



विद्या परं दैवतम्

IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

(www.iimv.ac.in)

RECRUITMENT OF FACULTY – ROLLING ADVERTISEMENT REF. NO. 01/2019 DATED APRIL 17, 2019

About IIM Visakhapatnam

Indian Institute of Management Visakhapatnam (IIMV) belongs to the prestigious IIM family of business schools. It is a new generation IIM, set up by the Government of India in September 2015. The Indian Institutes of Management Act 2017 declares IIMs as Institutions of National Importance, empowered to attain standards of global excellence in management, management research and allied areas of knowledge. IIM Visakhapatnam is located in its temporary, but state-of-the-art facility in the salubrious Andhra University campus in the 'City of Destiny', Visakhapatnam. The Institute has begun the process for building a permanent, full-fledged, world-class campus on approx. 230 acres of land in the (relative) vicinity of the upcoming green-field international airport, about 25 kilometres from the present (temporary/transit) campus. The first phase of the new facility is expected to be functional in 2021.

About Visakhapatnam

Visakhapatnam is a picturesque port-city on the east coast of India. It is easily accessible by air, sea, rail and road connections. It ranks among the cleanest cities of the country. It is cosmopolitan and is a popular tourist destination with a beautiful beach on one side and a majestic mountain-range on the other. It's a vibrant city well known for its Art & Architecture; Culture & Cuisine; Entrepreneurship & Enterprise; Harbours & Hills; History & Heritage; Holi-shrines & Hospitality; Image & Identity; Innovation & Industry; Mountains & Monuments; Pluralism & Popularity; Safety & Security; Talent & Technology; Temples & Traditions; Trade & Tourism; and Vibrancy & Visibility. Visakhapatnam is base to several large, medium and small companies (public and private) in the core sector, energy, financial services, infrastructure, IT, pharma etc. The Eastern Naval Command of the Indian Navy is head-quartered at Visakhapatnam. In short, Visakhapatnam is one of the most preferred destinations in India to live, learn, yearn and earn.

About the Mentor Institute

Indian Institute of Management Bangalore, the acknowledged leader in management education, is the mentor for IIM Visakhapatnam. The academic and institutional processes of IIM Visakhapatnam are therefore aligned with those of IIM Bangalore, ensuring high standards, *ab initio*.

Faculty at IIM Visakhapatnam

Faculty for the Institute are recruited through a rigorous process of screening and assessment under the aegis of the Mentor Institute. Coming from IIMs, IITs and reputed foreign universities, the founding team of faculty members have impressive academic and

research credentials. This cohort is complemented by faculty drawn from IIM Bangalore and experts from the industry.

Strengths of IIM Visakhapatnam

The campus of the Institute is well-equipped with knowledge resources, teaching-learning aids. The student hostels in the city in close proximity of the Institute are modern and well-furnished, providing excellent board, lodging facilities and amenities conducive to technology-enabled knowledge-pursuit and recreation. With students from about 20 states of India and faculty from about 10 states of India, the Institute reflects a truly national character.

Taking a significant lead among its contemporaries, the Institute conducted Management Development Programs for the Senior Executives of Central Public-Sector Enterprises and a Faculty Development Program (FDP) for the Management Professors from the Public Universities of AP.

The Institute is partnering with the Mentor in promoting entrepreneurship among the women in the region. Titled as Women Start-up Program 2018, the initiative is nurturing and building entrepreneurial skills in about 25 aspiring women-entrepreneurs, through mentoring, knowledge-support and incubation facilities. The Institute is thus playing an important role in facilitating the creative ideas of women, translate into successful innovations.

Programs on Offer

Post Graduate Program (MBA)

The Institute is currently offering a two-year residential Post Graduate Program (PGP) leading to an MBA degree, with an intake of about 130. MBA Students are also being provided with an international exposure opportunity in a foreign country in their second year. The Institute is setting new benchmarks of excellence and has already emerged as a popular source in the country for good talent, scoring higher on placements with every passing year.

Post Graduate Program for Experienced Professionals

The Institute is also offering a novel Post-Graduate Program in Business Management for Experienced Professionals with the overarching goal of helping the participants enhance their managerial competencies and leadership skills.

