



कर्मचारी राज्य बीमा निगम  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
EMPLOYEES' STATE INSURANCE CORPORATION  
(Ministry of Labour & Employment, Govt. of India)  
वेबसाइट/ Website: [www.esic.gov.in](http://www.esic.gov.in)



क. रा. बी. नि. चिकित्सा महाविद्यालय एवं अस्पताल,  
पाण्डेयपुर, वाराणसी, - 221002  
**ESIC Medical College & Hospital,**  
Pandeypur, Varanasi- 221002.  
ई मेल/ Email: [dean-varanasi.up@esic.gov.in](mailto:dean-varanasi.up@esic.gov.in)

e-file no. 282-Faculty recruitment/ESICMCH-2025

Date 17.09.2025

**Advertisement No. 11/2025**

**Recruitment of Teaching Faculty on contract basis at ESIC Medical College & Hospital, Pandeypur, Varanasi.**

Any Candidate can be appointed against any unfilled vacant reserved category post for 44 days with provision of possible extension. Candidate of unreserved category can apply against EWS

ESIC Medical College & Hospital, Pandeypur, Varanasi (U.P.) intends to fill up the posts teaching faculty from eligible candidates for a period of **01 (One) Year** on contract basis extendible up to three years, in various disciplines as mentioned in this advertisement.

The Applicant/Candidate should carry Original Application Form with supporting documents and original Demand Draft (as Interview Fee, if applicable to the Office of Dean, ESIC Medical College & Hospital, 2<sup>nd</sup> Floor, Pandeypur, Varanasi (UP)-221002 **on the date of interview between 9:00 A.M to 11:00 A.M. for verification of documents.**

**Details of Scheduled of document verification & interview:**

<b>Date &amp; Time</b> (Reporting time: From 9 AM to 11 AM)	<b>Daily</b> (From 18.09.2025 to 27.09.2025 except Sundays)	<b>Anatomy, Physiology, Biochemistry, Pharmacology, Forensic Medicine</b>
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**Details of Vacancies and Reservation position**

Sl.	Department	Professor	Associate Professor	Assistant Professor	Senior Resident
1	Anatomy	01-UR	01-UR	00	01-OBC
2	Physiology	00	01-UR	01-UR	01-UR
3	Biochemistry	00	01-OBC	00	01-OBC
4	Pharmacology	01-UR	1UR	01-OBC	01-UR
5	Forensic Medicine	01-ST	01EWS	01-OBC	01-OBC
<b>Total</b>		<b>03</b>	<b>05</b>	<b>03</b>	<b>05</b>

- These vacancies are provisional and may increase or decrease as per the actual requirement for the teaching & patient care. The competent authority reserves the right of any amendment, cancellation and changes to this advertisement as a whole or in part without assigning any reason or giving prior notice.
- Reservation will be as per Government of India guidelines issued from time to time.
- As per EWS guidelines posts are not carried forward, hence; in case of non-availability of EWS candidate; other category candidates may be allowed provisionally to apply for the post subject to the condition that they will be considered for the post as an UR candidates & the selection will be only on merit basis.
- In case of non-availability of reserved category candidates in the advertised post, the vacancy may be filled up for less than 45 Days as de-reserved seats(s).
- All Candidates must have up-dated Medical (NMC/ State Medical Council) with all post MBBS/ MD/ MS Qualification(s). In case, candidate(s) do not have up-dated registration from Medical Council, they have to show **"Applied for document(s)"** to concerned authority at the time of interview. In case, these two clauses are not fulfilled, the candidate either may not be interviewed or their results will remain with-held in case the expert committee allows them to appear at the interview. Even after that, if, candidate selected, they must have to submit updated Medical Registration Certificate on the time of reporting to join.
- Candidates working in Govt./ Autonomous/ Statutory Institution should preferably have "NOC" at the time of Interview from their Employer. In case of immediate non-availability of the same, copy of "applied for NOC" to be submitted at the time of Interview.
- No private practice is allowed in any capacity after joining as teaching faculty at ESIC Medical College, Pandeypur, Varanasi.



