COMM COLLEGE, MEGHRAJ	
5	Kheda - 1	20	GOVT. ARTS & COMMERCE COLLEGE, KATHLAL	• Entrepreneurship & Small Scale Business Development
6	Panch Mahalas - 3 Dahod - 2	21	GOVERNMENT ARTS COLLEGE, SHAHERA	• History sociology and local heritage studies • Journalism Mass Communication & Media production • Cooperative Management • English/ Functional English • Social Work & Community Outreach
		22	GOVERNMENT ARTS AND SCIENCE COLLEGE, MORVAHADAF	
		23	GOVERNMENT ARTS AND SCIENCE COLLEGE, JAMBUGHODA	
		24	GOVERNMENT ARTS COLLEGE, DHANPUR	
		25	GOVERNMENT ARTS COLLEGE, GARBADA DIST-DAHOD	
7	Chotta Udaipur - 2 Narmada - 1	26	SHRI C.H. BHIL GOVT ARTS AND COM COLLEGE, NASWADI	• Banking and financial service outreach (micro finance and Rural credit) • Applied IT & Computer Science for Vocational Training • Tourism Management
		27	GOVERNMENT ARTS COLLEGE, KAVANT	
		28	GOVERNMENT ARTS AND SCIENCE COLLEGE DEDIAPADA DIST-NARMADA	
8	Bharuch - 1 Surat - 3	29	GOVERNMENT ARTS AND COMMERCE COLLEGE, NETRANG, DIST-BHARUCH	• Functional English • Chartered Accountancy & Cooperative Studies • Water Management, Food Control & Watershed Planning (Surat District prone areas) • Sanskrit/Applied Sanskrit
		30	SHREE ATAL BIHARI VAJPAYEE GOVERNMENT ARTS & COMMERCE COLLEGE, VANKAL	
		31	GOVERNMENT ARTS, COMMERCE AND SCIENCE COLLEGE, UMARPADA	
		32	GOVERNMENT ARTS COMMERCE AND SCIENCE COLLEGE, LIMBAYAT, SURAT	

9	Tapi - 2	33	GOVERNMENT ARTS AND COMMERCE COLLEGE, SONGADH DI.TAPI	- કુટિર અને ગૃહ ઉધોગ - Journalism and mass communication (Rural & Tribal Reportage Focus)
		34	MAA DEVMOGRA GOVERNMENT ARTS COLLEGE, UCHCHHAL, TAPI	
10	The Dangs - 1	35	GOVERNMENT ARTS & COMMERCE COLLEGE, AHWA, DANG	Entrepreneurship & small-scale enterprise development (tribal livelihood)
11	Navsari - 2	36	GOVERNMENT ARTS AND COMMERCE COLLEGE VANSDA	- Cooperative Management - Agricultural & Food Technology (Via agriculture university alignment)
		37	GOVERNMENT ARTS, COMMERCE AND SCIENCE COLLEGE, KHERGAM, DIST. NAVSARI	
12	Surrendranagar - 2	38	M P SHAH ARTS AND SCIENCE COLLEGE, SURENDRANAGAR	Sociology/Social Work & Community Development
		39	RASHTRIYA SHAYAR JHAVERCHAND MEGHANI ARTS COLLEGE, CHOTILA	
13	Botad - 1 Bhavnagar - 1	40	BHAKTRAJ DADA KHACHAR ARTS AND COMMERCE COLLEGE GADHADA	Psychology /Applied Psychology
		41	GOVERNMENT ARTS AND COMMERCE COLLEGE, PALITANA	
14	Amreli - 1	42	GOVERNMENT ARTS AND COMMERCE COLLEGE - JAFRABAD	Entrepreneurship & Rural Business Development
15	Junagadh - 2	43	BAHAUDDIN GOVT ARTS COLLEGE JUNAGADH	- Heritage & Cultural Studies (Gir heritage, temple culture, folk traditions) - Agricultural and Food Technology
		44	BAHAUDDIN SCIENCE COLLEGE JUNAGADH	
16	Rajkot - 2	45	H & H.B.KOTAK INSTITUTE OF SCIENCE	Sanskrit/Applied Sanskrit
		46	DHARMENDRSINHJI ARTS COLLEGE, RAJKOT	
17	Jamnagar - 2 Devbhumi Dwarka - 1	47	DKV ARTS AND SCIENCE COLLEGE, JAMNAGAR	- Applied IT / Computer Science (Supporting B.Sc., B.C.A. program in college like DKV) - Entrepreneurship & SME Development - Heritage and culture study
		48	GOVERNMENT ARTS AND COMMERCE COLLEGE, LALPUR DIST. JAMNAGAR	
18	Kachchh - 1	49	GOVERNMENT ARTS & COMMERCE COLLEGE, JAMKHAMBHALIYA	Reservable Energy & Clean Lean (solar energy eco-initiative in desert areas)
		50	R.R.LALAN COLLEGE, BHUJ	

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