

IIM ASR/DIR OFF/FRS/43/24 – 943

Dated: 14th June 2024

ROLLING ADVERTISEMENT FOR FACULTY RECRUITMENT

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 eight 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. 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 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, a joint M.Sc. in Data Science in collaboration with IIT-Ropar, and both long and short duration MDPs. The institute is also in the process of finalizing the offering of an Integrated MBA (IMBA) program, an Integrated B.Tech - MBA in partnership with IIT-Ropar and NIT-Jalandhar. 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 schools of repute in India/abroad. 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 Behavior and Human Resource Management	7. Strategy
4. Marketing	

Minimum Educational Qualifications

Faculty applicants must have a completed doctoral degree from any of the IIMs/IITs/IISc, or other comparable institutions of national reputation in India or abroad with consistently strong academic (minimum of 60% marks in the graduate/post-graduate/doctoral degrees).

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, 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 an excellent teaching record, a track record of research in the form of publications in reputed and highly ranked international peer review journals, and administrative, consulting and executive education teaching which are 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, 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 an excellent teaching record, a track record of research in the form of publications in reputed and highly ranked international peer review journals, and administrative, consulting and executive education teaching which are commensurate with the rank and experience.

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, 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 Full Professor must have an excellent teaching record, a track record of research in the form of publications in reputed and highly ranked international peer review journals, and administrative, consulting and executive education teaching which are commensurate with the rank and experience.

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.Ds., can be considered for contractual appointments and must have the potential to publish in internationally ranked peer reviewed journals and preferably a publication in a B or higher ranked journal in both the ABS and ABDC lists. Applicants with post-doctorate work experience must have published their work in the very high quality internationally ranked peer reviewed journals commensurate with the rank they are applying for.

Scales of Pay

1. As per 7th CPC and IIM Amritsar regulations.
2. Contractual faculty will be offered a consolidated remuneration.
3. The support provided by the institute for teaching and research are comparable to other IIMs.

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 the graduate, 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
 - a. Cover letter explaining teaching, research, and other interests;
 - b. Recent publications/accepted research papers demonstrating research capability;
 - c. Course outlines for courses taught;
 - d. Student feedback or other evidence of teaching effectiveness.
4. Only the applicants who are shortlisted by the screening committee will be contacted for research presentation and interview. In addition to the academic credentials, the screening committee shall consider the teaching, research, and administrative performance, service to the profession and institute's teaching and research needs. The institute will review the applications every three months and/or as and when need arises.
5. The Institute reserves the right to include in the recruitment process, those suitable candidates, who may be nominated also.
6. The institute adheres to the goal of social inclusivity and encourages women and reserved category candidates (SC/ST/OBC/EWS/PWD) 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. Candidates who are expecting their degree by 31st July 2024 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 reserves the right to conduct background checks to verify the authenticity of the candidate's application.
7. The Institute will communicate with only the short-listed candidates.
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

Please register and complete the online faculty recruitment application at the Faculty Recruitment Portal at <https://iimamritsar.ac.in/recruitment/>