EDUCATION · MAP #42

Assistant Professor — the exam that makes you eligible, and then leaves you in a hiring market

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Every other career on this site has an exam that, once cleared, produces a job on a pay level. This one has an exam that produces eligibility. UGC NET qualifies you to be considered by individual institutions, and what happens next splits into two realities: a regular post at Academic Level 10, ₹57,700, or an ad-hoc contract doing much the same teaching for a reported fraction of it.

Last reviewed 15 November 2026

THE 30-YEAR JOURNEY

Education has two maps on this site and both are school teaching, recruited by a state or by KVS against a sanctioned post, on a pay level, with a transfer policy. This is the third door and it works nothing like them. An Assistant Professor is recruited by an individual institution, and that single structural fact produces everything else on this page. Clearing UGC NET does not get you appointed. It makes you eligible to be considered. What happens after that splits into two outcomes that this map treats as separate careers rather than two speeds of one: a regular post at Academic Level 10, or an ad-hoc contract doing substantially the same teaching in the same kind of college for a reported fraction of the pay.

SALARY PROJECTION

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Figures as of September 2026

The UGC pay matrix, which is separate from the central 7th CPC matrix, with DA and HRA as reported for a central university. Advance increments for PhD holders are not included because they are not sourced.. The two columns are not two speeds of one career. They are two employment outcomes from the same qualification, and the exam does not decide which one you get. The three-year conditions on the last two rungs of the left column come from UGC's own Career Advancement Scheme regulations; the durations for the earlier rungs are not captured, so no years appear on them. We update this every year.

YEAR	MILESTONE	A REGULAR POST Academic Level 10, then the CAS ladder	AD-HOC AND CONTRACT The same teaching, reported at a fraction

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YEAR	MILESTONE	A REGULAR POST Academic Level 10, then the CAS ladder	AD-HOC AND CONTRACT The same teaching, reported at a fraction
0	First appointment	**AL 10 · ₹95k** Assistant Professor, regular UGC Academic Level 10, which is a different matrix from the central 7th CPC Level 10 at ₹56,100. PhD advance increments are excluded because they are not sourced.	**Contract · ₹37k** Ad-hoc lecturer A reported range of ₹25,000 to ₹50,000 from coaching-site summaries rather than a circular. This is the map's most load-bearing and least well sourced figure.
10	Ten years in	**AL 12 · ₹1.4L** Assistant Professor, Level 12 Through the Career Advancement Scheme, which advances on service and academic performance rather than on a vacancy. The durations for Levels 10 to 11 and 11 to 12 are not captured, so this year is indicative.	**Contract · ₹46k** Still on contract, or moved on There is no ladder on this side. Whether these years count toward CAS if a regular post follows is not established, and it decides how costly they were.
20	Twenty years in	**AL 13A › 14 · ₹2.4L** Associate Professor, then Professor Three years in Level 12 reaches Associate Professor at 13A, and three years in 13A reaches Professor at 14. Both conditions come from UGC's own regulations rather than from an estimate.	**Contract · ₹57k** No ladder on this side The top of the reported ad-hoc range. The point of showing this column is that the gap does not close on its own.

Academic Level figures are the UGC matrix, not the central 7th CPC one. The ad-hoc column comes from coaching-site summaries rather than any circular and varies widely by state and institution. Advance increments for PhD holders are excluded. Snapshot dated September 2026.

Sarkari Job Guide does not claim this salary structure. The figures come from the verified sources listed on the career page.

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Visual career maps for government jobs in India. Each map shows the full 30-year path: pay at every stage, promotion timelines, and the costs nobody mentions.

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