



# INDIAN INSTITUTE OF MANAGEMENT KASHIPUR

## FACULTY RECRUITMENT

IIM Kashipur invites applications for Assistant Professors, Associate Professors and Professors in the following areas:

1. Marketing
2. OB-HR
3. Economics
4. Finance and Accounting
5. Operations Management & Decision Sciences,
6. Strategic Management and Business Policy,
7. Information Technology and Systems
8. Communication

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. *However, it is mandatory for all candidates to have a strong research and publication record.*

### **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, IISc Bangalore, NITIE Mumbai and IISERs or at an equivalent level in any such other Indian or foreign Institution/institutions of comparable standards.

**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 the salary at the time of joining are as follows:**

Post	Pay Band (₹)	Academic Grade Pay	Minimum Basic	Monthly Gross Salary *
Professor	PB-4 (37400-67000)	₹ 10,500	₹ 48,000	₹ 1,24,407
Associate Professor	PB-4 (37400-67000)	₹ 9,500	₹ 42,800	₹ 1,11,573
Assistant Professor	PB-3 (15600-39100)	₹ 8,000	₹ 30,000	₹ 81,972

*\* Plus other allowance i.e. rent free accommodation, FDA of ₹60,000/- pa, CPDA= ₹ 3 lakhs for 3 years, medical allowance of one month basic plus DA, LTA is one month basic + DA, mobile reimbursement of ₹1500/- pm*  
*The above calculation is based on the rates applicable in September 2014.*

The pay carries all other allowances similar to a Central Government employee stationed at Kashipur. The fringe benefits, such as HRA, LTA, medical re-imburement, 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](http://career.iimkashipur.ac.in/faculty) in the prescribed format at [career.iimkashipur.ac.in/faculty](http://career.iimkashipur.ac.in/faculty)

**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 Frame**

1. Application deadline: November 8, 2014
2. Intimation to Short-listed candidates: by November 15, 2014
3. Presentations & PI: December 8-31, 2014