



IIM SIRMAUR  
KNOWLEDGE . LEADERSHIP

**भारतीय प्रबंध संस्थान सिरमौर**  
**Indian Institute of Management Sirmaur**  
**Rampur Ghat Road, Paonta Sahib, Distt. Sirmaur, H.P - 173025**

**(शिक्षा मंत्रालय , भारत सरकार के अधीन)**  
**(Under the aegis of Ministry of Education, Govt. of India)**

Recruitment Advertisement No.: 07/2022

December 28, 2022

**ADVERTISEMENT FOR FACULTY POSITIONS – SPECIAL RECRUITMENT DRIVE**  
**FOR SC/ ST/ NC-OBC/ EWS/ PWD.**

The Indian Institute of Management Sirmaur (IIMS) is amongst the newer IIMs set up by the Ministry of Education in 2015. As a premier institution of National Importance, it aims to provide Management education of high quality and promotes allied areas of knowledge and inter- disciplinary studies.

The Institute is currently operating from its well-equipped, temporary campus located in Paonta Sahib, Himachal Pradesh. The fully residential permanent campus of the Institute is coming up in Dhaula Kuan (Himachal Pradesh) amidst serene, lush green surroundings and includes faculty residences, staff residences, class room complex, administrative complex, MDP centre, guest house, health centre etc. The campus is being constructed in a layered tapestry of spaces, buildings, road networks, landscapes and other site features, as well as colors, materials, scales, textures, and patterns etc., so that they blend with the surroundings, settlement and the natural ambiance of the region as IIM Sirmaur is committed to keep environment safe and clean. Special care has been taken to incorporate the Himachali local cultural ethos and the heritage in the design of the permanent campus.

The Institute is looking for enthusiastic and hardworking candidates who have a strong passion to contribute in institution building and help it in achieving its stated goals.

Online Applications for the posts of Professor, Associate Professor, and Assistant Professor are invited from eligible candidates belonging to SC/ ST/ NC-OBC/ EWS/ PWD in the following areas/disciplines.

Marketing, Finance and Accounting, Business Communications, Economics and Business Environment, Decision Science, Organizational Behaviour & Human Resource Management, Information Technology & Systems, Operations & Supply Chain Management, Strategic Management, Tourism Management, Public Policy.

The Institute provides its Faculty the benefits such as Faculty Development allowance (FDA), CPDA, Children Education Allowance (CEA), Medical Reimbursement, New Pension Scheme (NPS), Leave Travel Concession (LTC), Publication rewards, Seed Grant etc. as per the GoI and Institute

norms.

Exceptionally brilliant & highly qualified foreign nationals may also be considered for contractual positions as per the GoI norms.

### **Educational Qualifications and Experience:**

**1. Assistant Professor (Grade-1) - Level-12 (Rs. 101500 per month) + usual allowances as per GoI norms**

#### **Essential**

- (i) FPM or Ph.D. or equivalent in the discipline, with a first class or equivalent at the preceding degree, with a very good academic record throughout.
- (ii) At least 3 years industrial/research/teaching experience, excluding, however, the experience gained while pursuing FPM/Ph.D.

#### **Desirable**

Candidates with experience of having taught in IITs/IIMs shall be preferred. Successful track record of teaching, training, research and publications in reputed peer-reviewed journals. Candidates who have obtained Ph.D. degree from premier foreign Universities are encouraged to apply.

**Upper Age limit:** Preferably up to 35 years.

**Note:** On completion of 3 years of service, the incumbent shall move to next Academic Level 13A1 with initial basic pay of Rs. 131400 and will, however, continue to be designated as Assistant Professor.

**2. Assistant Professor Grade-II – \*On contract Essential**

A Ph.D. degree or equivalent in the discipline, with a first class or equivalent at the preceding degree with a very good academic record throughout.

#### **Desirable**

Successful track record of teaching, training, research and publications in reputed peer-reviewed journals.

**Upper Age limit:** Preferably up to 35 years.

\*Candidates who have submitted the thesis and are awaiting defense are encouraged to apply. However, final appointment shall be made on completion of the Ph.D. defense/ award, and on submission of the degree award certificates to the Institute.

**3. Associate Professor - Level-13 A2 (Rs. 139600 per month) + usual allowances as per GoI norms**

#### **Essential**

- (i) FPM or Ph.D. or equivalent in the discipline, with a first class or equivalent at the preceding degree, with a very good academic record throughout.
- (ii) A minimum of 6 years Teaching/Industry/Research experience of which at least 3 years, excluding, however, the experience gained while pursuing FPM/Ph.D., should be at the level of Assistant Professor (Grade 1).

(iii) Successful track record of teaching, training, research and publications in reputed peer-reviewed journals (preferably, listed in ABDC ranking).

### **Desirable**

Candidates with experience of having taught in IITs/IIMs shall be preferred. The candidate should have demonstrated leadership in research in a specific area of specialization in terms of having guided Ph.D. students, or Fellow Programme in Management, conference research paper presentations, patents, course development, and/or other recognized relevant academic/professional activities including MDPs, consultancy and research projects. Candidates who have obtained Ph.D degree from premier foreign Universities are encouraged to apply.

**4 Professor - Level-14A (Rs. 159100 per month) + usual allowances as per GoI norms**

### **Essential**

- (i) FPM or Ph.D. or equivalent in the discipline, with a first class or equivalent at the preceding degree, with a very good academic record throughout.
- (ii) A minimum of 10 years' relevant experience of which at least 4 years should be at the level of Associate Professor in IITs/IISc Bangalore/IIMs/NITIE Mumbai/IISERs (excluding, however, the experience gained while pursuing FPM/Ph.D).
- (iii) Successful track record of teaching, training, research, and publications in reputed peer-reviewed journals (preferably, journals in ABDC ranking).

