INDIAN INSTITUTE OF MANAGEMENT KASHIPUR
Kundeshwari, Kashipur – 244713

Special Faculty Recruitment Drive for Prospective and Eligible Candidates belonging to SC/ ST/ NC-OBC/EWS/ PWD Categories

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. It is 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. It seeks 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 institutional 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, Analytics Lab, Design Innovation Centre, and Foundation for Innovation and Entrepreneurship Development) for conducting interdisciplinary research, training, mentorship, and community outreach activities.

CATEGORIES OF FACULTY POSITIONS

- **Regular Position:**   **Professor/Associate Professor/Assistant Professor [Grade I]**
- **Contractual Position: Assistant Professor (Grade II)**

Positions are open in the following Areas:
- **Economics**
- **Information Technology and Systems**
- **Marketing**
- **Organizational Behaviour & Human Resource Management**
- **Strategy**

Selected candidates are expected to teach in the MBA, MBA (Analytics), Executive MBA, Executive MBA (Analytics) and Doctoral Programmes, undertake research and publications; carry out consultancy and training; contribute to academic administration; and take part in institutional building.

DESIRED SPECIALISATION(S)

Area	Desired Specialisation(s)
Economics	Industrial Organisation, Game Theory
Information Technology and Systems	Core IS, Data Science & Machine Learning, Big Data & Cloud Computing
Marketing	B2B, Retail Analytics
Organizational Behaviour & Human Resource Management	Psychology
Strategy	Business Simulation

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:

a. Professor (HAG): Rs. 182200 – 224100 (Pay Level-15 as per 7th CPC)
b. Professor: Rs. 150100 – 220200 (Pay Level – 14A as per 7th CPC)
c. Associate Professor: Rs 139600 – 211300 (Pay Level – 13A2 as per 7th CPC)
d. 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), Cumulative Professional Development Allowance, financial support towards participation in the national and international conferences shall be given as per the Institute norms. Faculty members are permitted to pursue consultancy on income sharing basis as per the Institute rules.

ASSISTANT PROFESSORS (GRADE II)

Profile:

Candidates having Ph.D. 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:

Ph.D. 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 latest by 5th May, 2022. Besides filling the application online, they must upload required documents as detailed below for the respective positions. Any queries may be addressed to dean.acad@iimkashipur.ac.in.

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 of reservation.

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.
   e. Documentary proof in support of community status of reservation.

NOTES / INSTRUCTIONS:

1. Interested candidates are requested to apply online in the prescribed format only. There is no need to send the hard copy of submitted form.
2. Mere fulfilment of the above-mentioned qualifications and experience does not entitle a candidate to be called for interview.
3. Only shortlisted candidates will be called for interview
4. 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.
5. Based on the circumstances of the specific candidates, there will be an option to conduct the seminar and interview via videoconferencing mode.
6. Applications incomplete in any respect will not be entertained by the Institute.
7. 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.
8. 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).
9. 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.
10. Without any compromise on eligibility criteria and academic requirements, reservation as per Government of India rules will be applied.

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