



INDIAN INSTITUTE OF MANAGEMENT, SHILLONG
Mayurbhanj Complex, Nongthymmai, Shillong – 793014, Meghalaya

No. IIM/Admn/118/13/2020/830

12 October 2020

ROLLING ADVERTISEMENT FOR FACULTY POSITIONS

IIM Shillong is the 7th IIM in India and was established by the Government of India in the year 2007. The Institute has been declared as an Institute of National Importance as per the IIM Act, 2017. The vision of the Institute is to become an internationally recognized management Institute with a global outlook grounded in Indian values. The Institute strives to impart to its students ethical values, compassionate behaviour, and concern for society.

IIM Shillong is looking for dynamic and motivated Faculty with a passion for Teaching and Research and zeal to excel in the field of management education in various areas of management.

Sl. No.	Name of the Post	Scale of Pay
1	Professor	Level-14A Initial Basic Pay Rs. 159100/-
2	Associate Professor	Level-13A2 Initial Basic Pay Rs. 139600/-
3	Assistant Professor Grade-I	Level-12 Initial Basic Pay Rs. 101500/-

Sl. No.	Academic Areas:	Sl. No.	Academic Areas:
1	Economics & Public Policy	5	Organizational Behaviour & Human Resources
2	Finance & Control	6	Strategic Management
3	Information Systems & Analytics	7	Sustainability & Liberal Studies (including Business Laws and Ethics)
4	Operations & Quantitative Techniques		

ELIGIBILITY CONDITIONS:

1	<u>PROFESSOR</u>	
Qualification	Ph.D. in the appropriate branch with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.	
Experience	Minimum 10 years teaching/research/industrial experience of which at least 4 years should be at the level of Associate Professor in IITs, IIMs, IISc Bangalore, NITIE Mumbai and IISERs or at an equivalent level in any such other Indian or foreign institution/institutions of comparable standards. He / She should have high research, training and consulting credentials.	
Screening Criteria	<ul style="list-style-type: none"> • Ph. D. with 10 years of experience out of which 4 years should be as Associate Professor (<u>Note</u>: Experience gained while pursuing Ph.D will not be counted) • First Class or equivalent grade in Master's Degree with a consistently good academic record. • High Second Class (Min 55%) or equivalent in Bachelor's Degree. • 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree. • Minimum 2 Research Papers in category A journal or 4 in category B or 8 in category C journal • A book published by reputed publisher will be counted as 1 paper in 'C' category of journal. • 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals • Preference for FPM/Ph.D. guided 	

2	<u>ASSOCIATE PROFESSOR</u>	
Qualification	Ph.D. in the appropriate branch with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.	
Experience	Minimum of 6 years' experience of which at least 3 years should be at the level of Assistant Professor , and ability to interact with a diverse student body and executives, and ability to undertake research independently. Candidates from Industry (Government / PSU / Research Organization) having experience of 6 years at the level equivalent to Assistant Professor may also be considered.	
Screening Criteria	<ul style="list-style-type: none"> • Ph. D. with 6 years of experience out of which 3 years should be as Assistant Professor or equivalent. Candidates from Industry (Government / PSU/ Research Organization) having experience of 6 years at the level equivalent to Assistant Professor. (<u>Note</u>: Experience gained while pursuing Ph.D will not be counted) • First Class or equivalent grade in Master's Degree with a consistently good academic record. • High Second Class (Min 55%) or equivalent in Bachelor's Degree. • 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree. • Minimum 1 Research Paper in category A journal or 2 in category B or 4 in category C journal. • A book published by reputed publisher will be counted as 1 paper in 'C' category of journal. • 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals. • Preference for FPM/Ph.D. guided. 	
3	<u>ASSISTANT PROFESSOR</u>	
Qualification	Ph.D. in the appropriate branch with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.	
Experience	Minimum 3 years of teaching/research/industrial experience (exclusive period of doing Ph.D.). However, in exceptional cases of candidates with excellent academic credentials, this experience requirement may be waived. A fresh Ph.D. may be considered for the position on contract basis. Candidates from Industry (Government / PSU / Research Organization) having experience of 3 years at the level equivalent to Assistant Professor may also be considered.	
Screening Criteria	<ul style="list-style-type: none"> • Ph. D. with 3 years of experience excluding Ph. D. experience. Candidates from Industry (Government / PSU/ Research Organization) having experience of 3 years at the level equivalent to Assistant Professor. (<u>Note</u>: Experience gained while pursuing Ph.D will not be counted) • First class or equivalent grade in Master's Degree with a consistently good academic record. • High Second Class (Min 55%) or equivalent in Bachelor's Degree. • 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree. • At least 2 publications in Web of Sciences/Scopus/ABDC Journal. Relaxation in number of publications may be considered in case of rich industry experience (International / National). • A book published by reputed publisher will be counted as 1 paper in 'C' category of journal. • 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals. 	