### Eligibility Criteria

1. **Age Limit as on 18.09.2025:** 69 Years (Not Exceeding) for Teaching faculty and Senior Resident up to 45 Years. For non-clinical Subjects, Senior Residents up to the age of 50 years.
  - a) The maximum tenure of such engagement will be till 70 years of age for teaching faculty whichever is earlier provided other rules & regulations are satisfied.
  - b) The EWS candidates should submit EWS Certificate as per Annexure- I of Govt. of India, Ministry of Personnel, Public Grievances & Pensions, DOPT Office Memorandum No. 36039/1/2019-Estt (Res), dated 31.01.2019.
  - c) The OBC (Non-Creamy Layer) Certificate should be issued and not prior to 01 (One) Year from the date of interview. It has to be as per the format applicable for job in Govt. of India and to be issued by an Officer not below the rank of Sub-Divisional Officer or Equivalent Authority of the concerned State for Central Govt. job.
  - d) Reservation for PH (Divyangjan) Candidate will be maintained as per GoI norms.
2. **Educational Qualifications:**

Sl. No.	Posts	Academic Qualification	Teaching experience, research, and other requirements
1.	Professor	MD/MS in the concerned Subject	<p>(a) (i) Associate Professor in the subject for three years in a recognized medical institution; or</p> <p>(ii) Specialist Medical Officer of the Armed Forces having at least three years of experience as Associate Professor in the relevant specialty in a teaching hospital of the Armed Forces; and</p> <p>(b) (i) have published at least two research publications after becoming Associate Professor and must be amongst the first three authors;</p> <p>(ii) have completed the Basic Course in Biomedical Research from a recognized medical institution; and</p> <p>(iii) shall be required to undergo Basic Course in Medical Education provided their broad specialty subject is covered under undergraduate training.</p> <p>Note 1: A Senior Consultant, having three years of experience as post graduate teacher of broad specialty or super specialty subject in the National Board of Examination in Medical Sciences recognized Government medical institute shall be eligible to become Professor in a recognized medical institution of the concerned specialty and total number of years of experience as Post Graduate teacher in National Board of Examination in Medical Sciences recognized government medical institute shall be considered as experience as Professor in a recognized medical institution.</p>

2.	Associate Professor	MD/MS in the concerned Subject	(a) (i) Assistant Professor in the subject for four years in a recognized medical institution or for five years for those appointed directly as Assistant Professor in Government medical institution; or
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			<p>(ii) a Specialist Medical Officer of the Armed Forces, having at least five years of clinical experience in the relevant specialty after obtaining the recognized Postgraduate qualification in the subject, of which at least three years teaching experience as Assistant Professor in a teaching hospital of the Armed Forces; and</p> <p>(b) (i) have published at least two research publications after becoming Assistant Professor and must be amongst first three authors;</p> <p>(ii) have completed the Basic Course in Biomedical Research from a recognized medical institution designated by the Commission; and</p> <p>(iii) shall be required to undergo Basic Course in Medical Education provided their broad specialty subject is covered under undergraduate training.</p> <p>Note 1: A non-teaching Consultant or Specialist or Medical Officer, possessing postgraduate medical degree with ten years of experience in at least 220 bedded Government hospital shall be eligible to become Associate Professor of that broad specialty and on such appointment, shall be required to undergo Basic Course in Medical Education and Basic Course in Biomedical Research within two years of the appointment.</p>
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3.	Assistant Professor	MD/MS in the concerned Subject	<p>(a) one year as Senior Resident in the concerned subject as specified in regulation 8 in a recognized medical institution.</p> <p>(b) Specialist Medical Officers of the Armed Forces having at least one year teaching experience or two years of clinical experience after obtaining the requisite postgraduate qualification in the concerned subject.</p> <p>(c) a non-teaching Consultant or Specialist or Medical Officer, possessing postgraduate medical degree with at least two years of experience in a Government hospital having at least 220 beds shall be eligible to become an Assistant Professor of that broad specialty without the requirement of experience as Senior Resident and shall complete the Basic Course in Biomedical Research within two years of appointment; or</p> <p>(d) diploma holders appointed as Senior Residents in a recognized medical institution before 08.06.2017 having total experience of four years as Senior Resident; or</p> <p>(e) diploma holders working as Specialist or Medical Officer in the respective departments of a government medical institution or Government medical institution running National Board of Examination and Medical Science recognized teaching program having cumulative experience of six years.</p>
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***Note: In the department of Anatomy, Physiology, Biochemistry, Microbiology, and Pharmacology, non-medical Candidates can apply with qualification of Master of Science with Doctor of Philosophy.***



**4. Pay and Allowances as per OM no. Z-11012/51/2022-Med VI Dated 08.12.2022**

- (a) Professor: Fixed Basic Pay of 1,23,100/- and other allowance as admissible.  
(b) Associate Professor: Fixed Basic Pay of Rs. 78,800/- and other allowance as admissible.  
(c) Assistant Professor: Fixed Basic Pay of Rs. 67,700/- and other allowance as admissible.  
(d) Senior Resident: Fixed Basic Pay of Rs. 67,700/- and other allowance as admissible.

In case of engagement of retire employees/ pensioners, they may be allowed to draw total pay without any deduction as it is not a case of re-employment in terms of Central Civil Services (Fixation of Pay of Re-Employed Pensioner) Orders 1986 and retired employees/ pensioners can continue to draw pension and dearness relief on pension during their period of contractual engagement.

