



IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम

Indian Institute of Management Visakhapatnam

Advertisement Ref. No. IIMV/HR/ RECTT./ AAs&Assts/R/01/2022 DATED 15-12-2022.

Indian Institute of Management Visakhapatnam invites applications from eligible candidates for the following positions on fixed term contract basis for a period up to 2 years.

1	Position	Academics Associate
a	Areas	All Academic, Research and allied knowledge areas like Decision Sciences, Economics and Social Sciences, Entrepreneurship, Finance & Accounting, Information Systems, Management Communications, Marketing, Organizational Behavior and Human Resource Management, Production & Operations Management, Public Policy, Strategy.
b	Educational Qualifications	Essential: Master's Degree in the relevant discipline/Management; or Bachelor's degree in Engineering/Technology Desirable: PGDM/MBA and/or Post-Graduate Degree/Diploma in the relevant discipline in case of Bachelor's degree holders
c	Work Experience	Essential: Interest in academics, research and allied activities. Preferable: Work experience in an institute of higher education/research in the relevant areas.
d	Key Skills	<ul style="list-style-type: none">• Ability to multi-task• Excellent written and verbal communication skills in English• Proficiency in MS-Office tools like Word, Excel, Power Point, and Data collection and analysis tools
e	Job Description	<ul style="list-style-type: none">• Support the faculty members in various academic activities.• Academic Associates will assist the faculty in preparing course outlines, identifying and collecting reading material, developing teaching notes, grading of class participation, conducting and grading examinations, assignments, invigilation, etc., organizing various academic events, distribution of course materials, and any other related activities from time to time.• Provide research assistance and support to faculty from time to time.• Any other task as per the requirement of the Institute.
2	Position	Assistant
a	Department	In various non-academic and administrative departments in the Institute like HR/Personnel, Purchase, Stores, General Administration, Hostel, Career Development Services & Alumni Relations, Business Development, Information Technology, Finance & Accounts and Academic Programs Management, Infrastructure, Estate, Engineering & Maintenance, Media & Public Relations, Accreditation & Rankings, Library etc
b	Educational Qualifications	Essential: Bachelor's Degree in the relevant discipline Desirable: Post Graduate Degree/Diploma in the relevant discipline
c	Work Experience	Essential: Interest in administrative and allied support functions/departments.

		Preferable: Work experience in an institute of higher education/research in the relevant functions/departments.
d	Key Skills	<ul style="list-style-type: none"> • Ability to multi-task • Excellent written and verbal communication skills in English • Proficiency in MS-Office tools like Word, Excel, Power Point, and Data collection and analysis tools
e	Job Description	Assisting the authorities concerned in activities related to above functions/departments and any other related activities assigned from time to time.

A. Terms and Conditions:

1. **Number of positions:** As per the requirement of the Institute at the time of recruitment.
2. **Age:**
 - i. For both the positions (Academic Associates and Assistants), not exceeding 30 Years as on the last date for submitting the application. Relaxation in upper age will be applicable as per Govt. of India rules.
 - ii. The Institute may also consider relaxation in upper age-limit in deserving cases.
3. **Consolidated Salary:**
 - i. Consolidated monthly pay Ranging from Rs. 25,000 to Rs. 50,000/- (Rupees fifty-thousand only) depending on the qualifications, experience, last pay drawn and performance in the selection process. Promising candidates with specific qualifications, experience and skills can be considered for a higher starting salary.
 - ii. No other allowances are applicable.
 - iii. Health Insurance coverage for the employee only, as per the Institute norms.
4. **Nature of Appointment:** Selected candidates will be offered a fixed-term appointment for a period of up to two years on a monthly consolidated pay. The contract may be extended based on the Institute's requirements, but the total tenure of the Academic Associate or Assistant in the Institute will not exceed 4 (four) years.

