



# INDIAN INSTITUTE OF MANAGEMENT AMRITSAR

Punjab Institute of Technology Building, Inside Govt. Polytechnic Campus

Polytechnic Road, P. O. Chheharta, G.T. Road, Amritsar (Punjab) – 143105

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## FACULTY RECRUITMENT ADVERTISEMENT SPECIAL RECRUITMENT DRIVE FOR SC/ST/OBC/

### About IIM Amritsar

Indian Institute of Management (IIM) Amritsar is the 15th IIM set up by the Ministry of Human Resources Development with the support of the Government of Punjab. The institute has graduated six batches of MBAs with 100% placement with increasing compensation package year after year. The Institute is looking for faculty members with a strong passion for building an institution offering a world class education consistent with the tradition of IIMs.

The construction of the permanent campus is in progress with the expected completion date of mid-2022. The temporary campus of the Institute is well-equipped with learning and technological resources conducive to teaching, learning, and research. With diversity of students and faculty from all over India, the Institute reflects a truly national character commensurate with its status as an institute of national importance.

### Faculty Hiring/Development

Faculty for the Institute are recruited through a rigorous process of screening and assessment. Coming from IIMs, IITs and reputed foreign universities, the team of faculty members have impressive academic and research credentials. This cohort is complemented by faculty drawn from experts from the industry. Suitable funding and support for teaching, research, conference travel, software, etc., is provided to support faculty development.

### Programs

The Institute currently offers General MBA program, MBA program in Business Analytics, MBA program in HRM, full time Ph.D. program, hybrid Executive MBA program, and both long and short duration MDPs. From the academic year 2022, the institute will also admit students into a five-year Integrated MBA program and a two-year Master's program in partnership with IIT Ropar. The Institute looks forward to attaining standards of global excellence as enshrined in the IIM Act, through its high-quality teaching, research, consulting, advisory and capability building initiatives and developing world-class leaders.

### Invitation for application to faculty positions

IIM Amritsar invites applications from outstanding academicians, with proven credentials in teaching and research in management area **from the SC/ST/OBC category**. Current/future vacancies are at the levels of Professor, Associate Professor and Assistant Professor. The institute reserves the right to make employment appointments as regular, contractual, visiting faculty, or professors of practice.

### Management Disciplines/Areas in which applications are invited

1. Economics	5. Information Systems & Business Analytics*
2. Finance & Accounting	6. Quantitative Methods and Operations Management
3. Organization Behaviour and Human Resource Management	7. Strategy
4. Marketing	

\*In addition to the core IS area, applicants should be able to teach in Artificial Intelligence, Business Analytics, and Machine Learning.

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### **Minimum Educational Qualifications**

1. Faculty applicants must have a completed doctoral degree from any of the IIMs/IITs/IISc/NITIE, etc., or other comparable institutions of national reputation in India or abroad with consistently strong academic and research records for Assistant Professors.
2. They should also have a successful track record of teaching, training, research, and publications in reputed and ranked international peer-reviewed journals.

### **Minimum Experience for Assistant Professors**

A minimum post-qualification experience of three years in teaching/industry/research in institutions of high repute such as IIMs, IITs, IISc Bangalore, NITIE Mumbai, IISERs, or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIM Amritsar. The candidate for appointment for the rank of Assistant Professor must have research record commensurate with the rank and experience. New Ph.D., candidates may be considered for contractual appointment up to a period of three years or less, or as a visiting faculty member.

### **Minimum Experience for Associate Professors**

A minimum post-qualification experience of six years in teaching/industry/research, of which, at least three years of experience must be at the level of Assistant Professor in institutions of high repute such as IIMs, IITs, IISc Bangalore, NITIE Mumbai, IISERs, or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIM Amritsar. The candidate for appointment for the rank of Associate Professor must have research record commensurate with the rank.

### **Minimum Experience for Professors**

A minimum post-qualification experience of ten years in teaching/industry/research, of which, at least four years of experience at the level of Associate Professor in institutions of high repute such as IIMs, IITs, IISc Bangalore, NITIE Mumbai, IISERs or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIM Amritsar. The candidate must have excellent research record to warrant appointment as Full Professor.

