

## INDIAN INSTITUTE OF MANAGEMENT KASHIPUR FACULTY RECRUITMENT

IIM Kashipur invites applications for Assistant Professors, Associate Professors and Professors in the following areas based on reservation policy followed by Government of India:

1. Marketing (1 position: Assistant/Associate Professor level): with specialization in one or any of the following areas: Marketing Analytics, Marketing Simulation, Pricing Management
2. OB-HR (2 positions) preferred specializations: Industrial Relations, Learning and Development, Compensation Management, Strategic HRM
3. Economics (1 position: Open rank)
4. Finance and Accounting (1 position: preferably at Associate/Full Professor level): with specialization in one or any of the following areas: Banking/Insurance/Fixed Income Investment
5. Strategic Management and Business Policy (Specialization: International business/ Merger and Acquisitions. (1 position)
6. Information Technology and System (2 positions: Open rank) should be able to teach both technical & management aspects of IT. Only candidates in MIS or related area need to apply.
7. Communication (1 position: Open rank)

Irrespective of the position, faculty is expected to shoulder the following tasks:

- Teaching in PGP, executive PGP and doctoral programs (both FPM/EFPM)
- Research
- Publications
- Consultancy
- Training (MDP)
- Academic administration
- Building institutional linkages

Evidently, candidates must have a demonstrated ability in most if not all the seven areas. *While it is mandatory for all candidates to have a strong research and publication record*, candidates at Associate/Full Professor level must have a record of publications in quality journals

Selected candidates would be expected to teach in the various programmes (including executive PGP and doctoral programmes), conduct research and publish in top class journals, engage in consultancy and training, and shoulder academic administration tasks.

Number of vacancies may increase /decrease.

### **Eligibility Criteria**

Minimum Qualification (for all faculty positions): Ph.D. in appropriate branch with first class or equivalent (in terms of grades, etc.) at the preceding degree, with a very good academic record throughout. In addition, for:

**Professor:** Minimum 10 years teaching/research/industrial experience of which at least 4 years should be at the level of Associate Professor in IITs, IIMs, NITIE, IISc Bangalore, NITIE Mumbai and IISERs or at an equivalent level in any Indian or foreign institution of comparable standard.

**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:** Minimum three years of teaching/research/industrial experience (exclusive of period doing Ph.D.). A fresh Ph.D. may be considered for the position on contract basis.

**The details of basic pay at the time of joining are as follows:**

Post	Pay Band (Rs.)	Academic Grade Pay	Minimum Basic	Minimum Monthly Emoluments + (a)*
Professor	PB-4 (37400-67000)	Rs. 10,500	Rs 48,000	Rs. 131619/-
Associate Professor	PB-4 (37400-67000)	Rs. 9,500	Rs 42,800	Rs. 118041/-
Assistant Professor	PB-3 (15600-39100)	Rs. 8,000	Rs 30,000	Rs. 86724/-

(a)\*The pay carries all other allowances similar to a Central Government employee stationed at Kashipur. The fringe benefits, such as HRA/ Leased accommodation, LTC, medical re-imbursment, education allowance for children, contribution towards New Pension Scheme (NPS), reimbursement of telephone bills, Faculty Development Allowance, financial support towards national and international conferences etc. shall be permitted as per the Institute norms. Faculty members are permitted to pursue industry consulting with income sharing with the Institute as per rules.

#### How to Apply

Interested candidates are requested to apply **online** in the prescribed format at [facultyrecruitment@iimkashipur.ac.in](mailto:facultyrecruitment@iimkashipur.ac.in)

#### Selection Procedure:

Short-listed candidates will be required to:

1. Make a presentation to student body on any topic of their choice pertaining to any core course of their area. (Short-listed candidates will be emailed relevant course outlines)
2. Make a seminar presentation to faculty body on a research topic that they have recently undertaken or which is in progress
3. Appear in a personal interview (PI) with a selection panel

*(The selection process for overseas candidates will be conducted through skype)*

#### Time Lines

#	Activity	Dates
1.	Last date of receipt of applications	Fri, 27 <sup>th</sup> Nov 2015
2.	Shortlisting of candidates	Mon, 30 <sup>th</sup> Nov – Tue, 01 <sup>st</sup> Dec 2015
3.	Release of Invites to short-listed candidates	Wed, 02 <sup>nd</sup> Dec 2015
4.	Faculty Seminars & Interviews	Wed, 16 <sup>th</sup> Dec – Thu, 24 <sup>th</sup> Dec 2015
5.	Release of (last) Appointment Letters	Mon, 28 <sup>th</sup> Dec, 2015
6.	Last date for new faculty to join	1 <sup>st</sup> week of April, 2016
7.	On-boarding of new faculty; course allocation; research plan...	Mon, 4 <sup>th</sup> Apr 2016 – Fri, 15 <sup>th</sup> Apr 2016