



**IRMA/FR/01/2022**

**Advertisement for Faculty Positions**

**Professor/ Associate Professor / Assistant Professor**

IRMA, founded in 1979, is a premier national-level institute for Postgraduate and Fellow programmes and mid-career professional education, inter-disciplinary research, and consulting in rural management and development.

IRMA invites applications from scholars and practitioners committed to addressing these challenges to join the faculty and contribute to its mission of promoting sustainable rural development through professional management. The appointment for a faculty position is a regular appointment with a probation period of two years.

Applications are invited from candidates with excellent academic backgrounds for the position of Professor, Associate Professor and Assistant Professor in the areas of:

<b>Finance Accounting Costing</b> [Cost and Management Accounting]	<b>Economics</b> [Macro Economics]
<b>Social Sciences</b> [Sociology/Anthropology (preferable specialization in Rural Studies/Gender/Education)]	<b>I.T. &amp; Systems</b>
<b>Marketing</b> [Advertising & Sales Promotions and Big Data Analytics]	<b>Strategic Management</b> [Core Strategy - in areas of Innovation and Creativity; Strategic Alliances; Public Systems] [ Agribusiness and Procurement in agri-commodities; Managing non-profits, producer collectives]
<b>Production Operations Management &amp; QT</b> [Operations Research and Statistics]	<b>OB-HR</b>

**Expectations from Selected Candidates:** Teaching in different programmes as per the norms of the Institute, publishing in high-quality academic journals, promoting industry-institute linkages through consulting assignments/M.D.P's, academic administration and involvement in placements activities.



### Minimum Qualification & Experience Requirement for Faculty Positions

Designation	Qualification/Experience
<b>Assistant Professor</b>	<ol style="list-style-type: none"><li>Ph.D. or Fellow from reputed Indian and Foreign universities/institutions</li><li>First-class or equivalent (in grade or points) in the Master's degree with an excellent academic record</li><li>A post-PhD experience in teaching/research will be preferred</li><li>Must have demonstrated research capabilities in publications in reputed journals and refereed conferences.</li></ol>
<b>Associate Professor</b>	<ol style="list-style-type: none"><li>Ph.D. or Fellow from reputed Indian and Foreign universities/institutions</li><li>First-class or equivalent (in grade or points) in the Master's degree with an excellent academic record</li><li>Must have demonstrated adequate independent research experience in publications in reputed journals and refereed conferences, course development and other recognized relevant professional activities.</li><li>A post-PhD Experience of six years, of which at least three years should be at the level of Assistant Professor level or equivalent</li></ol>
<b>Professor</b>	<ol style="list-style-type: none"><li>Ph.D. or Fellow from reputed Indian and Foreign universities/institutions</li><li>First-class or equivalent (in grade or points) in the Master's degree with an outstanding academic record</li><li>Must have demonstrated leadership in research in a specific area of specialization in a strong record of publications in reputed journals and refereed conferences, course development, and other recognized relevant professional activities.</li><li>A minimum of ten years of teaching/research/professional experience, of which at least four years should be at the level of Associate Professor</li></ol>

Ph.D. or equivalent degree from reputed Indian and foreign universities/institutions with first class or equivalent in the preceding degree with a consistently good academic record. Those who have submitted their thesis may also apply; if they are found suitable, they will be hired as visiting faculty.



## **Compensation**

Pay and the total minimum emoluments admissible at the time of joining are as follows:

<b>Post</b>	<b>Pay Scale under 7<sup>th</sup> Pay Commission</b>
<b>Assistant Professor (Level 1)</b> (With less than three years of relevant experience)	IRMA Pay Matrix 12A (Rs 83600 – Rs 209200) Monthly Basic Pay: Rs 83,600/- Gross Annual C.T.C. will be around Rs. 22,00,000/-*
<b>Assistant Professor (Level 2)</b> (At least 3 years or more of relevant experience)	IRMA Pay Matrix 12A (Rs 83600 – Rs 209200) Monthly Basic Pay: Rs 105,900/- Gross Annual C.T.C. will be around Rs. 27,00,000/*
<b>Associate Professor</b> (Experience of 6 years of which at least 3 years should be at the level of Assistant Professor level or equivalent)	IRMA Pay Matrix 13C (Rs 137000- Rs 213500) Monthly Basic Pay: Rs 1,37,000/- Gross Annual C.T.C. will be around Rs. 34,00,000/*
<b>Professor</b> A minimum of ten years teaching/ research/ professional experience of which at least 4 years should be at the level of Associate Professor	IRMA Pay Matrix 14 A (149100 – 218900) Monthly Basic Pay: Rs. 1,49,000/- Gross Annual C.T.C. will be around Rs. 38,00,000/*

\*The pay carries all other allowances such as DA, L.T.A., medical reimbursement, education allowance for children, Provident Fund (P.F.), faculty development fund and financial support towards national and international conferences etc. as per the Institute norms.

The Faculty members are permitted to pursue industry consultation with income sharing as per the Institute rules. There is a provision for additional compensation under the Faculty Incentive Scheme for teaching/training, subject to fulfilling the minimum work norm of the Institute.

**THE LAST DATE FOR SUBMISSION OF THE ONLINE APPLICATION FORM IS 31 AUGUST 2022**

### **Note:**

1. For details and the Application Form, please log in to IRMA's website <https://www.irma.ac.in/>
2. The Institute will not entertain incomplete applications in any respect
3. Mere fulfilment of the qualifications mentioned above & experience does not entitle a candidate to be called for a seminar/interview, wherever applicable
4. The Institute reserves the right to devise its criteria for shortlisting, for all the positions advertised, based on the All India Council for Technical Education (AICTE) directives, wherever applicable
5. The Institute reserves its right to consider and to fill or not to fill positions in any of the above/and or any other specializations(s)
6. The decision of the Institute in all matters relating to eligibility, acceptance or rejection of any/all application(s), fixing the eligibility criteria, the equivalence of qualifications, mode of screening/selection, and the conduct of seminar/interview will be final and binding on the candidates



7. No correspondence whatsoever will be entertained from candidates regarding conduct and result of seminar/interview and reasons for not being called for seminar/interview or selection
8. Details of disciplinary action and/or court case pending and/or F.I.R. filed against the candidate applying should be mentioned in their application form
9. Relaxation in qualification and experience/higher start in the time scale may be considered in the case of exceptionally bright candidates
10. Candidates called for seminar/interview to fill a vacancy may be considered for lower posts if they are otherwise found suitable
11. Depending on the academic credentials of the candidate, the Institute may consider them for an offer on a contractual basis of one/two/three year(s)
12. All appointments shall be subjected to satisfactory completion of probation period, wherever applicable. Further, in case of any inadvertent mistake in the process of selection, which may be detected at any stage even after the issue of appointment order, the Institute reserves the right to modify/withdraw/cancel any communication made to the candidate(s)
13. Canvassing of any nature and/or bringing any influence/pressure from any quarter will be treated as a disqualification from the post
14. IRMA is an equal opportunity employer. We encourage women candidates to apply
15. Please submit the application online on or before **31<sup>st</sup> AUGUST 2022**. The Candidates are advised to visit the website of IRMA ([www.irma.ac.in](http://www.irma.ac.in)) regularly for updates. Amendments, corrigenda (if any), will be placed on the Institute website only
16. If you face any technical problems in filling-up the online application form, or have any queries regarding the application form, kindly email [administration@irma.ac.in](mailto:administration@irma.ac.in) marking a copy to the Director Office at [dir-ofic@irma.ac.in](mailto:dir-ofic@irma.ac.in)