### **Minimum Research Experience**

IIM Amritsar is an institute of national importance and emphasizes very high-quality research and publications in the internationally ranked peer reviewed journals. New Ph.D.'s must have the potential to publish in internationally ranked peer reviewed journals and preferably a publication in a B or higher ranked journal. Applicants with post-doctorate work experience must have published their work in the internationally ranked peer reviewed journals commensurate with the rank they are applying for.

### **Scales of Pay**

1. As per 7<sup>th</sup> CPC and IIM Amritsar regulations.
2. Contractual faculty will be offered a consolidated remuneration.
3. In addition to the regular pay and allowances, ample research and conference travel support, both domestic and international, teaching assistantships and faculty development funds are available, depending on the performance of the candidate.

### **Service Conditions**

1. The Institute reserves the right to transfer the faculty to any Campus/Centre that it may open at any other location in India or abroad, in future.
2. Recruitment can be considered in employment categories of regular, contractual, visiting capacity or professor of practice. Duration of fixed-term appointment for visiting faculty can be up to 3 (three) years, renewable on a year-to-year basis or as may be decided by the Institute.
3. Apart from teaching at post-graduate and doctoral levels, conducting training and executive education programs, carrying out research of international quality, and management consulting

work, faculty should also be willing to take up responsibilities of academic administration and institution building. Thus, faculty are required to contribute to all four pillars of academics – teaching and training, research and publications, service to the institute, and service to the profession.

### **How to Apply and Selection Process**

1. It is the responsibility of the candidate to ensure that they meet the eligibility criteria before applying.
2. Candidates desirous of being considered for the position should register and fill in the online faculty recruitment application at the Faculty Recruitment Portal at <https://iimamritsar.ac.in/recruitment/>
3. **Candidates should submit the following via email to [recruitment.faculty@iimamritsar.ac.in](mailto:recruitment.faculty@iimamritsar.ac.in)**
  - a. **Caste Certificate**
  - b. **Cover letter explaining teaching, research, and other interests;**
  - c. **Recent publications/accepted research papers demonstrating research capability;**
  - d. **Course outlines for courses taught;**
  - e. **Student feedback or other evidence of teaching effectiveness.**
4. Applicants who are shortlisted by the screening committee will be contacted for research presentation and interview.
5. The Institute reserves the right to include in the recruitment process, those suitable candidates, who may not have applied.
6. The institute adheres to the goal of social inclusivity and encourages women and reserved category candidates (SC/ST/OBC) to apply for the posts.

### **Other Terms & Conditions**

1. Candidates are advised to visit the website of IIM Amritsar regularly for updates. Amendments, corrigenda (if any) will be placed on the Institute website only.
2. The Institute reserves the right not to fill up any / some / all position(s).
3. Applicant should satisfy the experience criteria as on 1<sup>st</sup> June 2022. Candidates who are expecting their degree by the above deadline may also be considered, subject to their completion of the degree. Duration of Ph.D. and academic experience acquired before and during Ph.D. will not be counted for the purpose of experience.
4. Mere fulfilment of minimum eligibility criteria does not entitle a candidate to be short-listed.
5. The Institute reserves the right to restrict the number of candidates to be called for the selection process to a reasonable number based on relevant criteria. The institute reserves the right to recruit faculty members from other sources of recruitment or when a qualified applicant becomes available.
6. The Institute will communicate with only the short-listed candidates.
7. The Institute reserves the right to conduct background checks to verify the authenticity of the candidate's application.
8. No correspondence from applicants shall be entertained.
9. Canvassing in any form, either directly or through networks, will be a disqualification.
10. The Institute will not be responsible for postal delays.
11. In all matters of selection, recruitment, appointment and service, the interpretation and decision of the Competent Authority of the Institute shall be final and binding.
12. Disputes (if any) shall be subject to jurisdiction of the Civil Courts of the City of Amritsar, Punjab.

### **How to apply**

1. All applications received on or before 1700 hrs on Wednesday 30 March 2022 will be taken up for processing in the first lot.

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