



भारतीय प्रबंध संस्थान बोध गया
उरुवेल्ला, प्रबंध ववहार, बोध गया -
८२४२३४, भारत

Date: 3rd July 2024

Faculty Positions: July 2024 (Special Recruitment Drive)

Special Recruitment Drive for Reserved Categories (SC/ST/NC-OBC/EWS/PwD)

Indian Institute of Management (IIM) Bodh Gaya has been established by the Government of India, Ministry of Education in 2015 at Bodh Gaya – the Land of Enlightenment. IIM Bodh Gaya is looking for dedicated and committed faculty members who believe in institution building and have passion for excellence.

Applications are invited for the following posts of Professors, Associate Professors, Assistant Professors and Professor/Associate Professor of Practice in the areas of:

| | |
|--|---|
| Economics | Strategy & Entrepreneurship |
| Marketing Management | Finance & Accounting |
| Organizational Behaviour & Human Resource Management | Information Technology Systems & Analytics |
| Humanities & Liberal Arts | Operations Management & Quantitative Techniques |
| Business Communication | Business Law |

The vacant position for the reserved categories (including backlog) stands at 18 (SC – 03, ST – 01, NC-OBC – 08, EWS – 06)

Candidates should have a demonstrated ability to make relevant intellectual contribution to experienced and potential managers through teaching, training research and published work. Candidates should have a strong academic background and understanding of current developments in the related field. Faculty members are expected to carry out research, design and teach courses, engage in institution development and conduct training program and consultancy.



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Minimum Qualifications & Experience Requirements for Faculty Positions

For academic positions, the qualification, experience etc. shall be governed by the Ministry of Education guidelines.

Professor

Academic Level 14A

- Ph.D. with 10 years of experience out of which 4 years should be as Associate Professor.
- First Class (Min 60%) or equivalent grade in Master's Degree with a consistently good academic record.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's degree.
- Minimum eight ABDC-B/ ABS-3 or one ABDC-A/ABS-4 and 6 ABDC-B/ ABS-3 or two ABDC-A/ABS-4 and 4 ABDC-B/ ABS-3 or three ABDC-A/ABS-4 and 2 ABDC-B/ ABS-3 or four ABDC-A/ABS-4 publications, indexed in either WOS or Scopus.
- A book published by reputed publisher will be preferred.
- One case along with teaching note published in Harvard Case Publishing/Richard Ivey/Emerald will be preferred.
- Preference for FPM/Ph.D. guided.
- In case of overwhelming applications, the Screening Committee might use academic/ publication/work- experience parameters as criteria for raising the bar and optimizing the application pool.
- If a candidate's academic credentials are excellent, however, does not have requisite research publications or experience, he/she may be considered for contractual appointment.

Associate Professor

Academic Level 13A2

- Ph.D. with six years of experience out of which 3 years post Ph.D. experience 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.
- First class (Min 60%) or equivalent grade in Master's degree with a consistently good academic record.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's degree.
- Minimum five ABDC-B/ ABS-3 or two ABDC-A/ABS-4 and one ABDC-B/ ABS-3 or one ABDC-A/ABS-4 and three ABDC-B/ ABS-3 publications, indexed in either WOS or Scopus.

- A book published by reputed publisher will be preferred.
- One case along with teaching note published in Harvard Case Publishing/Richard Ivey/Emerald will be preferred.
- Preference for FPM/Ph.D. guided.
- In case of overwhelming applications, the Screening Committee might use academic/ publication/work- experience parameters as criteria for raising the bar and optimizing the application pool.
- If a candidate's academic credentials are excellent, however, does not have requisite research publications or experience, he / she may be considered for contractual appointment.

Assistant Professor, Grade I

Academic Level 12

- Ph.D. with three 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.
- First class (Min 60%) or equivalent grade in Master's Degrees with a consistently good academic record.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's degree.
- IIM Bodh Gaya will follow Australian Bureau of Deans Council's ABDC Journal Quality List.
- Equivalence of ABDC journals will be as follows:
- One paper in A rated journal = Two papers in B rated Journals.
- Minimum three ABDC-B/ ABS-3 or one ABDC-A/ABS-4 and one ABDC-B/ ABS-3 publications, indexed in either WOS or Scopus.
- One case along with teaching note published in Harvard Case Publishing/Richard Ivey/Emerald will be preferred.
- A book published by reputed publisher will be preferred.
- If a candidate has completed his/her Ph.D. from IIT/IIM/IISc/IISER/NITIE or at an equivalent level in any such other Indian or foreign institution/ institutions of comparable standards in last three years and does not have requisite research publications, he/she may be considered for contractual appointment.
- In case of overwhelming applications, the Screening Committee might use academic/ publication/work- experience parameters as criteria for raising the bar and optimizing the application pool.
- If a candidate's academic credentials are excellent, however, does not have requisite research publications or experience, he/she may be considered for contractual appointment.

Assistant Professor, Grade II

Academic Level 11

- Ph.D. in the appropriate branch with more than one year of post-Ph.D. experience/ Candidates from Industry (Government /PSU/Research Organization) having experience of more than one year of post-Ph.D. experience at the level equivalent to Assistant Professor.
- First-class (Min 60%) or equivalent grade in Master's and Graduation Degrees
- First-class (Min 60%) or equivalent grade in Class XII and Class X.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree.
- Minimum two ABDC-B/ ABS-3 or one ABDC-A/ABS-4 publications, indexed in either WOS or Scopus.
- One case along with teaching notes published in Harvard Case Publishing / Richard Ivey / Emerald will be preferred.
- If a candidate has completed his/her Ph.D. from IIT/IIM/IISc/IISER/NITIE or at an equivalent level in any such other Indian or foreign institution/ institutions of comparable standards in last three years and does not have requisite research publications, he/she may be considered for contractual appointment.
- In case of overwhelming applications, the Screening Committee might use academic/ publication/work- experience parameters as criteria for raising the bar and optimizing the application pool.
- If a candidate's academic credentials are excellent, however, does not have requisite research publications or experience, he/she may be considered for contractual appointment.

