



विद्या परं दैवतम्

# IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

<https://www.iimv.ac.in>

**FACULTY RECRUITMENT - ROLLING ADVERTISEMENT  
REF. NO. 02/2019 DATED DECEMBER 18, 2019**

**About the Institute**

- New-generation IIM set up by the Government of India in Sep. 2015.
- Belongs to the prestigious IIM family of business schools.
- An Institution of National Importance under the IIM Act, 2017.
- Guided by an illustrious Board of Governors - Members of eminence and distinction.

**Value-packed Programs of High Impact**

- Flagship MBA for the students admitted through all-India CAT of IIMs.
- MBA for Experienced Professionals (weekend programme).
- MBA in Digital Governance & Mgmt. in blended learning mode (Sponsor: MeitY, GOI)
- PhD in Management.

**Unmatched Strengths & Accomplishments**

*(among its generation of centrally-funded business schools)*

- Excellent linkage with the Central Government and the Government of AP.
- Mentoring by IIM Bangalore, globally acknowledged leader among business schools.
- Located in the renowned and salubrious AU campus, ideal for focused knowledge pursuit.
- Epitome of national character with students and faculty from across the country.
- World-class facilities and knowledge resources for learning-outcomes of high impact.
- Sought-after source for Management Development Programs by GOI and Public Sector.
- Top performance in placements, qualitative and quantitative, year-after-year.
- Largest cohort of faculty on rolls from IITs, IIMs and/or from reputed foreign universities.
- Technology Incubation & Development of Entrepreneurship Centre under MeitY, GOI.
- Incubation of ideas of aspiring women-entrepreneurs under 'Women Start-up Program'.

**Exciting Way Forward**

- Attaining standards of global excellence in management education and research.
- Advancing new knowledge, innovation and global leadership in management.
- Promoting inclusiveness, social and gender equity and sustainable national development.
- Collaborating with management institutions in India and abroad for value-addition.
- Moving by 2021 to 230-acre scenic, clean, green and iconic permanent campus.

**We at the Institute welcome all faculty aspirants to experience the buzz and excitement at the Institute, know more about our strong value-propositions; and to explore opportunities for mutually beneficial engagement and rewarding association!**

*(Please scroll down for the Recruitment Advertisement)*

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Indian Institute of Management Visakhapatnam

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**FACULTY RECRUITMENT - ROLLING ADVERTISEMENT**  
**REF. NO. 02/2019 DATED DECEMBER 18, 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 and Associate Professor, in regular capacity.

| <b>Management Disciplines/Areas</b>   |
|---|
| Decision Sciences; Economics & Social Sciences; Entrepreneurship; Finance & Accounting; Information Systems; Marketing; Organizational Behaviour & Human Resources Management; Production & Operations Management; Public Policy; and Strategy.   |
| <b>Minimum Educational Qualifications<br/>(Professor and Associate Professor)</b>   |
| <ul style="list-style-type: none"><li>• 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. (<i>Applicants MUST make sure, before applying, of their having obtained first class, by considering, where necessary, CGPA to Percentage conversions issued by their respective degree/diploma-awarding universities / institutions</i>).</li><li>• Successful track record of teaching; training; research; and, publications in reputed peer-reviewed journals.</li></ul> |
| <b>Minimum Experience for Professor</b>   |
| <ul style="list-style-type: none"><li>• 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.</li></ul>   |
| <b>Minimum Experience for Associate Professor</b>   |
| <ul style="list-style-type: none"><li>• 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.</li></ul>  |
| <b>Scales of Pay</b>  |
| <ul style="list-style-type: none"><li>• Professor: Pay Level 14 of Seventh Central Pay Commission (7<sup>th</sup> CPC)<ul style="list-style-type: none"><li>○ Starting Basic Pay Rs.1,44,200/- + Allowances</li></ul></li><li>• Associate Professor: Pay Level 13A2 of 7<sup>th</sup> CPC<ul style="list-style-type: none"><li>○ Starting Basic Pay Rs.1,39,600/- + Allowances</li></ul></li><li>• A higher start can be considered in deserving cases.</li></ul>   |

| <b>Service Conditions</b>   |
|---|
| 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. Positions are in regular capacity (full-time).   |
| 4. Probation period is two years. Age of superannuation is 65 years.  |
| 5. During the period of probation 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.   |
| 6. 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 the profession. |
| <b>Selection Process</b>  |
| 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 only 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. Family accommodation shall NOT be provided.   |
| 5. The Institute reserves the right to include in the recruitment process, those suitable candidates too, who may not apply.  |
| <b>Other Terms &amp; Conditions</b>   |
| 1. Candidates are advised to visit the website of IIM Visakhapatnam ( <a href="http://www.iimv.ac.in/careers">www.iimv.ac.in/careers</a> ) 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. Those who applied <b>AFTER</b> 20 May 2019 (the cut-off date for our previous rolling advertisement for faculty recruitment (Ref.01/2019 dated 17 Apr. 2019) may send in their updated/revised applications again, if so desired.  |