**4. Terms of Contract:**

- (i) The tenure of all above post(s) will be for 01 (One) year OR attainment of 70 years of age; whichever is earlier.  
(ii) The contractual engagement may be terminated/ discontinued from either side giving one-month prior notice to this effect without assigning reason. In case of spot resignation by the selected candidate, one month's salary is to be deposited to ESIC Account through Challan.  
(iii) No claim for any service benefits like PF, Pension, Gratuity, Medical Allowance, Medical Benefits, Seniority, Promotion etc. will be admissible.  
(iv) This, being a contractual appointment, absence from work for a period beyond the 07 (Seven) days without proper permission of the competent authority will amount to voluntary abandonment of engagement and automatic termination. The teaching faculty is required to mark attendance manually as well as on Aadhaar Enabled Bio-metric Attendance System (AEBAS) daily during scheduled working days.  
(v) Other terms and condition will be applicable as issued by Competent Authority from time to time.

**5. Application Fee:** Fee once paid will not be refunded under any circumstances.

Sl.	Category	Amount	Mode of Payment
1	SC /ST/ ESIC (Regular Employee)/ Female Candidate, Defence Ex-servicemen & PH Candidate	Nil	Through Demand Draft in favor of <b>ESI Fund A/c No.-1</b> , payable at Varanasi
2	All Other categories	Rs. 500/-	

**6. Required Document(s):** The self-attested copy of following document(s) should be attached with application form.

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| (i) Admit Card/ Certificate of passing Class 10 <sup>th</sup> for Date of Birth,                       | (vi) Proof of Publication(s), Paper/poster presentation                                      |
| (ii) All Marks Sheets, Attempt, Degree Certificate of MBBS,  | (vii) Experience Certificate,  |
| (iii) All Marks Sheets, Attempt, Degree Certificate of MD/ MS /DNB/ Other Examination,                 | (viii) Recent Passport Size Photograph of Candidate,   |
| (iv) Valid EWS/ OBC/ EBC/ SC/ ST/ Certificate issued in format for Central Govt. job, when applicable, | (ix) Relieving Certificate from previous Employer, if applicable,                            |
| (v) State/ NMC Medical Registration Certificate (updated),   | (x) Aadhaar Card,  |
|  | (xi) Completion Certificate of ICMR/ NMC conducted Bio-medical research examination, if any, |
|  | (xii) NMC appeared Revised/Basic Medical Education Workshop Completion Certificate, if any.  |

Required Documents/ Certificate mentioned at Sl. No. (i) to (xii) shall be verified with Original Document(s)/ Certificate before Interview/ before generation of offer of appointment.

**7. Selection Procedure:**

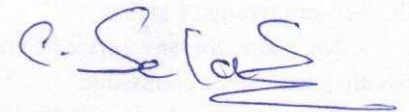
- (i) The Selection will be made on the basis of acquired academic credentials and performance of candidate in interview before the Selection Board.  
(ii) Result will be displayed in Website: [www.esic.gov.in](http://www.esic.gov.in) Offer of Appointment will be sent through E-mail.  
(iii) Selected candidates will have to join as per instructions mentioned in offer of appointment.

**8. Important Note:**

- (i) The Candidate(s) may ascertain their eligibility and should report for interview on the scheduled date and time for Interview.



- (ii) Application should be submitted for each post separately and in the prescribed format only. The application submitted in any other format or incomplete application will be summarily rejected.
- (iii) Wrong declarations/submission of false information or any other action contrary to law shall lead to cancellation of the candidature at any stage.
- (iv) Mere submission of Application does not confer any right to the Candidate to be eligible for Interview unless they report on the scheduled date and time for Interview with required documents as mentioned.
- (v) Opportunity of interview given to candidates will be on provisional basis subject to detailed scrutiny of eligibility criteria.
- (vi) The Dean, ESIC MCH, Pandeypur, Varanasi reserves the right to cancel/ postpone the Recruitment Process at any stage at its discretion and such decision will be binding on all concerned.
- (vii) Candidates may contact Nodal Officer of Recruitment Cell, ESIC Medical College & Hospital, Pandeypur, Varanasi through E-mail: [dean-varanasi.up@esic.gov.in](mailto:dean-varanasi.up@esic.gov.in) for any further query.
- (viii) No TA/ DA will be paid to candidate(s) for appearing in the Interview or submission of any document.



DEAN

ESIC Medical College & Hospital, Varanasi

प्रो. (डी) सेल्वकुमार चेल्लैया / Prof. (Dr.) Selvakumar Chelliah  
अधिष्ठाता / Dean  
क.रा.बी.नि. चिकित्सा महाविद्यालय एवं अस्पताल  
ESIC Medical College & Hospital  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)  
(Ministry of Labour & Employment, Govt. of India)  
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