Assistant Professor, Grade II

Academic Level 10

- Fresh Ph. D. in the appropriate branch with less than one year of post-Ph.D. experience excluding Ph. D. experience. The candidate who has given the viva voce with the provisional award of Ph.D. may also apply.
- First-class (Min 60%) or equivalent grade in Master's and Graduation Degrees
- First-class (Min 60%) or equivalent grade in Class XII and Class X.
- 5% relaxation for SC/ST/DAP and 3% relaxation for OBC in Master's and Bachelor's degree.
- Candidates with publication in at least two ABDC-B/ ABS-3 publications, indexed in either WOS or Scopus Quality Journals will be preferred.
- If a candidate has completed his/her Ph.D. from IIT/IIM/IISc/IISER/NITIE or at an equivalent level in any such other Indian or foreign institution/ institutions of

comparable standards in last three years and does not have requisite research publications, he/she may be considered for contractual appointment.

- In case of overwhelming applications, the Screening Committee might use academic/ publication/work- experience parameters as criteria for raising the bar and optimizing the application pool.
- If a candidate's academic credentials are excellent, however, does not have requisite research publications or experience, he/she may be considered for contractual appointment.

Professor/Associate Professor of Practice

Academic Level 14/13A2

- The purpose is to bring those who add value to our teaching programmes due to their experience and or expertise in the world of practice in order to be considered for the Professor of Practice contract, the individual must have substantial experience (minimum 20 years) in industry or government with demonstrated understanding of and impact on practice has the interest and potential to teach Leadership Development Program (LDP) courses as full-time activity.
- While a Ph.D. is desirable, it is not essential. However, a lack of Ph.D. must be offset by demonstrated domain knowledge, obtained from the 'field'.
- The candidates must be evaluated for their exceptional contributions either because of their unique expertise (which is not available internally) or because of their potential contribution to the institute through teaching quality and exceptional service.
- Professor of Practice will be appointed initially for a period of two years and is renewable for a maximum period of upto 5 years based on his/her performance and approval of the Director. In both the cases the retirement age will be 65 years.
- Depending on the relevant years of experience, the candidate could be called either "Associate Professor of Practice" or "Professor of Practice".
- The overall compensation of "Associate Professor of Practice" or "Professor of Practice" will be equivalent to that of regular Associate Professor or Full Professor.

Pay & Allowances

| Position | Level | Pay Scale under 7 th CPC | Entry Pay |
|---|--------------|---|-------------------------------|
| Professor | 14A | Rs. 1,59,100 - 2,20,200 | Rs. 1,59,100 |
| Associate Professor | 13A2 | Rs. 1,39,600 - 2,11,300 | Rs. 1,39,600 |
| Assistant Professor Grade I | 12 | Rs. 1,01,500 - 1,67,400 | Rs. 1,01,500 |
| Assistant Professor Grade II | 11 | Rs. 68,900 – Rs. 1,17,200 | Rs. 89,900 |
| Assistant Professor Grade II | 10 | Rs. 57,700 – Rs. 98,200 | Rs. 84,700 |
| Professor/Associate Professor of Practice | 14A/ 13A2 | Rs. 1,59,100 - 2,20,200/ Rs. 1,39,600 - 2,11,300 | Rs. 1,59,100/ Rs. 1,39,600 |

The pay carries all other allowances such as DA, HRA/Leased Accommodation, LTC, Medical re-imbursement, Children Education Allowance, NPS, re-imbursement of telephone bills, incentive for research publications, faculty development fund for attending national and international conferences, membership of professional bodies etc. as per IIM Bodh Gaya Rules. Faculty members are permitted to pursue management consulting with income sharing with the Institute as per rules.

General Information:

1. For details and Application Form, please visit IIM Bodh Gaya website
2. Incomplete applications in any respect will not be entertained by the Institute.
3. Papers published ONLY in ABDC Journals will be considered for shortlisting of applications.
4. Mere fulfillment of the above-mentioned qualifications and experience does not entitle a candidate to be called for the interview.
5. The Institute reserves the right to consider and to fill or not to fill positions in any of the above/and or any other specialization(s).
6. No correspondence, whatsoever, will be entertained from candidates regarding, conduct and result of the interview and reasons for not being called for interview or selection.
7. All qualifications must be from UGC recognized University/ Deemed University or AICTE approved autonomous institution (wherever applicable). The courses offered by autonomous institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).



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8. Relaxation in qualification and experience/higher start in the pay scale may be considered in the case of exceptionally bright candidates.
9. Candidates called for interview to fill a vacancy, may be considered for lower post if they are otherwise found suitable.
10. For regular appointment, there would be a probation period of 2 years.
11. Depending on the academic credentials of the candidate, the Institute may consider them for an offer on a contractual basis of one/two years.
12. The list of waitlisted candidates will remain valid for 1 year from the date of declaration of result.
13. Reservation Policy will apply as per the Government of India Rules.
- 14. The cutoff date/last date of accepting application for this Advertisement is 23rd July 2024.**
15. Candidates are advised to visit the website of IIM Bodh Gaya (iimbg.ac.in) regularly for updates. Amendment/Corrigendum (if any) will be placed on the Institute website only.
