



भारतीय प्रबंध संस्थान विशाखपट्टणम  
INDIAN INSTITUTE OF MANAGEMENT  
VISAKHAPATNAM

INDIAN INSTITUTE OF MANAGEMENT VISAKHAPATNAM  
VISAKHAPATNAM, ANDHRA PRADESH, INDIA  
([www.iimv.ac.in](http://www.iimv.ac.in))

RECRUITMENT OF FACULTY

**ADVERTISEMENT REF. NO. 01/2017 DATED MAY 20, 2017**

### **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. It 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. 240 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 about three years.

### **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 is ranked this year as the 3<sup>rd</sup> cleanest city in India, by the Ministry of Urban Development, Government of India. Its Railway Station is recently ranked as the cleanest among 75 busiest railway stations in India, in a Survey Report released by the Indian Railways.** Visakhapatnam is a cosmopolitan city and a popular tourist destination with a beautiful beach on one side and majestic mountains on the other. It's a vibrant city well known for its warmth and hospitality; tradition and talent; trade and technology; intellect, innovation, entrepreneurship and industry. Visakhapatnam is base to several large, medium and small enterprises (public and private) in the core sector, energy, financial services, infrastructure, IT, pharma etc. The Eastern Naval Command of the Indian Navy is headquartered at Visakhapatnam. In short, Visakhapatnam is one of the most preferred destinations in India to live, learn, yearn and earn.

### **About the Mentor Institution**

Indian Institute of Management Bangalore, the acknowledged leader in management education, is the mentor for IIM Visakhapatnam. As on date, the faculty complement for IIM Visakhapatnam is substantially drawn from IIM Bangalore. The instructional (admission, academic, evaluation etc.) and institutional processes of IIM Visakhapatnam are therefore aligned with those of IIM Bangalore, ensuring high standards, *ab initio*.

### **Strengths of IIM Visakhapatnam**

The campus of the Institute is well-equipped with knowledge resources, teaching-learning aids, facilities and amenities. As on date, students representing as many as 19 states and union territories of India chose IIM Visakhapatnam for their management-education pursuit, lending the Institute a truly national character.

### **Program on Offer**

The Institute is currently offering a two-year residential Post Graduate Programme (PGP) with a planned intake of 60. There were 48 students in the 1<sup>st</sup> batch (2015-17) and 49 in the second (2016-18). All students of PGP 2015-17 were provided a week-long international exposure in China / Japan in their second year. The Institute has already emerged as a popular source in the country for good talent. Admissions for the 2017-19 batch are in progress.

### **IIM Visakhapatnam – Plans Ahead**

With the recruitment of the founding-team of high-talent faculty, 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.

Continuing as a sought-after destination by the student and faculty community, the Institute would like to evolve as a reliable and trust-worthy source for policy advocacy, research support, strategic advice, technical assistance and capacity-building for the industry and the government.

The Institute looks forward to achieving in a short time, tangible outcomes in terms of higher recognition, accreditation and ranks at national [NIRF (MHRD, Govt. of India)] and international levels.

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***(Please scroll down for the Recruitment Advertisement)***



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## RECRUITMENT OF FACULTY

### ADVERTISEMENT REF. NO. 01/2017 DATED MAY 20, 2017

IIM Visakhapatnam (the Institute, IIMV) invites applications from outstanding academicians, with proven credentials in teaching and research at management schools of repute in India/abroad. Positions exist at all levels (Professor, Associate Professor and Assistant Professor) in regular, contractual or visiting/adjunct capacities. Practising managers in leadership positions in reputed, large companies are invited to apply for practice-track faculty positions.

<b>Management Disciplines/Areas open for Recruitment</b>
Communications; Corporate Strategy; Decision Sciences & Information Systems; Economics; Entrepreneurship; Finance & Accounting; Human Resources Management & Organizational Behaviour; Marketing; Production & Operations Management.
<b>Minimum Educational Qualification for (regular) full-time faculty (Professor, Associate Professor and Assistant 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.</li><li>• Successful track record of teaching; training; research; and, publications in reputed peer-reviewed journals.</li></ul>
<b>Minimum Experience for (regular) full-time faculty (Professor/Associate Professor)</b>
<ul style="list-style-type: none"><li>• A minimum of ten/six years of post-qualification teaching/industry/research experience, of which, at least four/three years of experience respectively at the level of Associate/Assistant Professor in institutions of high repute such as IIMs, IITs, IISc Bangalore, NITIE Mumbai 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 (regular) full-time faculty (Assistant Professor)</b>
<ul style="list-style-type: none"><li>• Minimum of 3 years of post-qualification teaching/research/industry experience.</li><li>• Candidates with a brilliant academic record but without experience could be considered as Assistant Professor (<i>On Contract</i>).</li><li>• Duration of PhD (and experience acquired therein) will not be counted for the purpose of experience.</li></ul>
<b>Scales of Pay for (regular) full-time faculty</b>
<ul style="list-style-type: none"><li>• Professor: Rs. 37400-67000 + Academic Grade Pay (AGP) of Rs. 10,500/-</li><li>• Associate Professor: Rs. 37400-67000 + AGP of Rs. 9,500/-</li><li>• Assistant Professor: Rs. 15600-39100 + AGP of Rs. 8,000/-</li><li>• Assistant Professor (<i>On Contract</i>): Rs. 15600-39100 + AGP of Rs. 6,000/-</li></ul>

