



विद्या परं दैवतम्

# IIM

भारतीय प्रबंध संस्थान विशाखपट्टणम  
Indian Institute of Management Visakhapatnam

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

**ROLLING ADVT. FOR RECRUITMENT OF FACULTY POSITIONS  
REF. NO. IIMV/01/F/2024 DATED 26 June 2024**

IIM Visakhapatnam (IIMV, the Institute) invites applications for faculty positions from candidates with outstanding academic record and proven credentials in teaching and research in management in schools of repute in India or abroad. Current and future vacancies are at the levels of **Professor, Associate Professor and Assistant Professor**, in regular capacity. Only Indian nationals should apply.

<b>Management Disciplines/Areas</b>
<ul style="list-style-type: none"><li>• Marketing (especially- Sales &amp; Distribution management, B2B marketing)</li><li>• Production and Operations Management</li><li>• Organizational Behaviour &amp; Human Resource Management</li><li>• Decision Sciences</li><li>• Information Systems</li><li>• Finance &amp; Accounting</li><li>• Economics &amp; Social Sciences</li><li>• Strategy</li><li>• Public Policy</li></ul>
<b>Minimum Educational Qualifications</b> <b>[Professor, Associate Professor &amp; Assistant Professor]</b>
<ul style="list-style-type: none"><li>• PhD degree or equivalent, with first class (at least 60% of marks or equivalent CGPA) 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><li>• <b>Notes:</b><ul style="list-style-type: none"><li>○ <i>In case of CGPA, the percentage conversions issued by the respective degree or diploma-awarding universities, or institutions would be the basis to determine first class.</i></li><li>○ <i>It is likely that the Faculty Seminar Presentation for the shortlisted candidates would be held during Aug-Sep 2024. Doctoral students who are NOT sure of obtaining their PhD Provisional Certificates, latest by 31/7/2024, NEED NOT apply.</i></li></ul></li></ul>
<b>Minimum Experience for Professor</b>
<ul style="list-style-type: none"><li>• Minimum post-qualification experience of ten years in teaching/industry/research, of which, at least four years of experience at the level of Associate Professor in institutions of high repute such as IIMs, IITs, IISc Bangalore, IIM (NITIE) Mumbai, IISERs 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 Associate Professor</b>

- Minimum post-qualification experience of six years in teaching, industry and/or research, of which, at least three years of experience at the level of Assistant Professor in institutions of high repute such as IIMs, IITs, IISc Bangalore, IIM (NITIE) Mumbai, IISERs or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIMV.

#### **Minimum Experience for Assistant Professor (Grade-I)**

- Minimum post-qualification experience of three years in teaching, industry and/or research in institutions of high repute such as IIMs, IITs, IISc Bangalore, IIM (NITIE) Mumbai, IISERs or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIMV.

#### **Desirable Experience for Assistant Professor (Grade-II)**

- Up to three years of post-qualification experience in teaching, industry and/or research in institutions of high repute such as IIMs, IITs, IISc Bangalore, IIM (NITIE) Mumbai, IISERs or at an equivalent level in such other globally recognized Indian or foreign institutions of comparable standards as may be decided by IIMV.

#### **Scales of Pay**

- Professor: Pay Level 14A of Seventh Central Pay Commission (7<sup>th</sup> CPC)
  - Starting Basic Pay Rs.1,59,100/- + Allowances
- Associate Professor: Pay Level 13A2 of 7<sup>th</sup> CPC.
  - Starting Basic Pay Rs.1,39,600/- + Allowances
- Assistant Professor Grade - I: Pay Level 12 or 13A1 of 7<sup>th</sup> CPC.
  - Starting Basic Pay Rs.1,01,500/- + Allowances (for Pay Level 12)
  - Starting Basic Pay Rs.1,31,400/- + Allowances (for Pay Level 13A1).
- Assistant Professor Grade - II: Pay Level 10 or 11 of 7<sup>th</sup> CPC.
  - Starting Basic Pay Rs.70900/- + Allowances (for Pay Level 10)
  - Starting Basic Pay Rs.71000/- + Allowances (for Pay Level 11).
- A higher start can be considered in deserving cases.

