



विद्या परं देवतम्

# IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

[www.iimv.ac.in](http://www.iimv.ac.in)

## RECRUITMENT OF FACULTY

**ADVERTISEMENT REF. NO. 04/2018 DATED APRIL 18, 2018**

### **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 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 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 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 instructional (admission, academic, evaluation etc.) and institutional processes of IIM Visakhapatnam are therefore aligned with those of IIM Bangalore, ensuring high standards, *ab initio*.

### **Faculty at IIM Visakhapatnam**

The founding team of faculty, recruited through a rigorous process of screening and assessment under the aegis of the Mentor Institute, comprises 11 members. Coming from

IIMs and IITs, they have impressive academic and research credentials. This cohort is complemented by faculty drawn from IIM Bangalore.

### **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.

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 would nurture and build entrepreneurial skills through mentoring, knowledge-support and incubation facilities. The Institute is therefore all set to play an important role in facilitating creative ideas of women, convert into successful innovations.

### **Program on Offer**

The Institute is currently offering a two-year residential Post Graduate Programme (PGP) with an intake of 100. Students are being provided with a week-long international exposure in a foreign country in their second year. The Institute has already emerged as a popular source in the country for good talent. Admissions for the 2018-20 batch are in progress.

### **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 and capacity building initiatives, winning and sustaining in the process, the trust and confidence of students, parents, faculty, business, government and society.

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



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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 the levels of Associate Professor and Assistant Professor in regular capacity.

<b>Management Disciplines/Areas open for Recruitment</b>	
<b>Immediate Requirement</b>	
<b>Discipline / Area</b>	<b>Desired Competency</b>
Economics	Microeconomic theory, Theoretical and analytical models for economic analysis; Welfare Economics; Social choice theory; Industrial organization; Game theory; Bargain Theory; pertaining to JEL classifications (D, D6, L, C7) respectively.
Finance & Accounting	Accounting
Marketing	Digital Marketing; Sales and Distribution; Retail Management; Business to Business Marketing; Services Marketing; Consumer Behaviour; and Integrated Marketing Communications.
<b>Future Requirement (To maintain a panel for expected additional positions)</b>	
Corporate Strategy; Decision Sciences & Information Systems; Entrepreneurship; Finance & Accounting; Human Resources Management & Organizational Behaviour; Production & Operations Management.	
<b>Minimum Educational Qualifications (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 Associate Professor</b>	
<ul style="list-style-type: none"><li>• A minimum of six years of teaching/industry/research experience, of which, at least three years of experience at the level of Assistant Professor in institutions of high repute such as IIMs, IITs, NITs, 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 Assistant Professor</b>	
<ul style="list-style-type: none"><li>• A minimum of 3 years of teaching/research/industry experience in institutions of high repute such as IIMs, IITs, NITs, 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><li>• Duration of PhD (and experience acquired therein) will not be counted for the purpose of experience.</li></ul>	

<b>Scales of Pay</b>
<ul style="list-style-type: none"> <li>• Associate Professor: Pay Level 13A2 of 7<sup>th</sup> Central Pay Commission (CPC) <ul style="list-style-type: none"> <li>○ Starting Basic Pay Rs.1,39,600/- + Allowances</li> </ul> </li> <li>• Assistant Professor: Pay Level 12 or 13A1 of 7<sup>th</sup> CPC <ul style="list-style-type: none"> <li>○ Starting Basic Pay Rs.1,01,500/- + Allowances (for Pay Level 12)</li> <li>○ Starting Basic Pay Rs.1,31,400/- + Allowances (for Pay Level 13A1).</li> </ul> </li> </ul>
<b>Higher Pay</b>
<ul style="list-style-type: none"> <li>• A higher start can be considered in deserving cases.</li> <li>• Assistant Professors in IIMs, IITs, NITs, IISc Bangalore and NITIE Mumbai, on completion of three years of service, move into the Pay Level 13A1 of 7<sup>th</sup> CPC but will continue to be designated as Asst. Professors.</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 about three years. The permanent campus is about 20 Km.s from the present (temporary/transit) campus
2. 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.
3. 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. A set of Committees constituted by the Institute shall carry out the screening and 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 interview conducted by a Committee of faculty/experts for the further short-listed candidates.
3. 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 (only) 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.
<b>5. The closing date for receipt of applications in 21 May 2018, 1700 Hrs.</b>
<b>Other Terms &amp; Conditions</b>
1. Only officer and higher-level experience would be counted for candidates from other than academic institutions.
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. Qualifications acquired must be duly recognized in law.
5. Experience would be reckoned as on the closing date of applications.

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 on the basis of relevant criteria, higher than the minimum prescribed.
7. The Institute will communicate only with short-listed candidates.
8. Candidates employed in Organizations/Institutions (including Autonomous Institutions) under the Government (Central or State); or, Public-Sector Undertakings (Central or State) should either apply through proper channel or produce a No Objection Certificate (NOC) at the time of interview.
9. No correspondence from applicants shall be entertained during the recruitment process.
10. Canvassing in any form will be a disqualification.
11. The Institute requires the selected candidates to join immediately.
12. 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.
13. The Institute will not be responsible for postal delays.
14. In all matters of recruitment and selection, the interpretation and decision of the competent authority of the Institute shall be final and binding.
15. 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. **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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