



RESERVATION POLICY FOR TEACHING STAFF

(As on 31 December 2025)

1. Name of the Posts :

Teaching Faculty Member (**Assistant Professors, Associate Professors, Professors** – Flexi Cadre System)

ON REGULAR APPOINTMENT

2. Method of Recruitment: Direct Recruitment on All India Basis by Open Competition

3. Number of Posts in the Cadre (cadre strength): 69 (Sixty Nine) as on 31-12-2025

[Position of 1 existing faculty appointed prior to 12.07.2019 have not been included in the Reservation Roster because this position was filled without following reservation. Therefore, out of 69 positions in Reservation Roster, 68 positions are filled as per roster points]

4. Percentage of Reservation Prescribed: SC:15%, ST:7.5%, OBC: 27%, EWS:10%

5. Total Sanctioned Posts:

69 (As on 31.12.2025, 68 Points Reservation Roster is applicable)

Posts reserved for: SC – 10; ST- 5; OBC – 18; EWS-6; UR – 30

6. Academic Pay Level:

Professor	Academic Level 14A
Associate Professor	Academic Level 13A2
Assistant Professor Grade-I	Academic Level 12-13A1
Assistant Professor Grade-II	Academic Level 10-11

7. Reservation Roster Register:

It is a record of quotas earmarked for employees of respective categories and to ensure that posts are filled with respective categories of candidates only. It is not a register of seniority list of employees; it is a category-wise record of employees in-position and vacant positions in the Institution.

Sd/-
Chief Administrative Officer
IIM Shillong



RESERVATION POLICY FOR NON-TEACHING STAFF

(As on 31 December 2025)

1. Details of the Non-Faculty Posts:

Sl.	Name of the Post	Scale of Pay	Group
1	Joint General Manager (Finance)	Level 13	A
2	Deputy General Manager (Knowledge Services)	Level 12 Academic Pay Matrix	A
3	Centre Head (Dr APJ Abdul Kalam Centre for Policy Research & Analysis)	Level 12 Academic Pay Matrix	A
4	Deputy General Manager (Corporate Affairs & Public Relations)	Level 12	A
5	Senior Manager (Infrastructure)	Level 11	A
6	Senior Manager (Accounts)	Level 11	A
7	Senior Manager (Audit)	Level 11	A
8	Senior Medical Officer	Level 11 + NPA	A
9	Manager (Administration & HR)	Level 10	A
10	Manager (Academics)	Level 10	A
11	Manager (Student Affairs & Placement)	Level 10	A
12	Manager (Executive Education)	Level 10	A
13	Manager (Security)	Level 10	A
14	Manager (IT Infrastructure)	Level 10	A
15	Manager (Stores)	Level 10	A
16	Manager (Dr. APJ Abdul Kalam Centre for Policy Research & Analysis)	Level 10	A
17	Manager (Admission)	Level-10	A
18	Senior Executive Associate to Director	Level-10	A
19	Joint Executive Associate	Level 6	B
20	Assistant Manager	Level 6	B
21	Assistant Manager (Hostels)	Level 6	B
22	Assistant Manager (Cash)	Level 6	B
23	Assistant Manager (Accounts)	Level 6	B
24	Assistant Manager (Informatics)	Level 6	B
25	Assistant Manager (Rajbhasha)	Level 6	B
26	Assistant Manager (Civil)	Level 6	B
27	Assistant Manager (Electrical)	Level 6	B
28	Assistant Manager (IT Infrastructure)	Level 6	B
29	Assistant Manager (Horticulture)	Level 6	B
30	Staff Nurse	Level 6	B
31	Multi Skilled Staff	Level 2	C

ON REGULAR APPOINTMENT:

- Method of Recruitment:** 1) Direct Recruitment on All India Basis by Open Competition
- Number of Posts in the Cadre (cadre strength):** 63 (Sixty Three) as on 31-12-2025
- Percentage of Reservation Prescribed:** SC:15%, ST:7.5%, OBC: 27%, EWS:10% (for Group A &B) and SC = 1%, ST = 44%, OBC = 5% for Group C vide OM No. 36017/1/2004-Estt.(Res.) dated 05/07/2005 (State wise)
- Reservation Roster Register** is a record of quotas earmarked for employees of respective categories and to ensure that posts are filled with respective categories of candidates only. It is not a register of seniority list of employees; it is a category-wise record of employees in-position and vacant positions in the Institution.

Sd/-
 Chief Administrative Officer
 IIM Shillong