6. 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.
7. Candidates employed in Organizations/Institutions (including Autonomous Institutions) under the Government (Central or State); or, Public-Sector Undertakings (Central or State) must produce a Relieving Letter at the time of reporting for duty.
8. The Institute will communicate only with short-listed candidates. No correspondence from applicants shall be entertained.
9. Canvassing in any form will be a disqualification.
10. **Reservation: SC/ST/OBC candidates are STRONGLY encouraged to apply. 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](http://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 20<sup>th</sup> January 2020 (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 [facultyrecruit201912@iimv.ac.in](mailto:facultyrecruit201912@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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भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

## Indian Institute of Management Visakhapatnam

Andhra Bank School of Business Building, Andhra University Campus, Visakhapatnam – 530 003, AP, INDIA

Tel: +91 891 2824 444 | e-mail: facultyrecruit201912@iimv.ac.in

### **Application Form for Faculty Positions (Ref. No.02/2019 dated December 18, 2019)**

|   |                    |
|---|--------------------|
| 1. Application for the position of: (please tick $\surd$ )<br><input type="checkbox"/> Associate Professor <input type="checkbox"/> Professor   | Space for<br>photo |
| 2. Area applying for ( <i>select one most applicable area only</i> ):<br><input type="checkbox"/> Decision Sciences <input type="checkbox"/> Economics & Social Sciences<br><input type="checkbox"/> Finance & Accounting <input type="checkbox"/> Information Systems<br><input type="checkbox"/> Marketing <input type="checkbox"/> Organizational Behaviour & Human Resources Management<br><input type="checkbox"/> Production & Operations Management <input type="checkbox"/> Public Policy <input type="checkbox"/> Strategy |                    |
| -----   |                    |
| 3. Please use the format given below only and provide complete data. Use additional sheets as needed and reference them suitably. All information furnished MUST be based on supporting documentation.  |                    |
| 4. <u>All</u> pages of the application and additional sheets/annexure (forming part of the application) must be duly signed, before submission of hardcopy by post/courier.   |                    |
| 5. At this stage of application, please DO NOT attach/submit copies of any certificates / supporting documentation. Such proof would be sought ONLY from short-listed applicants.   |                    |

|  |              |                 |
|--|--------------|-----------------|
| <b>1. PERSONAL DETAILS</b>   |              |                 |
| Full Name (in capital letters, with surname in the end):   |              |                 |
| Date of Birth (dd/mm/yyyy):  |              |                 |
| Contact Address with PIN/Zip Code:   |              |                 |
| Contact Number:  | E-mail:      |                 |
| Gender:  | Nationality: | Marital Status: |
| Category:  |              |                 |
| <input type="checkbox"/> SC <input type="checkbox"/> ST <input type="checkbox"/> OBC <input type="checkbox"/> Differently-abled Person <input type="checkbox"/> EWS <input type="checkbox"/> General |              |                 |

| 2. EDUCATIONAL QUALIFICATIONS (in reverse chronological order): |   |                            |                  |                    |                          |                     |                          |
|---|---|----------------------------|------------------|--------------------|--------------------------|---------------------|--------------------------|
| S.No.   | Examination                                       | University/<br>Institution | Main<br>Subjects | Year of<br>Passing | % of<br>Marks or<br>CGPA | Class /<br>Division | Distinctions<br>(if any) |
| 1.  | Ph.D.   |                            |                  |                    |                          |                     |                          |
| 2.  | Post-<br>Graduation<br>(Master's<br>Degree)       |                            |                  |                    |                          |                     |                          |
| 3.  | Professional<br>Qualification<br>(Please specify) |                            |                  |                    |                          |                     |                          |
| 4.  | Graduation<br>(Bachelor's<br>Degree)              |                            |                  |                    |                          |                     |                          |
| 5.  | Higher-<br>Secondary<br>Class XII                 |                            |                  |                    |                          |                     |                          |
| 6.  | Matriculation/<br>Secondary<br>School/Class X     |                            |                  |                    |                          |                     |                          |

| 3. TOPIC OF PhD/ EQUIVALENT |
|-----------------------------|
|                             |

| 4. FULL TIME WORK EXPERIENCE (in reverse chronological order): |          |                     |               |             |                  |
|--|----------|---------------------|---------------|-------------|------------------|
| S.No.  | Employer | Duration of Service |               | Designation | Key Result Areas |
|  |          | From<br>(MM/YY)     | To<br>(MM/YY) |             |                  |
|  |          |                     |               |             |                  |

