



IRMA/FR/Prof/01/2023

Advertisement for Faculty Positions - Professor

IRMA, founded in 1979, is a premier national-level institute for Postgraduate and Fellow programme 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 in the following areas:

Finance Accounting Costing <ul style="list-style-type: none">• Financial Management (core course) can offer electives like Project Finance, FinTech, Financial Analytics, Financial Risk Management, etc.• Cost & Management Accounting (core course) can offer electives like the Principles of Transfer Pricing, Taxation, Management Control System, etc.
I.T. & Systems <ul style="list-style-type: none">• Data science and/or Information systems
Marketing <ul style="list-style-type: none">• Advertising & Sales Promotions; Big Data Analytics; Digital & Social Media Marketing; Services Marketing; CRM; B2B; New Age Technology in Marketing
OB-HR <ul style="list-style-type: none">• The candidates should have demonstrable proficiency in handling Human Resources Management and Organisational Behaviour (including organizational theory) curriculum at the post-graduate level. Freshers should have proven records of successfully undergoing the aforementioned courses at the post-graduate or doctoral level.'
Social Sciences <ul style="list-style-type: none">• All areas such as Sociology/Anthropology preferable specialization in Rural Studies/Gender/Education
Strategic Management: <ul style="list-style-type: none">• Strategic Management• Managing producer organizations/ cooperatives/ agribusiness management/ cooperative law, company law
Production Operations Management & QT <ul style="list-style-type: none">• Operations Research & Statistics• Production & Operations Management

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 and Training assignments, academic administration, and involvement in placements activities.



Minimum Qualification & Experience Requirement for Faculty Positions

Designation	Qualification/Experience
Professor	I. Ph.D. or Fellow from reputed Indian and Foreign universities/institutions II. First-class or equivalent (in grade or points) in the Master's degree with an outstanding academic record III. Must have demonstrated leadership in research in a specific area of specialization with a strong record of publications in reputed journals. IV. iv. A minimum of ten years of post – Ph.D. teaching/research/professional experience, of which at least four years should be at the level of Associate Professor (Pay Matrix 13C or above)

Those who have submitted their thesis may also apply; if they are found suitable, they will be hired as visiting faculty until they receive the degree.

Compensation

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

Position	Pay Scale under the 7th Pay Commission
Professor** A minimum of full-time ten years of post – Ph.D. experience in teaching/ research, of which at least 4 years should be at the level of Associate Professor with Pay Matrix 13C or above	IRMA Pay Matrix 14 A (1,49,100 – 2,18,900) Gross Annual C.T.C. will be around Rs. 34,76,712/- at the Basic pay of 1,49,100 and Rs. 50,97,284/- at the Basic pay of 2,18,900/-*

*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., 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 applicant must meet the eligibility criteria on the last day of the application

THE LAST DATE FOR SUBMISSION OF THE ONLINE APPLICATIONS FORM IS 18th June 2023, 9.00 pm.

Note:

1. For details and the Application Form, please log into IRMA's website <https://www.irma.ac.in/>
2. The Institute will not entertain incomplete applications in any respect
3. Mere fulfillment 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 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 the conduct and result of the seminar/interview and reasons for not being called for the 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 clearly 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 a 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 the 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 the 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 apply online on or before 18th June 2023, 9.00 pm. The Candidates are advised to visit the website of IRMA (www.irma.ac.in) regularly for updates. Amendments and 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 office-dean-fac@irma.ac.in