B. General:

- a. All the educational qualifications acquired should be duly recognized in law.
- b. The Institute may select and/or shortlist suitable number of candidates to address present and/or future requirements.
- c. The Institute encourages diversity in workplace and woman candidates are encouraged to apply.
- d. Mere fulfilment of qualifications and experience does not entitle an applicant 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.
- e. Age and experience would be reckoned as on the closing date of applications.
- f. Higher salary may be considered for deserving candidates i.e., of outstanding merit or exceptional record of performance.
- g. **Place of posting:** The Institute is currently operating both from transit campus in Andhra University campus and permanent campus in Gabeeram village, Anandapuram Mandal, Andhra Pradesh. The appointee may be required to operate from either/both the campuses based on the requirements and may be required to travel between these two campuses for discharge of duties assigned, as frequently as needed.
- h. Candidates are advised to visit the website of IIM Visakhapatnam (www.iimv.ac.in/careers) regularly, for updates. Amendments, corrigenda (if any), will be placed on the Institute website only.

- i. The Institute will communicate only with short-listed candidates.
- j. No correspondence from applicants shall be entertained during the recruitment process.
- k. Canvassing in any form will lead to disqualification.
- l. Candidates in employment (Government, Public Sector or Private sector) must produce a proper relieving order/letter from their current employer at the time joining the Institute, failing which, they will not be permitted to join the service in the Institute.
- m. The Institute requires the selected candidates to join within thirty days of receipt of the offer.
- n. In all matters of recruitment such as screening, shortlisting, selection, fixation of salary etc., the interpretation and decisions of the relevant Committees and/or the Competent Authority of the Institute shall be final and binding.
- o. Selection Process: The Screening Committee constituted by the Competent Authority shall conduct the screening of applications to shortlist the candidates. The Selection Committee constituted for this purpose shall conduct necessary process which may include a written test, personal interview and/or other types of assessment (online or physical mode) for selection of the suitable candidates.
- p. The Institute may create a pool of prospective candidates and may offer positions, based on the requirements at the time of recruitment as well as those arising in the future, from time to time.
- q. The Institute reserves the right to act and take decisions as deemed fit, in all matters relating to (i) eligibility; (ii) acceptance or rejection of the application; (iii) incomplete or incorrect information (if any) furnished by the applicant; (iv) shortlisting and selection. No request or correspondence of any kind in this regard would be entertained.
- r. Institute also reserves the right to post/transfer the selected candidates to any other department/area/ division or assign additional duties any time during the service as per the requirement of the Institute and/or in public interest. The designation, role and responsibilities are liable to change accordingly. They can be changed or additional duties may be assigned by the Competent Authority, as per the work requirements of the Institute.
- s. The Institute may not fill any, some or all the advertised positions; or cancel the advertisement in whole or in part, without assigning any reason and without incurring any liability.
- t. The Institute also reserves the right to extend the closing date for receipt of applications; restrict, enlarge, modify or alter the requirements or recruitment process in whole or part, if such need arises, without issuing any further notice or assigning any reason thereof.
- u. Disputes (if any) shall be subject to the jurisdiction of competent courts of the city of Visakhapatnam and Andhra Pradesh.

C. How to apply:

1. The recruitment notification is on rolling basis ie., the applications submitted by the given date shall be taken as one lot and selection process shall be conducted. The applications submitted after the cut-off date, shall be taken into consideration for next cycle of recruitment.
2. Interested candidates are invited to apply using the on-line application form available on Institute's website (www.iimv.ac.in/careers). Applications submitted in any other format will not be accepted.

3. Candidates must read and understand the guidelines for filling online applications clearly, before starting to fill the application.
4. Candidates, after filling, uploading necessary documents and submitting the application shall get a confirmation email from the Institute indicating successful submission of the application.
5. All information furnished MUST be based on supporting documentation. Incomplete/ incorrect/sketchy applications are liable to be rejected.
6. Applications without photograph, signature and relevant documents uploaded shall be liable for rejection.
7. Physical copy of the application need NOT to be submitted.
8. The candidates shortlisted and called for next stage of recruitment process should submit the self-attested photocopies of all the certificates and documents in support of date of birth, category (wherever applicable), education and experience as uploaded at the time of submitting application and indicated in call letter, along with original certificates for verification. Failure in producing the certificates/documents as above will lead to disqualification of the candidature for further recruitment process.
9. Cut-off date for submitting the application in this recruitment cycle is **13-Jan-2023 (Friday) by 17:00 Hrs.**
10. Applications received after last date and time may be considered for next cycle.
11. The Institute is not responsible for any delay in submission of the application.

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