Rich in content and value-addition in terms of the range and depth of courses covered and conveniently timed during weekends, the Program offers a unique learning opportunity to professionals with experience (working or self-employed) to upgrade their knowledge and skills; and to contribute to the growth and development of their organizations with greater competence and confidence.

Thirty-two middle and senior executives from reputed organizations (public & private sectors) located in and around Visakhapatnam are availing the benefit of the Program.

Doctoral Program in Management (PhD)

The Institute is offering a doctoral program leading to award of a PhD degree, from the Academic Year 2019-20. Led and guided by a senior professor from IIM Bangalore (Mentor Institute), this Program is all set to enhancing the pool of talented researchers in the country. The initiative also reinforces the research-culture and research output of the Institute, and its credibility as a knowledge-driven entity.

IIM Visakhapatnam – Plans Ahead

The Institute is aiming at expanding its activity profile in scale and scope. It has ambitious plans to offer distinctive academic and research programs to meet the current and emerging opportunities in the industry and the government.

The Institute looks forward to attaining standards of global excellence as enshrined in the IIM Act, through its high-quality academic, research, consulting, advisory and capacity building initiatives, winning and sustaining in the process, the trust and confidence of students, parents, faculty, business, government and the society at large.

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(Please scroll down for the Recruitment Advertisement)



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Indian Institute of Management Visakhapatnam

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**RECRUITMENT OF FACULTY – ROLLING ADVERTISEMENT
REF. NO. 01/2019 DATED APRIL 17, 2019**

IIM Visakhapatnam (the Institute, IIMV) invites applications from outstanding academicians, with proven credentials in teaching and research in management in schools of repute in India/abroad. Current/future vacancies are at the levels of Professor, Associate Professor and Assistant Professor Grade – I, in regular/adjunct capacity.

Management Disciplines/Areas
Corporate Strategy; Decision Sciences; Economics & Social Sciences; Entrepreneurship; Finance & Accounting; Information Systems; Management Communication; Marketing; Organizational Behaviour & Human Resources Management; Production & Operations Management; Public Policy & Governance (including e-Governance).
Minimum Educational Qualifications (Professor, Associate Professor and Assistant Professor Grade - I)
<ul style="list-style-type: none">• PhD degree or equivalent, with a first class or equivalent in the preceding degree in the appropriate discipline, with a very good academic record throughout.• Successful track record of teaching; training; research; and, publications in reputed peer-reviewed journals.
Minimum Experience for Professor
<ul style="list-style-type: none">• 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 IIMV.
Minimum Experience for Associate Professor
<ul style="list-style-type: none">• A minimum post-qualification experience of six years in teaching/industry/research, of which, at least three years of experience 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 IIMV.
Minimum Experience for Assistant Professor Grade - I
<ul style="list-style-type: none">• 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 IIMV.
Scales of Pay
<ul style="list-style-type: none">• Professor: Pay Level 14 of Seventh Central Pay Commission (7th CPC)<ul style="list-style-type: none">○ Starting Basic Pay Rs.1,44,200/- + Allowances• Associate Professor: Pay Level 13A2 of 7th CPC<ul style="list-style-type: none">○ Starting Basic Pay Rs.1,39,600/- + Allowances• Assistant Professor Grade - I: Pay Level 12 or 13A1 of 7th CPC