#### **Selection Process**

1. A set of Committees constituted by the Institute will carry out the screening and selection processes.
2. The process would normally involve (i) short-listing of candidates based on suitability as ascertained from the applications; (ii) seminar-presentation by the short-listed candidates; and (iii) interview for the further short-listed candidates (i.e., for only those who qualify in the seminar round). It is reiterated that only those candidates who qualify in the seminar will be taken forward to the interview round.
3. Candidates may be considered for a post lower than that applied for, if they are otherwise found suitable.
4. Interviews would be held online (in virtual mode). If the interviews are held with physical presence, 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.

#### **General Instructions**

1. Candidates are advised to visit the website of IIM Visakhapatnam ([www.iimv.ac.in/careers](http://www.iimv.ac.in/careers)) regularly for updates. Amendments, corrigenda (if any), will be placed on the Institute website only.

2. Candidates from disadvantaged sections and women are strongly encouraged to apply.
3. Relaxations as per GOI norms will apply for candidates from disadvantaged sections.
4. The Institute reserves the right not to fill up any, some or all position(s).
5. Qualifications acquired must be duly recognized in law.
6. Applicants should satisfy the experience criteria as on the date of their applications. Duration of PhD (and experience acquired therein) and self-employment will not be counted for the purpose of experience. Only officer and higher-level experience would be counted, in case of candidates from other than academic institutions.
7. 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 based on relevant criteria, higher than the minimum prescribed.
8. 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 or sketchy applications are liable to be rejected.
9. Candidates employed in organizations or institutions (including autonomous bodies) under the Government (Central or State); or Public-Sector Undertakings (Central or State) must produce a proper Relieving Letter at the time of reporting for duty.
10. The Institute will communicate only with short-listed candidates. No correspondence from applicants shall be entertained.
11. Canvassing in any form will be a disqualification.
12. In all matters of selection, recruitment, appointment and service, the interpretation and decision of the Competent Authority of the Institute shall be final and binding.
13. Disputes (if any) shall be subject to jurisdiction of the competent courts of the city of Visakhapatnam and/or Andhra Pradesh, India.
<b>How to apply</b>
1. Interested candidates are invited to apply using the prescribed format <u>only</u> , available on the website ( <a href="http://www.iimv.ac.in/careers">www.iimv.ac.in/careers</a> ). Applications not conforming to the format are liable to be rejected.
2. Where applicable, certificate (where applicable, with validity as on closing date of applications) issued by the Competent Authority clearly showing the category (OBC/SC/ST/EWS/PwD) to which the applicant belongs MUST be attached with the application. Except such Category Certificate, no copy of any other certificate or supporting documentation need be attached/submitted along with the application. Such proof would be sought later, ONLY from short-listed applicants.
3. Scanned, copies of the completely filled-in and signed (self-attested) application (in Word and PDF format), along with Category Certificate (only) should be sent through e-mail on <a href="mailto:facultyrecruit2024jun@iimv.ac.in">facultyrecruit2024jun@iimv.ac.in</a> by the date mentioned below.
4. <b>Important:</b> Hard copy of the application, <u>as submitted by mail</u> , with <u>all</u> pages along with additional sheets / annexures (forming part of the application) and the Category Certificate duly signed (self-attested), should be sent by Speed Post/Courier to the address given below, ensuring it reaches the Institute by the date mentioned below. <b>It is reiterated that <u>no other certificates/supporting documentation need be attached with the application at this stage, except the Category Certificate.</u></b>
5. Cutoff dates: a. For receiving applications by email is 24-July-2024, 17:00 Hrs.

b. For receiving hard copy of applications is 31-July-2024, 17:00 Hrs. c. Applications received after these dates will be considered in next lot
6. Address for sending hard copy of application: <b>THE CHIEF ADMINISTRATIVE OFFICER (HUMAN RESOURCES) INDIAN INSTITUTE OF MANAGEMENT VISAKHAPATNAM GAMBEERAM (Village), ANANDAPURAM (Mandal) VISAKHAPATNAM - 531 163 ANDHRA PRADESH, INDIA</b>
7. IIMV is not responsible for postal delays, if any. Applications received after the closing date and time will NOT be considered in this round of recruitment.
8. <b>The envelope cover containing the hard copy of the application form should be labelled as: "Employment Notification No.: IIMV/01/F/2024 Dated 26 June 2024".</b>

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