



# INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

## FACULTY RECRUITMENT

IIM Kashipur is committed to groom its students to acquire knowledge, skills and attitudes for leadership profiles to best fit into the changing nature of workplaces across the globe. We are looking for faculty who aspire to be exceptional teacher-scholars with diverse ideas and perspectives for creating knowledge through their research and disseminating it through their teaching. We seek to hire outstanding candidates to fill regular and contractual faculty positions at different levels. The faculty is expected to conduct path-breaking research and participate in teaching and training programs and institution building.

We envisage to position IIM Kashipur's faculty as thought leaders by offering conducive working environment and a vibrant community of fellow teacher-scholars who value an interdisciplinary approach to research with an enthusiasm for innovation in teaching. The Institute encourages its faculty to participate in the activities of our Centres of Excellence (Public Policy and Government; Sustainability), Analytics Lab, Design Innovation Centre, and Foundation for Innovation and Entrepreneurship Development (incubation centre) for conducting interdisciplinary research, training, mentorship and community outreach activities.

### CATEGORIES OF FACULTY POSITIONS

- **Regular Faculty (Professor/Associate Professor/Assistant Professor [Grade I])**
- **Emeritus Professor**
- **Professor of Practice**
- **Assistant Professor (Grade II)**

Out of these four categories, the first one will be regular long-term appointments while the remaining three will be offered on a contract basis for specific period. Positions are open in the following Areas:

- **Communications**
- **Economics**
- **Finance and Accounting**
- **Human Resource & Organizational Behaviour**
- **Information Technology and Systems**
- **Marketing**
- **Operations Management & Decision Sciences**
- **Strategy**

Selected candidates are expected to teach across various programmes such as MBA, Executive MBA and Doctoral Programmes, undertake research and publications; carry out consultancy and training (MDP); contribute to academic administration; and take part in institutional building.

## DESIRED SPECIALISATION

Area	Specialisation Desired
<b>Communications</b>	Business Communication, Development Communication, Corporate Communications, Social Media and Content Analysis
<b>Economics</b>	Macroeconomics, Game Theory, Econometrics
<b>Accounting &amp; Finance</b>	Accounting, Merger and Acquisition, Taxation
<b>Information Technology &amp; Systems</b>	Open
<b>Human Resource &amp; Organizational Behaviour</b>	HR Learning and Development, Compensation and Performance Management, HR Analytics, Organisational Psychology, Group and Individual Dynamics, Conflict and Negotiation, Organisational Design and theory
<b>Operations Management &amp; Decision Sciences</b>	Operations Management, Operations Research, Project Management, Operations Strategy, Service Operations
<b>Marketing</b>	Pricing Strategy, Digital Marketing, B2B Marketing, Marketing Strategy, Advanced Marketing Research
<b>Strategy</b>	International Business, Merger and Acquisition, Strategy Implementation

## ELIGIBILITY CRITERIA

### REGULAR FACULTY

#### (Professor/Associate Professor/Assistant Professor [Grade I])

Minimum Qualification for **all the positions**: Ph.D. or equivalent degree in appropriate subjects, first class or equivalent at the preceding degree with excellent academic record throughout. Additionally, the candidates must fulfil the following requirements for respective levels:

**Professor**: Minimum ten years teaching/research/industrial experience of which at least four years should be at the level of Associate Professor in IITs, IIMs, IISc, NITIE IISERs or at an equivalent level in other comparable Indian or foreign institutions.

**Associate Professor**: Minimum six years teaching/research/industrial experience of which at least three years should be at the level of Assistant Professor or equivalent.

**Assistant Professor (Grade I)**: Minimum three years of teaching/research/industrial experience (excluding the experience gained while pursuing Ph.D.).

#### **Compensation:**

- Professor (HAG): Rs. 182200 – 224100 (Pay Level-15 as per 7th CPC)
- Professor: Rs. 150100 - 220200 (Pay Level-14A as per 7th CPC)
- Associate Professor: Rs 139600 - 211300 (Pay Level-13A2 as per 7th CPC)
- Assistant Professor (Grade-I): Rs. 101500 - 167400 (Pay Level-12 as per 7th CPC)

Salary and allowances are admissible as per Government of India rules and as per rules of the Institute as revised from time to time. The pay carries all other allowances similar to a Central Government employee stationed at Kashipur. The fringe benefits, such as HRA, LTA, medical insurance and/or allowance, children education allowance, contribution towards New Pension Scheme (NPS), telephone expenses, Faculty Development Allowance, Cumulative Professional Development Allowance, financial support towards national and international conferences etc. shall be given as per the Institute norms. Faculty members are permitted to pursue industrial consultancy on income sharing basis as per Institute rules.

## **EMERITUS PROFESSOR**

Emeritus Professor is regarded as a prestigious award that enables the Institute to recognise faculty members who have given distinguished service or otherwise making a significant contribution to the scholarly activities of the Institute over a considerable period of time. This category will also be open to senior Professors from outside the Institute who have made significant contributions to the theory and practice of management, are keen to act as mentors to young faculty and direct the future of teaching and research in their areas.