IMPORTANT INSTRUCTIONS:

1	This is an Open Rolling Advertisement to allow interested candidates to apply for various Faculty Positions in different Academic Areas as specified.
2	Scrutiny and Shortlisting of the applications received in the Recruitment Portal will be carried out by the Institute from time to time as per requirement depending on the Academic Area(s) and Position(s) desired to be filled.
3	The Institute follows the Reservation Policy as per Govt. of India rules. Therefore, candidates applying under SC (Scheduled Caste), ST (Scheduled Tribe), OBC (Other Backward Classes), EWS (Economically Weaker Sections) or PwD (Persons with Disability) category are required to select the relevant category while applying in the Recruitment Portal and will also be required to submit relevant certificate in support of their claim for the category in the event of their shortlisting / selection.
4	Relaxation in percentage of qualifying marks will be given upto 5% for SC/ST/PwD and upto 3% for OBC candidates in Master's and Bachelor's degree.
5	Mere fulfilment of minimum eligibility criteria is not a claim for interview call.
6	The Institute may relax all or any of the requirements related to age, qualification and experience in exceptional and deserving cases.
7	All qualifications must be from UGC recognized University/ Deemed University or AICTE approved autonomous institution (wherever applicable). Courses offered by Autonomous Institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).
8	The Screening Committee / Selection Committee may consider relaxation in qualification and experience / higher start in the case of exceptionally bright candidates.
9	Shortlisted candidates will be called for Seminar and Interview as per recommendations of the Screening Committee constituted for the purpose. The decision of the Screening Committee is final.
10	The Selection Committee may recommend candidates for appointment in different positions other than the actual position applied by the candidate either on regular basis with probation period of 2 years or on contract basis for a period of 1 or 2 years depending on the academic credentials.
11	The Institute reserves the right to fill or not to fill any or all the posts.
12	Canvassing in any form will lead to disqualification.
13	Only shortlisted candidates will be contacted. If a candidate has not be contacted, she/he should assume that her/his application has not been shortlisted.
14	No interim correspondence will be entertained from candidates regarding conduct and result of Interview and reasons for not being called for Interview or Selection.
15	The Institute reserves the right to reject any/all applications without assigning any reason.
16	Pay and Allowance are admissible as per Government of India rules and as per rules of the Institute.
17	Only interested candidates who fulfil the minimum eligibility criteria may apply online through the Recruitment Portal in the Institute website www.iimshillong.ac.in .
18	Only Applications submitted online through the recruitment portal will be considered for further scrutiny.
19	Shortlisted applicants may be required to forward by email the scanned copies of the documents such as Educational Qualification Certificates & Mark Sheets, Experience Certificates, Caste Certificate (if applicable), Disability Certificate (if applicable) and other documents and testimonials for verification.
20	Candidates already in Service are required to forward the print out of the Online application through Proper Channel or they may produce a No Objection Certificate (NOC) from their current employer, at the time of interview.
21	CLICK HERE TO APPLY

Sd/-
Chief Administrative Officer (i/c)
IIM Shillong