<b>Minimum Basic Pay</b>
<ul style="list-style-type: none"> <li>• Professors: Rs. 48,000/- + AGP</li> <li>• Associate Professors: Rs. 42,800/- + AGP</li> <li>• Assistant Professors: Rs. 30,000/- + AGP</li> <li>• A higher start can be considered in deserving cases, at all the above levels.</li> <li>• Seven non-compounded advance increments are given to Assistant Professors (<i>On Contract</i>). After one year of post-PhD experience, they are placed in the AGP of Rs.7,000/- p.m.</li> <li>• Assistant Professors who complete three years of satisfactory service move to the Pay Band of 37,400-67,000 with AGP of Rs.9,000/- but will continue to be designated as Asst. Professors, till promoted.</li> </ul>
<b>Practice-track Faculty</b>
<ul style="list-style-type: none"> <li>• Aspirants should have a post-graduate degree/diploma from a top-notch engineering and/or management institute (e.g. IIT, IIM etc.) and/or possess professional qualifications like Chartered Accountancy (CA) and Cost and Management Accountancy (CMA).</li> <li>• Doctoral degree is desirable but not essential.</li> <li>• Should have about 20 years of post-qualification experience and be holding leadership positions in reputed, large organizations, not below the level of General Manager/Vice President.</li> <li>• Should have a flair for and proven interest in teaching, training and other academic administration and institution building activities.</li> <li>• Appointment of Practice-track faculty would be on full-time, but consolidated (CTC) basis (with yearly increment indexed to inflation), on an initial contract of three years (probation period of one year) renewable yearly thereafter, based on performance, on mutually agreeable terms.</li> <li>• Responsibilities of practice-track faculty include case-writing, executive education, consulting, promoting industry-institute linkages and active involvement in placement activities; besides teaching (as per the norms of the Institute).</li> <li>• They will be designated as Professors/Associate Professors of Practice.</li> </ul>
<b>Service Conditions</b>
1. The terms and conditions of employment (including facilities, benefits and opportunities) in (regular) full-time, contractual or visiting capacities would normally be as applicable to the corresponding positions/levels in IIM Bangalore (Mentor Institute).
<b>2. The first batch of faculty recruits would have the unique opportunity of contributing to the development of a blue-print for a customized, performance-related faculty-incentivization package linked to tangible outcomes for the Institute in terms of higher recognition, accreditation and ranks at national [NIRF (MHRD, Govt. of India)] and international levels.</b>
3. The place of work for all positions is Visakhapatnam, Andhra Pradesh, India.
4. For (regular) full-time faculty, the Institute will endeavor to provide accommodation (if available, in lieu of HRA) as per extant norms, or, assist them in hiring accommodation.
5. For (regular) full-time appointments, probation period is two years. The age of superannuation is 65 years. However, performance is subject to yearly review and employment is terminable by either side with 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.
<b>Selection Process</b>
1. The Institute has constituted a set of Committees to carry out the selection process.
2. The process would normally involve preliminary assessment of the suitability of the applicants; presentation of seminar by the (short-listed) candidates and interaction with members of faculty/experts; and, interview by a Committee of faculty/experts.
3. For (regular) full time positions, 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. Further shortlisted candidates would need to appear for interview that follows the seminar.
4. The Institute reserves the right to include in the recruitment process, those suitable candidates too, who may not apply.
5. Aspirants who may have applied / submitted CVs on their own earlier are encouraged to apply (again) in response to this advertisement with updated resumes, in their own interest.
<b>6. This is a rolling advertisement and all applications received by June 23, 2017 would be considered for screening, in the first lot.</b>
<b>Other Terms &amp; Conditions</b>
1. Only officer and higher level experience would be counted for candidates from industry.
2. 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.
3. The Institute reserves the right not to fill up any / some / all position(s).
4. All degrees/diplomas/certificates of applicants should be as recognized/accredited by the appropriate statutory/regulatory/ competent authorities.
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 on the basis of relevant criteria, higher than the minimum prescribed.
6. Visiting / adjunct positions could be considered for those, not preferring (regular) full-time employment.
7. The Institute will communicate only with short-listed candidates.
8. No correspondence from applicants shall be entertained during the recruitment process.
9. Canvassing in any form will be a disqualification.
10. The Institute requires the selected candidates to join immediately.
11. 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.
12. The Institute will not be responsible for postal delays.
13. In all matters of recruitment and selection, the interpretation and decision of the competent authority of the Institute shall be final and binding.
14. Disputes (if any) shall be subject to jurisdiction 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 ([www.iimv.ac.in/careers](http://www.iimv.ac.in/careers)) page. 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. **However, at this stage of application, copies of certificates/supporting documentation NEED NOT be attached/submitted. Such proof would be sought ONLY from short-listed applicants.**
3. Filled in applications as above should be mailed to [facultyrecruit@iimv.ac.in](mailto:facultyrecruit@iimv.ac.in)
4. **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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