A Ph.D. degree in any discipline with at least 10 years of experience at the level of Professor in a reputed international or national academic institute is essential. This position will be of full time, in-campus nature and will entail initial one-year appointment, renewable for one or more years depending upon requirement of the Institute and the contribution made by the incumbent during the previous one-year contract period in terms of mentoring the young faculty. The contract may be renewed till the incumbent reaches 70 years. Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by a Professor at HAG (Higher Academic Grade) level as per recommendations of 7th Central Pay Commission (CPC).

## **PROFESSOR OF PRACTICE**

### **Profile:**

Individuals with an outstanding track record of success in senior leadership positions from private or public organisations will be eligible for this category. Applicants must demonstrate professional excellence and leadership in management or a closely related field, normally through distinguished service in senior-level positions over an extended period. This position will entail an initial one-year appointment, renewable for one or more years depending upon the performance of the individual and requirement of the Institute.

This is a full-time position and those who are selected are expected to be involved in all the institute activities including teaching, training, consulting and administration, and institution building.

The selected candidate may be offered a position of 'Associate Professor of Practice' or 'Professor of Practice' depending on the experience and qualification. Consolidated monthly remuneration will be based on the profile of the individual but will not be less than the total pay drawn by an Associate Professor/Professor.

### **Qualifications:**

- a. A post-graduation in any discipline with at least 15 years of experience is essential, of which at least 5 years should be at a managerial senior level, preferably at the level of general manager or above.
- b. Those candidates with a PhD and prior teaching experience in similar business schools either as an adjunct/visiting faculty/guest faculty will be preferred.

## **ASSISTANT PROFESSORS (GRADE II)**

### **Profile:**

Candidates having PhDs with less than three years' experience may also apply for the position of Assistant Professor (Grade II). They will be offered a temporary position and will be placed in Assistant

Professor Grade II beginning with Academic Pay Level 10 or 11 depending upon their length of experience.

Based on the performance evaluation as per institute policy, these incumbents will either be moved to the regular position of Assistant Professor (Grade I) at the Pay Level 12 once they acquire the required years of experience or discontinued in case of non-performance (as per the recommendation of 7th CPC).

**Qualifications:**

PhD or equivalent degree in appropriate subjects, first class or equivalent at the preceding degree with excellent academic record throughout.

**Compensation:**

Assistant Professor (Grade II): Rs 57700-98200 (Pay Level 10) or Rs 68900 – 117200 (Pay Level 11) as per the 7th CPC.

**HOW TO APPLY:**

Interested candidates must register and submit online applications at <http://www.iimkashipur.ac.in/careers>. Besides filling the application online, they must upload required documents as detailed below for the respective positions:

**Regular Faculty**

**(Professor/Associate Professor/Assistant Professor [Grade I])**

- a. Copies of five most recent published papers.
- b. Full list of published papers.
- c. Details of prior teaching experience and feedback received for the last three years.
- d. List of three referees along with their contact details.
- e. Documentary proof in support of community status in case of reservation.

**Professor of Practice**

- a. Recent resume with details of academic qualifications and work experience specifying the major achievements, contributions, positions and responsibilities held.
- b. Covering note mentioning a) how this position will fit in with career goals and b) how the applicant can add value to the institute mentioning a few areas of contribution.
- c. List of publications.
- d. Details (if any) of prior teaching experience and the feedback received, clearly delineating full course teaching and/or 'one off' invited sessions in similar educational institutions.
- e. List of three referees along with their contact details.

**Assistant Professor (Grade II)**

- a. Recent resume with details of academic qualifications and work experience.
- b. Copies of three most recent published papers.
- c. Details of prior teaching experience and feedback received for the last three years (if any).
- d. List of three referees along with their contact details.

**NOTES / INSTRUCTIONS:**

1. **Applications will be open throughout the year but will be taken up for processing in batches depending on the institutional requirements and priorities.**
2. **Those who have applied in response to our earlier Faculty Recruitment Advertisement No. 2018/01 dated 18 May 2018 are required to apply again with updated particulars by submitting a fresh application online.**
3. Interested candidates are requested to apply online in the prescribed format only. There is no need to send the hard copy of submitted form.
4. Mere fulfilment of the above-mentioned qualifications and experience does not entitle a candidate to be called for interview.
5. Only shortlisted candidates will be called for interview
6. Short-listed candidates will be required to (a) make a seminar presentation on a research topic of their choice; and (b) appear in a personal interview with Faculty Selection Committee.
7. Based on the circumstances of the specific candidates, there will be an option to conduct the seminar and interview via videoconferencing mode.
8. Applications incomplete in any respect will not be entertained by the Institute.
9. The Institute reserves the right to consider and to fill or not to fill positions in any of the above/and or any other specialization(s). The Institute may also post a selected candidate either in its Kashipur Campus or Dehradun Campus depending on the requirement at any point of time.
10. All qualifications must be from UGC recognized University/ Deemed University or AICTE approved autonomous institution (wherever applicable) or from a reputed institute/university abroad. The courses offered by autonomous institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).
11. Candidates who have submitted the thesis may also apply but if selected, position will be offered only after the award of the Ph.D. Degree.
12. Without any compromise on eligibility criteria and academic requirements, reservation as per Government of India rules will be applied.

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