



INDIAN INSTITUTE OF MANAGEMENT, MUMBAI
(Ministry of Education, Govt. of India)

Advt. No. ADMN/RECTT/ FACULTY/2023/02

Date: 21.11.2023

SPECIAL RECRUITMENT DRIVE FOR SC/ST/OBC/EWS CANDIDATES

IIM Mumbai erstwhile known as NITIE MUMBAI was established by the Government of India in 1963 with the assistance of the United Nations Development Programme (UNDP) and the International Labor Organization (ILO). IIM Mumbai has been consistently ranked among the top B-schools in India. IIM Mumbai is ranked 7th in the National Institutional Ranking Framework (NIRF) rankings for 2023 among Management Institutes across India. IIM Mumbai is committed to creating skilled professionals in diverse functional areas like Operations Management, Analytics, Finance, Marketing, Project Management, HR, Information Technology, and Sustainability Management.

Located in the Financial Capital of the country, IIM Mumbai has close interactions with the leading corporate houses, giving it the added advantage of integrating classroom knowledge with relevant practical inputs from industry professionals. IIM Mumbai's picturesque campus is surrounded on three sides by lakes. The lush greenery at the campus has earned it the moniker "God's Own Campus".

APPLICATIONS FOR FACULTY POSITIONS AS ASSISTANT PROFESSOR (Grade I & II), ASSOICATE PROFESSOR & PROFESSORS IN THE FOLLOWING BROAD AREAS
Analytics & Decision Science, Economics & Strategy, Finance & Accounting, OBHR, Entrepreneurship, Sustainability Management, Marketing Management, Operations & Supply Chain Management, Manufacturing Management

Eligible candidates who satisfy the following criteria of Qualifications and Experience, as on the date of application, may apply with all the details.

ELIGIBILITY CRITERIA

The qualification and experience desired for the posts of ASSISTANT PROFESSOR (Grade I and II), ASSOICATE PROFESSOR & PROFESSORS are given in succeeding paragraphs.

Qualification for the post: Ph.D. with First Class or equivalent at the preceding degree in the appropriate branch/specialization with excellent academic record throughout.

Assistant Professor (Grade-II): Candidates should have a Ph.D. or equivalent in appropriate area with a brilliant academic background. Experience, while desirable, is not essential. The candidate who has given the viva voce with the provisional award of Ph.D. may also apply. Candidates with publications in Quality Journals as mentioned above will be preferred.

Academic Pay Level 10: Rs. 57,700 - Rs. 98,200 with entry basic pay Rs. 84,700/-

Academic Pay Level 11: Rs. 68,900 – Rs. 1,17,200 with entry basic pay Rs.89,900 /-

Elevation of Assistant Professor (Grade - II) Level - 10 to Assistant Professor (Grade-II) Level – 11 to Assistant Professor (Grade-I) Level -12 will be done as per the IIM Mumbai Rules. If any faculty member, appointed at Academic Grade Pay Level-10 or L-11, is not able to meet the criteria related to quality of teaching and publications, enough opportunity will be given to him/ her to improve

during the probation period. However, if he/ she fails to meet the teaching and publication criteria during the probation period, his/ her services will be terminated as per IIM Mumbai Rules.

Age Limit: Preferably 35 years

Assistant Professor (Grade-I) {Academic Pay Level 12: Rs. 1,01,500 – 1,67,400 with Entry Pay of Rs. 1,01,500}: Candidates should have a Ph.D. or equivalent with a brilliant academic background in appropriate area. Minimum three years of teaching/research/industrial experience (excluding the period of doing Ph.D.). A fresh Ph.D. may be considered for the position on a contract basis.

Age Limit: Preferably 35 years

The Assistant Professors, on completion of 3 years of service in the Academic Pay level 12 (INR 1,01,500 – INR 1,67,400) shall move to Academic Pay level 13A1 (INR 1,31,400 – INR 2,04,700) and will, however, continue to be designated as Assistant Professor.

Associate Professor (Academic Pay Level 13A2 : Rs. 1,39,600- 2,11,300 with Entry Pay of Rs. 1,39,600): Candidates should have a Ph.D. or equivalent with a successful track record of research and publications and a minimum of 6 years of teaching/research experience, of which at least 6 years should be at the level of Assistant Professor at an institution of repute.

Age Limit: Preferably 45 years

Professor (Academic Pay Level 14A : Rs. 1,59,100 – 2,20,200 with Entry Pay of Rs. 1,59,100) : Candidates should have a Ph.D. or equivalent with a successful track record of research and publication and a minimum of 12 years of teaching/research experience, of which at least 6 years should be at the level of Associate Professor at an institution of repute.

Age Limit: Preferably 50 years

Publications in peer-reviewed SCI/SSCI-indexed journals within the subject category of Q1 will be considered for research evidence. Preference will be given to candidates who have published their research work in Peer-Reviewed journals of high repute in their respective domains., for example, POMS, FT50, IEEE, ASME, etc. Candidates having publications in the SCI/SSCI-indexed or FT50 journals are highly encouraged to apply.

Indian nationals working abroad may also apply. Qualifications prescribed for the posts will not be relaxed. However, experience may be relaxed in respect of exceptionally outstanding candidates with demonstrated evidence of proven work of academic value and high-quality research work published in top SCI/SSCI-indexed journals.

The candidate should have demonstrated leadership in research in a specific area of specialization in terms of strong record of publications in reputed journals and refereed conferences, course development and/or other recognized relevant professional activities.

Candidates with widely known and highly cited reputed journals in the broad disciplines of the management and industry connections are highly encouraged to apply.

Reservation: IIM Mumbai strongly encourages applications from qualified women and reserved category candidates.

a) The Institute follows the Reservation Policy as per Govt. of India rules. Therefore, candidates applying under SC (Scheduled Caste), ST (Scheduled Tribe), NC-OBC (Other Backward Classes – Non-Creamy Layer), EWS (Economically Weaker Section) and PwD (Persons with Disability) category are required to select the relevant category while applying in the Recruitment Portal and will also be required to submit relevant certificate in support of their claim for the category in the event of their shortlisting / selection.

b) Indian Nationals or those with OCI/Dual Citizenship are also required to select the relevant category while applying in the Recruitment Portal and will also be required to submit relevant certificate in support of their claim for the category in the event of their shortlisting / selection.

i. Candidates should submit their valid SC/ST/OBC-NC issued by the competent authority in the prescribed format along with the application form in support of their claim.

ii. The latest valid OBC Non-Creamy Layer (OBC-NCL) certificate should be as per the prescribed format of Government of India issued by appropriate authority.

The pay carries all other allowances like central government employees stationed at Mumbai. The other benefits, such as Campus/Leased Accommodation, DA and HRA (as per government norms) Reimbursement of Telephone Bills, LTC, medical reimbursement, education allowance for children, contribution towards New Pension Scheme, faculty development allowance, financial support towards national and international conferences, etc. shall be permitted as per the Institute norms. Base salary shall be as per guidelines of the Ministry of Education (MoE) Government of India. The pay carries all other allowances such as

Those working in CFTIs/Government/Semi-Government/PSUs, etc., should apply through proper channel by providing NOC from the respective organization.

IMPORTANT NOTE:

1. The application must include demonstrated research capabilities in terms of publications (or accepted for publication) in refereed SCI/SSCI-indexed Journals of repute having a high impact factor. Weightage will be given to journal papers published in SCI/SSCI-indexed (Q1) journals with the *candidate as the first author or communicating author*. The application must include SCI/SSCI-indexed journal papers, the impact factor of all journal publications, and complete details such as the year of publication and communicating author. The candidate must also upload reprints of **THREE (3)** best (Q1) papers published in SCI/SSCI Indexed journals and the application.

2. Candidates with a proven track record of effectively applying AI, ML, Operations Research, Simulations, and Advanced Statistical Modeling techniques in their research within the specific domain will be given preference.

3. Specialization in various areas shall be based on the requirement of the Institute.

4. The institute reserves all the right to shortlist the candidates as per the requirements of the respective area/group depending upon exigencies.

5. Only the candidates shortlisted for next stage of selection process will be informed by email regarding date, time and venue for selection process. The institute will not be responsible for any discrepancy in the contact details provided in the application form.

6. Any subsequent amendments/modifications etc., on this matter will be notified in the Institute website (www.iimmumbai.ac.in) only which may be referred to by the interested candidates regularly. Issuance of amendments/modifications in the newspaper is not obligatory on the part to the institute.

7. Online application without photograph and necessary certificates in support of age, educational qualifications and experience etc. shall not be entertained and be summarily rejected.

8. In case of any inadvertent mistake in the process of selection which is detected at any stage even after the issue of appointment letter, the Institute reserves the right to modify/cancel the appointment and withdraw any communication made to the candidates.
9. Prospective candidates are advised to visit IIM Mumbai's website for updates constantly.
10. Candidates employed in Govt. organization/Quasi Govt. organization should apply through the proper channel.
11. Canvassing in any manner may entail disqualification of the candidate.

SELECTION PROCESS:

The areas of specialization and the post/level applied for will be considered while shortlisting. Eligible candidates will be invited for a technical presentation followed by a personal interview as per the recommendations of the Screening Committee. The interview may be held in *physical mode on IIM Mumbai campus/ online on MS Teams or WebEx platform or offline (in person) with one week of prior information*. However, the Institute shall not be held responsible for any technical issue such as poor internet connectivity at your end.

GENERAL INSTRUCTIONS

1. Applications will only be accepted through the online portal.
2. First register and then fill the form, by logging in using this link: https://iimmumbai.ac.in/faculty_recruitment/index.php
3. Queries may be sent by email to facultyrecruitment@iimmumbai.ac.in
4. **Since it is a rolling advertisement, all positions will remain open till filled.**
5. Candidates can submit their applications at any time throughout the year. These applications will be processed periodically.
6. All applications should be submitted through the online portal only. No hard copy submission or soft copy submission through email will be accepted. Candidates must upload self- attested PDF files of all degree certificates /testimonials /cast certificate/age proof certificate etc. in the application portal.
7. Incomplete applications and applications not in the prescribed format shall be rejected.
8. The candidates who applied during the last two years may highlight the substantial improvement in their CV since the last application.
9. Candidates should have an excellent academic record, good communication skills, commitment to post-graduate teaching, and demonstrated ability to carry out original and creative research.
10. Indian nationals working abroad may also apply. Qualifications prescribed for the posts cannot be relaxed. However, experience may be relaxed in respect of exceptionally outstanding candidates with demonstrated evidence of proven work of academic value.
11. Persons employed in Government/Semi Government Organization or Educational Institutions must apply through proper channels OR shall provide 'No Objection Certificate' while applying or at the time of Interview. Foreign organization/Educational Institutions are exempted for application through proper channel/NoC.
12. Separate applications must be submitted if a candidate is applying for a faculty position in more than one area/position etc.
13. For regular appointment, there would be a probation period of 2 years.
14. Depending on the academic credentials of the candidate, the Institute may consider them for an offer on a contractual basis of one/two years.
15. Higher start in the pay scale may be considered in case of exceptionally deserving candidates.
16. No correspondence/queries will be entertained from candidates regarding e-mail delays, conduct and result of interview, result of interview and reasons for not being called for the research seminar and interview.

17. Scrutiny/screening and Shortlisting of the applications received in the Recruitment Portal will be carried out by the Institute as per requirement depending on the Academic Area(s) and Position(s) desired to be filled.
18. The Screening Criteria mentioned against each post above are only the minimum and the Screening Committee of the Institute reserves the right to devise its own relevant criteria for shortlisting of applications.
19. The Screening Committee / Selection Committee may consider relaxation in qualification and experience / higher start in the case of exceptionally bright candidates.
20. Relaxation in percentage of qualifying marks will be given upto 5% for SC/ST/PwD and upto 3% for OBC candidates in Master's and Bachelor's degree.
21. The Institute may relax all or any of the requirements related to age, qualification and experience in exceptional and deserving cases.
22. The period of experience gained by a candidate on a part-time basis will not be counted as the requisite experience for shortlisting.
23. All qualifications must be from UGC recognized University/ Deemed University or AICTE approved autonomous institution (wherever applicable). Courses offered by Autonomous Institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).
24. Shortlisted candidates will be called for Seminar and Interview as per recommendations of the Screening Committee constituted for the purpose. The decision of the Screening Committee is final.
25. The Selection Committee may recommend candidates for appointment in different positions other than the actual position applied by the candidate either on regular or on contract.
26. 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.
27. All Educational qualification certificates including the certificate stating date of Ph.D. Defense must be submitted/uploaded along with the application form.
28. All experience certificates mentioning designation, pay, and tenure must be duly signed and sealed by the employer.
29. Candidates should have an excellent academic record, good communication skills, a commitment to high quality undergraduate and postgraduate education, and demonstrated ability to carry out original and creative research.
30. Political and security clearance from the Ministries of External Affairs and Home Affairs is necessary in every case for individuals with foreign passports.
31. The Institute reserves the right to call for presentation and interview only those candidates shortlisted on the basis of their qualification, experience, research, publication records, and requirements of individual academic units.
32. Mere eligibility will not vest any right on any candidate for being called for an interview. The decision of the Institute in all matters will be final.
33. Facilities for research and development activities exist. The Institute encourages faculty interactions with industry, other research, and professional institutions. Consultancy is encouraged at IIM Mumbai, and liberal consultancy policies are in practice. Institutional Consultancy, including Professional Activities, up to 52 days per year is permitted without any upper limit on income.
34. IIM Mumbai research centers have facilities for research and development activities. Continuous efforts are made to modernize the facilities above with the latest equipment and services. Good facilities also exist for computing. The Institute has a well-stocked library with 57189 volumes, 11955 bound volumes of journals, etc.
35. The Institute may consider candidates whose areas of specialization lie outside those stated herein, provided these candidates have an outstanding academic record.

36. The Institute endeavours to provide suitable accommodation to all faculty and it is allotted as per rules when available. Every faculty quarter on campus is provided with intercom and broadband Internet access. However, initially new faculty may have to stay in transit accommodation outside the campus. HRA will be provided as per Govt. norms.
37. The Institute provides a Faculty Professional Development Fund (FPDF) of Rs.3 Lakhs for every block period of 3 years for presenting papers at conferences, membership fee of professional bodies, and contingency expenditure as per Institute norms.
38. In addition to incentives which are part of the pay package according to the 7th Pay Commission norms, a Seed grant up to Rs. 15 Lakhs to be made available to faculty members for their research work.
39. Our campus is strategically situated near several prestigious educational institutions, fostering a rich academic environment for collaboration and professional growth. Most of the day to day facilities are available near Campus within 4-5 Kilometers including banks, post office, shopping center, schools (up to 12th standard) for children, hospitals etc.
40. Candidates called for presentation/interview on IIM Mumbai will be reimbursed apex airfare within India by Economy class from the place of their residence and back by the shortest route. Air tickets should be booked through the following agencies.
 - a. M/S Balmer Lawrie & Co. Ltd
 - b. M/S Ashoka Travels and Tours
 - c. M/S Indian Railways Catering and Tourism Corporation Ltd.
41. The Institute reserves the right to fill or not to fill any or all the posts advertised or consider applications against existing rolling Advertisement.

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Chief Administrative Officer