



INDIAN INSTITUTE OF MANAGEMENT, SHILLONG
Mayurbhanj Complex, Nongthymmai, Shillong – 793014, Meghalaya

No. IIM/Admn/118/12/2019/404

20 November 2019

ROLLING ADVERTISEMENT

FOR FILLING UP BACK LOG VACANCIES (SC/ST/OBC/PWD) FOR FACULTY POSITIONS

IIM Shillong is the 7th IIM in the country that was established by the Government of India, Ministry of Human Resource Development in 2007 with a vision of providing high quality management education and research in the North Eastern region of India. Besides high quality standards and academic rigor, there is also emphasis on the ever growing significance of sustainable development and business practices. The Institute strives to impart to its students ethical values, compassionate behaviour, and concern for society.

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.

Sl.	Name of the Post	Scale of Pay	Indicative backlog vacancies			
			SC	ST	OBC	PWD
1	Professor	Level-14A Initial Basic Pay Rs. 159100/-	1	0	2	1
2	Associate Professor	Level-13A2 Initial Basic Pay Rs. 139600/-	2	1	4	
3	Assistant Professor Grade-I	Level-12 Initial Basic Pay Rs. 101500/-	1	2	6	

Areas:-	
1. Economics & Public Policy	2. Finance & Accounting
3. Information Systems	4. Marketing Management
5. Operations & Quantitative Techniques	6. Organizational Behaviour & Human Resources
7. Strategic Management	8. Sustainability, Corporate Social Responsibility & Ethics

Eligibility Conditions:

1	Professor	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	Minimum 10 years teaching/research/industrial experience of which at least 4 years should be at the level of Associate Professor in IITs, IIMs, IISc Bangalore, NITIE Mumbai 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.
		Screening Criteria	<ul style="list-style-type: none"> ● Ph. D. with 10 years of experience out of which 4 years should be as Associate 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. ● Minimum 2 Research Papers in category A journal or 4 in category B or 8 in category C journal ● 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 ● Preference for FPM/Ph.D. guided

2	Associate Professor	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	Minimum of 6 years' experience of which at least 3 years should be at the level of Assistant Professor, 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.
		Screening Criteria	<ul style="list-style-type: none"> ● 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. (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. ● Minimum 1 Research Paper in category A journal or 2 in category B or 4 in category C journal. ● 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. ● Preference for FPM/Ph.D. guided.
3	Assistant Professor Grade-I	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	Minimum 3 years of teaching/research/industrial experience (exclusive period of doing Ph.D.). 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	<ul style="list-style-type: none"> ● 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.

IMPORTANT INSTRUCTIONS:

1. This Rolling Advertisement is only for filling up Backlog vacancies of SC/ST/OBC/PWD as per the indicative no. of vacancies given above.
2. Candidates applying under SC, ST, OBC category are required to attach a scanned copy of the relevant certificate in support of their claim for the category i.e SC, ST or OBC.
3. Candidates applying under PWD category are required to attach a scanned copy of the Disabilities Certificate issued by the Competent Authority in the format prescribed by the Government of India for this purpose.
4. Incomplete applications in any respect will not be entertained and will be rejected.

5. Mere fulfilment of the eligibility conditions is not a claim for interview call.
6. Candidates will be called for Interview as per recommendations of the Screening Committee constituted for the purpose.
7. The Institute reserves the right to reject any/all applications without assigning any reason.
8. No interim correspondence will be entertained from candidates regarding conduct and result of Interview and reasons for not being called for Interview or Selection.
9. 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).
10. The Screening Committee/Selection Committee may consider relaxation in qualification and experience/higher start in the case of exceptionally bright candidates.
11. Candidates called for interview to fill a vacancy, may be considered for lower post if they are otherwise found suitable.
12. There would be a mandatory probation period of 2 years for all regular appointees.
13. Candidates may also be offered Contractual positions of 1 or 2 years depending on the academic credentials and recommendation of the Selection Committee.
14. Pay and Allowance are admissible as per Government of India rules and as per rules of the Institute.
15. **Candidates, who are already in service** are also required to apply as per the form. A print out of the application should be forwarded through **Proper Channel** to the **Director, IIM Shillong, Mayurbhanj Complex, Nongthymmai, Shillong – 793014, Meghalaya** or produce a **No Objection Certificate (NOC)** from their current employer, at the time of interview.
16. Candidates are advised to visit the website www.iimshillong.ac.in regularly for updates, notifications etc.
17. **[The First round of this Rolling Advertisement will close on 29 February 2020.](#)**
18. Candidates applying after the closing date may be considered for the next round.
19. Only eligible candidates who fulfil the minimum eligibility criteria may apply on the prescribed form downloaded from the Institute website www.iimshillong.ac.in. The duly filled in PDF form should be e-mailed to vacancy@iimshillong.ac.in.
20. Submission of [Application Form](#) as attachment through email at vacancy@iimshillong.ac.in is mandatory.
21. **STEPS TO FILL AND SUBMIT THE APPLICATION FORM**
 - Download the [Application form](#) in your laptop/desktop.
 - Open the PDF form.
 - Fill up the form.
 - Save it in your laptop/desktop. Click File --- Save As in the Menu section (Top Left) of this PDF Application Form. (Please do not Print it as PDF to save the document)
 - Ignore any Submit button in the form.
 - Send this filled-up saved application form and send it **as an attachment** to vacancy@iimshillong.ac.in

Sd/-
Chief Administrative Officer
IIM Shillong

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