



## Strategic Step I: Guidelines on the NSRIC Faculty/Instructor Hiring Process

### 1.0 Introduction

NSRIC Inc. (“*Nature Science Research and Innovation Centre*”) is an academic and multi-functional incorporated organization based in London, Ontario (ON), Canada. The company started its journey as ANS Research and Development Ltd. in St. John’s, NL, Canada. The board of directors changed its name to the current identity in 2020 with the aim of expanding its business portfolio.

ANS R&D was formed in collaboration with Emertec Research and Development Ltd., an established company with immense research potential in the areas of lifestyle, science and engineering. The company, registered in Halifax, NS, Canada, was initially established by three highly qualified, world-renowned researchers who counted among some of the most successful academic leaders in Canada.

To date, both companies have conducted research in climate change, education, environmental sustainability, greening of the petroleum industry, medicine, sustainable technology development, pharmaceutical industry, philosophy, and sociology. Both companies have published over 1,200 scientific journal/conference articles and over 40 books with Elsevier, Wiley, Nova, Scrivener, and Springer (some are coming soon!!) along with more than 10 US patents. Over 120 research studies, funded by different clients, have been completed and the company (NSRIC) now has over 50 international members, who are continuously working to make significant impact on improving services to education, research and innovation, and the socio-economic condition of society.

NSRIC offers its services to: (i) conduct research, innovation and development (**RID**) in a wide range of disciplines, such as accounts and finance, corporate business, education, engineering, health and health care, lifestyle, management, medicine, and nature science... etc.; (ii) provide all kinds of courses through NSRIC online education (**OE**) platform; (iii) facilitate the acquisition and dissemination of knowledge (**ADK**) by creating different avenues and opportunities to share knowledge; and (iv) commercialize and market globally, the NSRIC product portfolio comprising RID services, online courses, software packages, and related software & hardware development through our marketing (**MKT**) Division.

The company is actively involved in establishing not-for-profit, online research universities in ON, Canada and Dhaka, Bangladesh in order to fulfil one of NSRIC’s goals to “disseminate knowledge to others”. NSRIC will be working independently as a governing, research, and support hub for the universities once they are established. The company is currently used as a prototype online platform for the university, without offering any degree or diploma to the students. *A course completion certificate will be given to the audiences, participants, and students.* The company has a strong global marketing team to commercialize and market NSRIC products (e.g., software, online courses, .... etc.) in the global market.

This guideline is prepared for instructors/faculty members, engaged in offering courses at NSRIC for students who are registered at the NSRIC online platform. NSRIC is committed to offering quality education, and dedicated course delivery to the audiences and students. NSRIC will guide you toward achieving success in your new and innovative career goals. and working together for the success of all stakeholders in this very competitive global digital market. Your commitment, dedication and expertise are the vehicles that will propel you and NSRIC to success. This platform is for you as a faculty/instructor to fashion a life-time career and financial benefits, from home.

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#### Our Specializations:

- **RID**: to conduct **Research, Innovation and Development** in the areas of your interest and expertise.
- **OE**: to offer different courses for Human Resource Development through the NSRIC **Online Education** platform.
- **ADK**: to create different avenues and opportunities for the **Acquisition and Dissemination of Knowledge**.
- **MKT**: to commercialize and market the NSRIC products through our **Marketing** team around the world.



## 2.0 Motivation

In general, profit maximization is the main motivation of any business entity. However, our primary priority is to disseminate knowledge and then generate revenues as a business entity. Our foundation is based on honesty, transparency, mutual respect, responsibility, teamwork, and commitment.

We as humans are blessed by Nature with the highest level of intellectual ability, knowledge, and remembrance capacity. Before disappearing from this lovely world, we strongly believe that it is our obligation to share this knowledge and blessings to empower others and our future generations. All humans, with mental and emotional maturity, are inherently capable of using conscientious logic to increase their knowledge and intellectual prowess. At NSRIC, we believe that it is our obligation, germane to the purpose of life, to gather knowledge and disseminate it, for the benefit of humanity, and to co-exist in harmony with nature. Acquiring and disseminating knowledge are not bounded by age, race, color, gender, geographical location, and time. It has been a novel process since the beginning of human evolution, civilization after civilization.

