



## **Advertisement for Faculty Positions**

### **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 all-round sustainable rural development through professional management.

The appointment for a faculty position is a regular appointment with a probation period of two years. Remuneration is based on the recommendations of the 7<sup>th</sup> Pay Commission.

Applications are invited from candidates with exceptional academic background for the position Assistant Professor in the areas of:

<b>Finance Accounting Costing</b> [Financial Accounting and Cost Accounting]	<b>Economics</b>
<b>Social Sciences</b> [Sociology/Anthropology/Development Studies with an expertise in either Gender Studies, Public Health, or Education]	<b>IT &amp; Systems</b>
<b>Marketing</b> [Advertising and Sales Promotions and Business to Business (B2B)]	<b>Strategic Management</b> [Creativity and Innovation, Strategic Alliances, Strategic Issues in Development Interventions/Organizations, investor-owned firms, and public systems management]

**Expectation 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/MDPs, academic administration and involvement in placements activities.

### **Minimum Qualification & Experience Requirement for Faculty Positions**

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



<b>Designation</b>	<b>Experience</b>
<b>Assistant Professor</b>	<p>i. Ph.D. or Fellow from reputed Indian and Foreign universities/institutions</p> <p>ii. First-class or equivalent (in grade or points) in the Master's degree with a very good academic record</p> <p>iii. A post-PhD experience in teaching/research will be preferred</p> <p>iv. Must have demonstrated potential for scholarship with scholarly writings in at least two published research papers in the ABDC-B ranking journal or Q2 in Scopus under Business Management</p>

### **Compensation**

The details of 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 3 years of relevant experience)	IRMA Pay Matrix 12A (Rs 83600 – Rs 209200) Basic Pay: Rs 83,600/- Per Month Gross Salary – Rs 1,13,975 /- Per Month
<b>Assistant Professor (Level 2)</b> (At least 3 years or more of relevant experience)	IRMA Pay Matrix 12A (Rs 83600 – Rs 209200) Basic Pay: Rs 105,900/- Per Month Gross Salary – Rs 1,44,377/- Per Month

The pay carries all other allowances such as DA, LTA, medical reimbursement, education allowance for children, Provident Fund (PF), 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 6<sup>TH</sup> NOVEMBER 2021.**



**Note:**

1. For details and Application Form, please login to IRMA's website <https://www.irma.ac.in/>
2. Incomplete applications in any respect will not be entertained by the Institute
3. Mere fulfilment of the above mentioned qualifications & experience does not entitle a candidate to be called for 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 the 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, equivalence of qualifications, mode of Screening/selection, 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 candidate applying should be mentioned in his/her the 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 post 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 **6<sup>th</sup> November 2021**. 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-offic@irma.ac.in](mailto:dir-offic@irma.ac.in)