Summary:

Total work experience: \_\_\_\_\_ years; \_\_\_\_\_ months

a. Teaching / Research Experience: \_\_\_\_\_ years; \_\_\_\_\_ months

i. As Assistant Professor: \_\_\_\_\_ years; \_\_\_\_\_ months

ii. As Associate Professor: \_\_\_\_\_ years; \_\_\_\_\_ months

iii. As Professor: \_\_\_\_\_ years; \_\_\_\_\_ months

iv. Teaching at bachelor's degree Level: \_\_\_\_\_ years; \_\_\_\_\_ months

v. Teaching at Master's / Doctoral Degree Level: \_\_\_\_\_ years; \_\_\_\_\_ months

b. Total Industry experience: \_\_\_\_\_ years; \_\_\_\_\_ months

c. Total other experience: \_\_\_\_\_ years; \_\_\_\_\_ months.

| <b>5. COURSES TAUGHT (IN THE PAST FIVE YEARS)</b> |             |              |  |      |            |                                   |
|---|-------------|--------------|--|------|------------|-----------------------------------|
| S.No.   | Institution | Course Title | Level (Bachelor's/<br>Master's/Doctoral) | Year | Batch Size | Students'<br>Feedback /<br>Rating |
|   |             |              |  |      |            |                                   |

| <b>6. INNOVATIONS IMPLEMENTED IN TEACHING</b> |
|---|
|   |

| <b>7. RESEARCH PAPERS PUBLISHED IN THE PAST FIVE YEARS</b> |         |          |                         |                                       |                    |                                       |                |                             |          |           |
|--|---------|----------|-------------------------|---------------------------------------|--------------------|---------------------------------------|----------------|-----------------------------|----------|-----------|
| S. No.   | Journal | ISSN No. | Journal Rank / Category | List / Source for the Rank / Category | Title of the Paper | Whether first / sole author? (Yes/No) | No. of authors | Month & Year of Publication | Vol. No. | Issue No. |
|  |         |          |                         |                                       |                    |                                       |                |                             |          |           |
|  |         |          |                         |                                       |                    |                                       |                |                             |          |           |
|  |         |          |                         |                                       |                    |                                       |                |                             |          |           |
|  |         |          |                         |                                       |                    |                                       |                |                             |          |           |

| <b>8. INNOVATIONS IMPLEMENTED IN RESEARCH</b> |
|---|
|   |

| <b>9. CASE STUDIES AUTHORED IN THE PAST FIVE YEARS</b> |           |                    |                                     |                |                             |
|--|-----------|--------------------|-------------------------------------|----------------|-----------------------------|
| S.No.  | Publisher | Title of the Paper | Whether first/sole author? (Yes/No) | No. of authors | Month & Year of Publication |
|  |           |                    |                                     |                |                             |
|  |           |                    |                                     |                |                             |
|  |           |                    |                                     |                |                             |
|  |           |                    |                                     |                |                             |

| 10. BOOKS / BOOK CHAPTERS ETC. |                             |          |                      |                                      |                |           |                     |                        |
|--------------------------------|-----------------------------|----------|----------------------|--------------------------------------|----------------|-----------|---------------------|------------------------|
| S. No.                         | Title of the Book / Chapter | ISBN No. | Authored (or) Edited | Whether first/ sole author? (Yes/No) | No. of authors | Publisher | Year of Publication | Year of Latest Reprint |
|                                |                             |          |                      |                                      |                |           |                     |                        |
|                                |                             |          |                      |                                      |                |           |                     |                        |
|                                |                             |          |                      |                                      |                |           |                     |                        |
|                                |                             |          |                      |                                      |                |           |                     |                        |
|                                |                             |          |                      |                                      |                |           |                     |                        |