<ul style="list-style-type: none"> ○ Starting Basic Pay Rs.1,01,500/- + Allowances (for Pay Level 12) ○ Starting Basic Pay Rs.1,31,400/- + Allowances (for Pay Level 13A1).
Higher Pay
<ul style="list-style-type: none"> • A higher start can be considered in deserving cases. • Assistant Professors in IIMs, IITs, IISc Bangalore, NITIE Mumbai and IISERs, on completion of three years of service, move into the Pay Level 13A1 of 7th CPC but will continue to be designated as Asst. Professors.
Service Conditions
1. The place of work is the Institute's campus. It is presently located in Andhra University, Visakhapatnam, Andhra Pradesh. The Institute is likely to move to its permanent campus located in Gambheeram Village in Anandapuram Mandal, in 2021. The permanent campus is about 20 Km.s from the present (temporary/transit) campus.
2. The Institute reserves the right to transfer the faculty to any Campus/Centre that it may open at any other location in India, in future.
3. Recruitment can be considered in regular or adjunct capacity (practice-track faculty). Both are full-time positions.
4. Duration of fixed-term appointment for adjunct faculty can be up to 3 (three) years as may be decided by the Institute. Relevant MHRD, GOI guidelines shall apply.
5. For regular positions, probation period is two years. Age of superannuation is 65 years.
6. For regular as well as adjunct positions, during the period of probation/appointment and/or after declaration of probation, performance is subject to periodic/yearly review and employment is terminable by either side with up to three months of advance notice or pay in lieu thereof.
7. Apart from teaching at post-graduate and doctoral levels; conducting training and executive education programs; and carrying out research and management-consulting work, faculty should be willing to take up responsibilities of academic administration and institution building. Thus, faculty are required to contribute to all four pillars of academics – viz. teaching and training, research, service to the Institute and service to profession.
Selection Process
1. A set of Committees constituted by the Institute will carry out the screening and selection processes.
2. The process would normally involve (i) short-listing of candidates based on suitability as ascertained from the applications; (ii) seminar-presentation by the short-listed candidates; and, (iii) interview for the further short-listed candidates (i.e. for those who qualify in the seminar round). It is reiterated that only those candidates who qualify in the seminar are taken forward to the interview round.
3. Candidates may be considered for a post lower than that applied for, if they are otherwise found suitable.
4. Reimbursement of return economy airfare by the shortest route (domestic sector only) and accommodation (free of cost) will be provided to the candidates who attend the faculty seminar.
5. The Institute reserves the right to include in the recruitment process, those suitable candidates too, who may not apply.
Other Terms & Conditions
1. Candidates are advised to visit the website of IIM Visakhapatnam (www.iimv.ac.in/careers) 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. Qualifications acquired must be duly recognized in law.
4. Applicants should satisfy the experience criteria as on the date of their applications. Duration of PhD (and experience acquired therein) will not be counted for the purpose of experience. Only officer and higher-level experience would be counted, in case of candidates from other than academic institutions.
5. Mere fulfilment of qualifications and experience does not entitle a candidate to be short-listed. The Institute reserves the right to restrict the candidates to be called for the selection process to a reasonable number based on relevant criteria, higher than the minimum prescribed.
6. The Institute will communicate only with short-listed candidates.
7. Candidates employed in Organizations/Institutions (including Autonomous Institutions) under the Government (Central or State); or, Public-Sector Undertakings (Central or State) should produce a Relieving Letter at the time of reporting for duty.
8. No correspondence from applicants shall be entertained.
9. Canvassing in any form will be a disqualification.
10. Reservation: Qualification, experience and competence remaining the same, reservation as per Government of India rules would be applicable. Latest copies of necessary certificates as per relevant rules must be submitted, when called for.
11. The Institute will not be responsible for postal delays.
12. 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.
13. Disputes (if any) shall be subject to jurisdiction of the civil courts of the city of Visakhapatnam, Andhra Pradesh, India.

How to apply

1. Interested candidates are invited to apply using the prescribed format only, available on the website (www.iimv.ac.in/careers). Applications should be complete in all respects. Additional sheets as needed may be used and referenced suitably. All information furnished **MUST** be based on supporting documentation. Incomplete/incorrect applications are liable to be rejected.
2. This is a Rolling Advertisement. All applications received on or before 1700 Hrs. on 20th May 2019 (Monday) will be taken up for processing in the first lot.
3. **Along with the application, copies of certificates/supporting documentation NEED NOT be attached/submitted. Such proof would be sought ONLY from short-listed applicants.**
4. Filled in applications as above should be mailed to facultyrecruit2019@iimv.ac.in
5. **Important:** The hard copy of the application, as submitted by mail, with all pages along with additional sheets / annexures (forming part of the application) duly signed, should be sent by Speed Post/Courier to the address given below. It is reiterated that no certificates/supporting documentation need be attached at this stage.

**THE DIRECTOR
INDIAN INSTITUTE OF MANAGEMENT VISAKHAPATNAM
ANDHRA UNIVERSITY CAMPUS
VISAKHAPATNAM - 530 003
ANDHRA PRADESH, INDIA**

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