

Notification No.: IIMS/Personnel/Rect./01/ 2019

Date: 5/3/2019

Rolling Advertisement for Faculty Positions

The Indian Institute of Management, Sirmaur (IIMS) is a statutory and an autonomous institution under the Ministry of Human Resource Development, Government of India, which aims to provide management education of high quality and promotes allied areas of knowledge as well as inter-disciplinary studies.

Online applications are invited w.e.f. March 7, 2019 from the Indian Nationals including Persons of India Origin (PIOs) and Overseas Citizens of India (OCIs) for filling up the posts of Professor, Associate Professor, Assistant Professor on regular basis, Professor of Practice (on contract) and Professor/Associate Professor (on deputation basis)/Adjunct faculty (on contract).

Areas/disciplines:

Marketing, Finance and Accounting, Business Communications, Economics, Information Technology & Systems, Operations & Supply Chain Management, Analytics, Public Policy and Administration, Strategic Management, Tourism Management etc.

Qualifications:

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

Essential

- (1) 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.
- (2) 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.

- (3) 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.

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

Essential

- (1) 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.
- (2) A minimum of 6 years Teaching/Industry/Research experience of which at least 3 years should be at the level of Assistant Professor.
- (3) 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.

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

Essential

- (1) 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.
- (2) 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.

4) **Professor of Practice (on contract)**

Candidates with Master's degree (or equivalent professional qualification) from reputed national / international institution, having minimum 15 years of managerial experience in the industry, out of which at least 5 years in senior management positions are eligible to apply for Professor of Practice. Candidates with non-business degrees such as Master's in Social Work, Master's in Psychology, Chartered Accountant etc. would also be considered. PhD (FPM) is desirable but not essential. However, candidates who do not have PhD must demonstrate in depth domain knowledge.

Selected candidates would receive a consolidated salary depending upon their profile and years of experience. The appointment for "Professor of Practice" will be contractual for an initial period of 3 years and would be extendable for a period of up to 5 years based on the performance. Selected candidates are expected to teach in different programmes as per the norms of the institute, write case studies, promote industry-institute linkages via consulting assignments / MDPs and also help in placement activities.

5) Professor/Associate Professor (on deputation basis)/Adjunct faculty (on contract)

Candidates working in IIMs/IITs/IISC Bangalore/NITIE Mumbai and/or other premier institutions in the country may apply for the post of Professor and Associate Professor on deputation basis/as Adjunct faculty on contract.

The conditions of essential/desirable qualifications and eligibility shall remain the same as in the case of direct recruitment mentioned herein above. However, the age of the candidate for deputation as on the closing date for receipt of application should not exceed fifty-eight years for the post of Professor and fifty-six years for the post of Associate Professor.

The pay of the selected candidates and other terms & conditions of deputation will be finalised as per GOI relevant instructions. The pay fixation in case of Adjunct faculty (on contract) will be on consolidated basis depending upon their profile and years of experience.

How to Apply:

This is a Rolling Advertisement and all online applications received by May 06, 2019, upto 11:59 P.M. shall be considered in this phase of shortlisting.

It will be mandatory for all the applicants to apply online and upload all supporting certificates and documents. Thereafter, the candidates are also required to send (through Registered/Speed Post only) a copy of the system generated online application form duly signed, along with self-attested copies of educational/experience/category and/or any other relevant documents to the below address on or before May 10, 2019 upto 5:30 P.M.

**The Director,
Indian Institute of Management Sirmaur
Rampur Ghat Road,
Paonta Sahib-173 025,
Distt. Sirmaur (H.P)**

Note: This is a Rolling Advertisement and will remain active as per the Institute's requirements. If sufficient number of online applications are received by May 6, 2019, these will be processed in this phase. Online applications received after May 6, 2019 shall be processed in next phases, as deemed appropriate by the Institute on the basis of periodical requirement.

GENERAL CONDITIONS:

1. A candidate applying for the above faculty positions must be a citizen of India. In exceptional circumstances, a foreign national may be considered for appointment for short term duration on contract basis only, subject to security clearance by the appropriate authority as per Government of India's instructions.
2. The appointment is in the Indian Institute of Management, Sirmaur (IIMS), which is an Institute of national importance under the Ministry of Human Resource Development, 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 receipt of the applications. They are advised to ensure their eligibility before applying for a post. No enquiry asking for advice as to eligibility will be entertained.
4. It will be mandatory for all the applicants to apply online and upload all supporting certificates and documents. The candidates are also required to send a copy of the system generated online application form duly signed, along with self-attested copies of educational/experience/category and/or any other relevant documents. Applications not in prescribed format (ON-LINE) and/or not accompanied by required information/documents shall be liable to be rejected summarily. The documents will be verified with original testimonials at the time of interview, if the applicant called for.
5. If applying for more than one position, separate online application will be required to be filled-in by the candidates. The name of the post applied for should be clearly mentioned in BOLD LETTERS on the top of envelope, while sending hard copy of system generated online application.
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.
7. The Institute reserves the right to devise its criteria for short listing 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.

8. 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 short listing the candidates for interview.
9. 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.
10. No interim correspondence or personal enquiries shall be entertained by the Institute.
11. Persons already working in Central/State Government/Public Sector Undertakings/Autonomous organisation etc. should send their applications through proper channel.
12. All candidates called for interview shall be required to furnish 'No Objection Certificate' from their current employer at the time of interview.
13. 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 any time.
14. The crucial date for determining the age limit shall be the closing date for the receipt of applications. The age limit may be relaxed for candidates belonging to SC/ST/OBC/PWD category as per Government of India instructions for which applicants shall have to upload/attach the requisite necessary certificates.
15. The Institute solely reserves the right not to fill any or all the advertised positions without assigning any reason.
16. 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.
17. Appointment orders issued by the Institute to the finally selected candidates, except for those selected on deputation basis, 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.

18. All appointments, except those made on deputation basis, shall be subjected to satisfactory completion of probation period of one year. Further, in case of any inadvertent mistake in the process of selection, which may be 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.
19. Addendum/deletion/corrigendum (if any) shall be posted on the Institute Website only.
20. Canvassing of any nature and/or bringing any influence/pressure from any quarter will be treated as a disqualification for the post.
21. Correspondence, if any, from the Institute including interview call letter of the short listed candidates/offer letter to the selected candidates shall be sent to the e-mail ID provided by the candidate concerned.
22. The Institute reserves the right to consider the case of working Professors, Associate Professors for appointment on deputation basis. Those interested to be considered for appointment as Professors/Associate Professors on deputation may like to communicate to the Institute through this advertisement.