| 11. PAPERS PRESENTED IN CONFERENCES / SEMINARS / COLLOQUIA (IN THE PAST FIVE YEARS) |                    |                    |                                       |                |              |           |       |  |
|---|--------------------|--------------------|---------------------------------------|----------------|--------------|-----------|-------|--|
| S.No.   | Title of the Event | Title of the Paper | Whether first / sole author? (Yes/No) | No. of authors | Month & Year | Organizer | Place |  |
|   |                    |                    |                                       |                |              |           |       |  |
|   |                    |                    |                                       |                |              |           |       |  |
|   |                    |                    |                                       |                |              |           |       |  |
|   |                    |                    |                                       |                |              |           |       |  |
|   |                    |                    |                                       |                |              |           |       |  |

| 12. RESEARCH PROJECTS/CONSULTANCIES TAKEN UP IN THE PAST FIVE YEARS |               |   |  |                                    |                      |                            |                 |
|---|---------------|---|--|------------------------------------|----------------------|----------------------------|-----------------|
| S.No.   | Project Title | Whether Principal Investigator / Project Leader? (Yes / No) | Sponsoring / Funding Agency & Value (in INR Million) | Client (If different from Sponsor) | Month/ Year of Award | Month / Year of Completion | Project Outcome |
|   |               |   |  |                                    |                      |                            |                 |
|   |               |   |  |                                    |                      |                            |                 |
|   |               |   |  |                                    |                      |                            |                 |
|   |               |   |  |                                    |                      |                            |                 |
|   |               |   |  |                                    |                      |                            |                 |
|   |               |   |  |                                    |                      |                            |                 |

| 13. DOCTORAL GUIDANCE / SUPERVISION IN THE PAST FIVE YEARS |             |                     |                      |                |           |                     |  |
|--|-------------|---------------------|----------------------|----------------|-----------|---------------------|--|
| S.No.  | Institution | Name of the Scholar | Year of Registration | Research Topic | Your Role | Whether PhD Awarded |  |
|  |             |                     |                      |                |           |                     |  |
|  |             |                     |                      |                |           |                     |  |
|  |             |                     |                      |                |           |                     |  |
|  |             |                     |                      |                |           |                     |  |
|  |             |                     |                      |                |           |                     |  |
|  |             |                     |                      |                |           |                     |  |



**14. EXECUTIVE EDUCATION PROGRAMS /WORKSHOPS/SEMINARS/CONFERENCES CONDUCTED  
(IN THE PAST FIVE YEARS)**

| S.No. | Type of Program / Event Conducted | Sponsor / Client (if any) | Theme / Title | Place | From (Date) | To (Date) | No. of Participants / Delegates | Your Role |
|-------|-----------------------------------|---------------------------|---------------|-------|-------------|-----------|---------------------------------|-----------|
|       |                                   |                           |               |       |             |           |                                 |           |
|       |                                   |                           |               |       |             |           |                                 |           |
|       |                                   |                           |               |       |             |           |                                 |           |

**15. ADMINISTRATIVE EXPERIENCE IN ACADEMIC INSTITUTIONS**

| Institution | Administrative Position Held | From (MM/YY) | To (MM/YY) | Major responsibilities | Notable Achievements / Significant Outcomes |
|-------------|------------------------------|--------------|------------|------------------------|---|
|             |                              |              |            |                        |   |
|             |                              |              |            |                        |   |
|             |                              |              |            |                        |   |

**16. AWARDS/ REWARDS / RECOGNITIONS / PROFESSIONAL AFFILIATIONS**

| S.No. | Appointing / Nominating / Recognizing Body | Month & Year | Brief details of Award / Reward / Recognition etc. |
|-------|--|--------------|--|
|       |  |              |  |
|       |  |              |  |
|       |  |              |  |

**17. Professional References (Three)**

- <Name, Designation, Organization, E-mail ID, Mobile No.>
- <Name, Designation, Organization, E-mail ID, Mobile No.>
- <Name, Designation, Organization, E-mail ID, Mobile No.>

**18. Statement of Purpose (About 500 words):****19. Any other information you wish to highlight:****20. Declaration:**

I hereby declare that all the statements/particulars made/furnished in this application are true, complete and correct to the best of my knowledge and belief. I also fully understand that in the event of any information furnished being found false, incomplete or incorrect at any stage, my application/candidature is liable to be summarily rejected and if I am already appointed, my services are liable to be terminated from the post, without any notice and without prejudice to any other legal/penal action that the Institute may initiate, as deemed fit.

Signature of the applicant  
(Name of the applicant)

Date:  
Place: