



## INVITATION FOR FACULTY POSITIONS

IIM Shillong is the 7th IIM established by the Ministry of Education, Government of India in the year 2007. The Institute has been declared as an Institute of National Importance as per the IIM Act, 2017. The vision of the Institute is to become an internationally recognized management Institute with a global outlook grounded in Indian values. The Institute strives to impart ethical values, compassionate behaviour and concern for society to its students.

IIM Shillong is looking for dynamic and motivated Faculty with a passion for Teaching and Research and zeal to excel in the field of management education in various areas of management and thus invites online applications for Faculty positions as per the following details:

Sl. No.	Name of the Post	Scale of Pay
1	Professor	Level-14A Pay scale of Rs. 159100 - 220200
2	Associate Professor	Level-13A2 Pay scale of Rs. 139600 - 211300
3	Assistant Professor Grade-I	Level-12 Pay scale of Rs. 101500 - 167400
4	Assistant Professor Grade-II	Level-10 Initial Basic Pay Rs. 70900

### Academic Areas:

- ❖ Finance & Control
- ❖ Information Systems & Analytics
- ❖ Economics & Public Policy
- ❖ Marketing
- ❖ Organizational Behaviour & Human Resources
- ❖ Operations & Quantitative Techniques
- ❖ Strategy & Liberal Studies including specialization in Business Communication and Business Laws

# ELIGIBILITY

## 1. PROFESSOR

<b>Qualification</b>	<b>Ph.D. in the appropriate branch with first class</b> or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.
<b>Experience</b>	<b>Minimum 10 years</b> teaching/research/industrial experience of which at least <b>4 years should be at the level of Associate Professor</b> in IITs, IIMs, IISc Bangalore and IISERs or at an equivalent level in any such other Indian or foreign institution/institutions of comparable standards. He / She should have high research, training and consulting credentials.
<b>Screening Criteria</b>	<ul style="list-style-type: none"><li>• Ph. D. with 10 years of experience out of which 4 years should be as Associate Professor (<u>Note</u>: Experience gained while pursuing Ph.D will not be counted)</li><li>• First Class or equivalent grade in Master's Degree with a consistently good academic record.</li><li>• High Second Class (Min 55%) or equivalent in Bachelor's Degree.</li><li>• 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree.</li><li>• Minimum 2 Research Papers in category A journal or 4 in category B or 8 in category C journal</li><li>• A book published by reputed publisher will be counted as 1 paper in 'C' category of journal.</li><li>• 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals</li><li>• Preference for FPM/Ph.D. guided</li></ul>

## 2. ASSOCIATE PROFESSOR

<b>Qualification</b>	<b>Ph.D. in the appropriate branch with first class</b> or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.
<b>Experience</b>	<b>Minimum of 6 years' experience</b> of which at least <b>3 years should be at the level of Assistant Professor</b> , and ability to interact with a diverse student body and executives, and ability to undertake research independently. Candidates from Industry (Government / PSU / Research Organization) having experience of 6 years at the level equivalent to Assistant Professor may also be considered.
<b>Screening Criteria</b>	<ul style="list-style-type: none"><li>• Ph. D. with 6 years of experience out of which 3 years should be as Assistant Professor or equivalent. Candidates from Industry (Government / PSU/ Research Organization) having experience of 6 years at the level equivalent to Assistant Professor. (<u>Note</u>: Experience gained while pursuing Ph.D will not be counted)</li><li>• First Class or equivalent grade in Master's Degree with a consistently good academic record.</li><li>• High Second Class (Min 55%) or equivalent in Bachelor's Degree.</li><li>• 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree.</li><li>• Minimum 1 Research Paper in category A journal or 2 in category B or 4 in category C journal.</li><li>• A book published by reputed publisher will be counted as 1 paper in 'C' category of journal.</li><li>• 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals.</li><li>• Preference for FPM/Ph.D. guided.</li></ul>

## 3. ASSISTANT PROFESSOR GRADE - I

<b>Qualification</b>	<b>Ph.D. in the appropriate branch with first class</b> or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.
<b>Experience</b>	<b>Minimum 3 years of teaching/research/industrial experience (exclusive period of doing Ph.D.).</b> However, in exceptional cases of candidates with excellent academic credentials, this experience requirement may be waived. A fresh Ph.D. may be considered for the position on contract basis. Candidates from Industry (Government / PSU / Research Organization) having experience of 3 years at the level equivalent to Assistant Professor may also be considered.

### Screening Criteria

- Ph. D. with 3 years of experience excluding Ph. D. experience. Candidates from Industry (Government / PSU/ Research Organization) having experience of 3 years at the level equivalent to Assistant Professor. (Note: Experience gained while pursuing Ph.D will not be counted)
- First class or equivalent grade in Master's Degree with a consistently good academic record.
- High Second Class (Min 55%) or equivalent in Bachelor's Degree.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree.
- At least 2 publications in Web of Sciences/Scopus/ABDC Journal. Relaxation in number of publications may be considered in case of rich industry experience (International / National).
- A book published by reputed publisher will be counted as 1 paper in 'C' category of journal.
- 1 case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to 1 paper in 'C' category of journals.

## 4. ASSISTANT PROFESSOR GRADE – II (ON CONTRACT)

**Qualification** Ph.D. in the appropriate branch with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout.

**Experience** Assistant Professor Grade - II is not part of the regular faculty cadre. Appointment at this level may be made as Assistant Professors Grade - II (on Contract) to enable bright young Ph.Ds. to teach and earn experience in premier institutions.

Note: At the entry level they may be placed in Level 10 with salary of Rs.70900/- per month; after one year of post Ph.D. experience, he/she will move to Level 11 with scale of Rs. 73100-117200 per month.

**Screening Criteria** Screening Committee may devise a criteria based on relevant parameters to shortlist candidates.

### IMPORTANT

- 1 This Invitation is open to all interested candidates who wish to apply for various Faculty Positions in different Academic Areas as specified.
- 2 **Candidates who have already appeared in the Faculty Interviews** conducted by IIM Shillong **during the past 1 year** may not be considered, except if they have significant updates/changes to show in their Bio-data.
- 3 **Scrutiny 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.**
- 4 **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.
- 5 **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.
- 6 Mere fulfilment of minimum eligibility criteria is not a claim for interview call.
- 7 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.
- 8 The Institute may relax all or any of the requirements related to age, qualification, and experience in exceptional and deserving cases.
- 9 The Screening Committee / Selection Committee may consider relaxation in qualification and experience / higher start in the case of exceptionally bright candidates.

- 10 The period of experience gained by a candidate on a part-time basis will not be counted as the requisite experience for shortlisting.
- 11 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).
- 12 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.
- 13 The Selection Committee may recommend candidates for appointment in different positions other than the actual position applied by the candidate either on regular basis with probation period of 2 years or on contract basis for a period of 1 or 2 years depending on the academic credentials.
- 14 The Institute reserves the right to fill or not to fill any or all the posts.
- 15 Canvassing in any form will lead to disqualification.
- 16 Only shortlisted candidates will be contacted. If a candidate has not been contacted, she/he should assume that her/his application has not been shortlisted.
- 17 All Correspondence, if any, from the Institute including Call letter for Seminar / Call letter for Interview to shortlisted candidates and issuance of Appointment letter to the selected candidates shall be sent by email only to the e-mail ID provided by the candidate concerned.
- 18 No interim correspondence will be entertained from candidates regarding conduct and result of Interview and reasons for not being called for Interview or Selection.
- 19 The Institute reserves the right to reject any/all applications without assigning any reason.
- 20 Pay and Allowance are admissible as per Government of India rules/as per rules of the Institute.
- 21 Only interested candidates who fulfil the minimum eligibility criteria may apply online through the **Recruitment Portal** in the Institute website **www.iimshillong.ac.in**.
- 22 **Only Applications submitted online through the Recruitment Portal will be considered for further scrutiny.**
- 23 On Submission of the Online Form, an **Application Number** will be generated and forwarded to the applicants email ID. All applicants are therefore required to refer to the Application Number for future reference.
- 24 Shortlisted applicants will be required to forward by email scanned copies of all documents such as **Educational Qualification Certificates & Mark Sheets, Experience Certificates, Caste Certificate / Income Certificate / Disability Certificate** (if applicable) and other documents and testimonials for verification.
- 25 All applicants are expected to provide adequate documentary proof related to details of qualification, experience (with specified dates/period) etc. as mentioned and declared in their Online Form. In case of failure to provide such documents for verification when called for by the Institute, their applications will be summarily rejected.
- 26 Candidates already in Service are required to forward the print out of the Online application **through Proper Channel** to the “**Chief Administrative Officer, IIM Shillong, Umsawli, Shillong – 793018, Meghalaya**” or they may produce a **No Objection Certificate (NOC)** from their current employer, at the time of interview.
- 27 **The Last date is 15 July 2024.**

[Click Here to Apply](#)

Sd/-  
Chief Administrative Officer  
IIM Shillong