In this process, our individual experience can only enrich the educational landscape. Once life-long experience and individual educational growth are embedded in the course delivery process, a uniquely powerful educational tool is acquired. Therefore, each one of us can disseminate some knowledge to others even where conventional academic degrees, and qualifications may not be the primary goal. Our lifelong learning and experience can make a remarkable difference for others if we just consolidate our expertise, experience, knowledge and skills in an organized way into a meaningful course. NSRIC starts here as a guide, and takes full responsibility for harvesting and archiving your lifetime experience, expertise, knowledge and skills. At NSRIC, this process is encapsulated in the mission with the motto, *“Learn, experience, disseminate and share knowledge with others”*.

## 3.0 Our Journey Together

You and NSRIC will be working together for your success as a great, world-class teacher of our future generations. The company is actively looking for faculty members and instructors to carry out its mission of disseminating knowledge through the NSRIC online education platform. The offered courses are classified as:

- (i) **A** : Advanced level academic courses
- (ii) **E** : Executive courses
- (iii) **H** : Higher-level courses
- (iv) **I** : Intermediate courses
- (v) **K12** : Foundation-level courses
- (vi) **M** : Mid-level courses
- (vii) **P** : Professional courses
- (viii) **S** : Short courses and seminars
- (ix) **T** : Training courses
- (x) **U** : Tutorial Courses
- (xi) **V** : Vocational training courses
- (xii) **W** : Workshop courses

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For more information, please visit <https://www.nsrinc.ca>. If you are interested in becoming a faculty member and/or an instructor, to share your experience, skills, and knowledge at your own time and freedom for an added value to your family and community, please send us your application package (see Step 1) as **one single pdf file** at [hr@nsric.ca](mailto:hr@nsric.ca) except photograph, and biography. The photograph should be in jpg or tiff format and the biography should be in MS word format.

## Step 1 (Application – Instructor requirement)

Your application package should contain the following items: **(i)** cover letter; **(ii)** CV along with at least three references; **(iii)** one (5 by 7 ratio) size professional, high resolution photograph with white or grey background in jpg or tiff format; **(iv)** biography (biography should be 150–200 words with current affiliation, previous affiliations, education/degrees, skills, expertise, research interest, and accomplishments, .... etc.); **(v)** area of expertise; and **(vi)** research interest.

## Step 2 (Course Proposal and Materials Design)

The course outline should contain: (i) *title*: title of the course (maximum 10 words); (ii) *classification*: classify one of the above categories/levels of the course (e.g., K12); (iii) *broader area*: broader area coverage of the course (e.g., arts, science, engineering, liberal arts, .... etc.); (iv) *specific area/filed*: specialized area of the course i.e. focused area (e.g., reservoir engineering, website design, numerical methods.... etc.); (v) *audiences*: target audiences (e.g., students, executives, professionals ... etc.); (vi) *credit hrs*: course credit hours [e.g., 1 Cr Hr, 2 Cr Hrs. .... etc.]. **Note**: 1 Cr is equivalent to 12 contact hrs. which will be counted as 12 standard lectures]; (vii) *course catalog*: course description (150 – 200 words); (viii) *learning outcomes*: course learning outcomes – **very important** (7 – 10 CLO in bullet form); (ix) *course topics*: course materials coverage i.e. topics in bullet form [e.g., Thermodynamics course: pure materials, substances, entropy, enthalpy,..... etc. and put individual topic lecture hrs. e.g., entropy – 3 hrs.]; and (x) *preparation time*: time line to prepare, and offer the course (e.g., in 2 months, 3 months,..... etc.).

## Step 3 (Employment Process: Employment Letter/Agreement)

Once you formally submit your application package, **(i)** NSRIC HR review team will review your application, and course proposal(s); **(ii)** based on your available information, the team will recommend to the CEO for further necessary steps; **(iii)** upon recommendation, you will be notified about your employment opportunity (**Course outline carries 90% weight!!**) or unfortunate denial; **(iv)** an online live-interview will be arranged with the candidate; **(v)** NSRIC will issue an employment letter for your acceptance/signature along with strategic step II: guideline on the NSRIC course development guideline.

Finally, NSRIC will send you course material preparation guidelines, PowerPoint and final course outline templates after receiving your signed contract with NSRIC. You now become an honorable instructor/faculty of NSRIC family!!!

## Step 4 (Lifetime association with NSRIC from home)

Upon receiving your signed employment letter, NSRIC will start marketing your course based on your feedback.

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