### **Desirable**

Candidates with experience of having taught in IITs/IIMs/International level shall be preferred. The candidate should have demonstrated leadership in research in a specific area of specialization in terms of having guided Ph.D. students, or Fellow Programme in Management, conferences research paper presentations, patents, course development, and/or other recognized relevant academic/professional activities including MDPs, consultancy and research projects. Candidates who have obtained Ph.D. degree from premier foreign Universities are encouraged to apply.

### **How to Apply:**

**Note:** Candidates are required to apply online on the Institute's website [www.iimsirmaur.ac.in](http://www.iimsirmaur.ac.in) by **Jan 27, 2023, up to 11:59 P.M.**

Applications submitted other than online mode in the prescribed format against this advertisement shall not be considered.

### **GENERAL CONDITIONS:**

1. A candidate applying for the above faculty positions must be a citizen of India.
2. The appointment is in the Indian Institute of Management Sirmaur (IIMS), which is an Institute of national importance under the Ministry of Education, Government of India.
3. All applicants must fulfill the essential requirements of the post and other conditions stipulated in the advertisement as on the closing date for online applications. They are advised to ensure their eligibility before applying for a post. No enquiry asking for advice as to eligibility will be entertained. Candidates who have been interviewed in the last one year at the Indian Institute of Management Sirmaur shall not be considered for the recruitment process.

4. It will be mandatory for all the applicants to apply online and upload all supporting certificates and documents (failing which the application shall be rejected summarily. The Category related documents must be latest (wherever applicable) and must be in the formats required for the central Government jobs. The Category certificates if not in the prescribed format, the applications shall be summarily rejected. The documents will be verified with original testimonials.
5. If applying for more than one position, the separate online application will be required to be filled-in by the candidates.
6. The prescribed educational qualification and experience are the minimum. Mere fulfilling of the minimum advertised qualification and experience requirements does not automatically entitle an applicant to be called for interview, wherever applicable.
7. The Institute reserves the right to devise its criteria for shortlisting for all the positions advertised. The duly constituted Screening Committee will shortlist the candidates adopting such criteria. Candidates are advised to mention in the online application all the qualifications and experience in the relevant area over and above the minimum prescribed qualification, supported with documents and ensure that all details are complete, accurate and correct. The Institute also reserves the right to offer contractual assignment in position/s, if no candidates found suitable for regular assignments.
8. Higher start in the time scale may be considered in the case of exceptionally bright candidates
9. Candidates called for interview to fill a vacancy may be considered for lower post if they are otherwise found suitable.
10. Depending on the academic credentials of the candidate, the Institute may consider them for an offer on a contractual basis for one/two years.
11. There will be a probationary period of 2 years for all regular posts.
12. The period of experience rendered by a candidate on part-time basis, daily wages, etc. will not be counted while calculating the requisite experience for shortlisting the candidates for interview.
13. The decision of the Institute in all matters relating to eligibility, acceptance or rejection of any/all applications, fixing the eligibility criteria, equivalence of qualifications, mode of screening/selection, conduct of test/examination/interview, will be final and binding on the candidates.
14. No interim correspondence or personal enquiries shall be entertained by the Institute.
15. Persons already working in Central/State Government/Public Sector Undertakings/Autonomous organization etc. should send their applications through proper channel.
16. All candidates called for interview shall be required to furnish 'No Objection Certificate' from their current employer at the time of interview.
17. During the process of selection/post selection, the Institute reserves the right to seek any other certificate including vigilance clearance in respect of the candidates already in service at anytime.
18. The reservation and age relaxation for candidates belonging to SC/ ST/ NC-OBC/ EWS/ PWD category shall be as per Government of India instructions for which applicants must upload/attach the requisite necessary certificates at the time of application for consideration (the certificates should be in the prescribed format as stipulated for central govt. employment).
19. The Institute solely reserves the right to fill or not to fill any or all the advertised positions without assigning any reason thereof.

20. All the above positions require full 24x7 commitment to the Institute. Therefore, candidates willing to dedicate themselves fully to the Institute are expected to apply.
21. Appointment orders issued by the Institute to the finally selected candidates, shall be provisional. The Institute shall verify the antecedents or documents (verification of character & antecedents /Police verification, verification of all original documents, experience certificate and other relevant documents) at the time of interview and the appointment. In case later on if it is found at any time that any of the facts/documents submitted by the candidate are falsified or tampered with or the candidate has doubtful antecedents/ background and has suppressed the said information, then his/her candidature shall stand cancelled and services may be terminated.
22. All appointments, shall be subjected to satisfactory completion of probation period as applicable. Further, in case of any inadvertent mistake in the process of selection, which detected at any stage even after the issue of appointment order, the Institute reserves the right to modify/withdraw/cancel any communication made to the candidates.
23. Addendum/deletion/corrigendum (if any) shall be posted on the Institute Website only.
24. Canvassing of any nature and/or bringing any influence/pressure from any quarter will be treated as a disqualification for the post.
25. The Institute will communicate only with short-listed candidates. Correspondence from the Institute including interview call letter of the shortlisted candidates/offer letter to the selected candidates shall be sent to the e-mail ID provided by the candidate concerned. No correspondence will be entertained from candidates regarding conduct and result of interview and reasons for not being called for interview or selection.
26. Candidates called for interview to fill a vacancy, may be considered for lower post if they are otherwise found suitable. However, under no circumstances the eligibility criteria and academic requirements will be compromised.
27. Incomplete applications or applications without self-attested copies of certificates and other required documents or received after the last date are liable to be rejected.
28. Women candidates are encouraged to apply to promote gender diversity.

Sd/-  
Chair Programmes

