

IIM ASR/DIR OFF/FRS/1927

Dated: 10th September 2025

ADVERTISEMENT FOR FACULTY RECRUITMENT

Invitation for application to faculty positions

The Indian Institute of Management Amritsar invites applications from outstanding academicians in India/abroad (Overseas Citizens of India), with proven credentials in teaching and research in management, for full-time faculty positions in the areas mentioned below.

Candidates are expected to engage in high-quality research, contribute meaningfully to our growing undergraduate, post-graduate, and doctoral programs, actively participate in institutional development, and strengthen the Institute's engagement with academia, industry, and society. Applicants should have a strong academic background, effective communication skills, a demonstrated or potential ability to conduct original research, and a commitment to excellence in teaching and institutional service.

IIM Amritsar is an equal opportunity employer. Applications from women and individuals from SC/ST/OBC-NCL/EWS/PWD categories are especially encouraged. Those applying under reserved categories must submit valid supporting certificates along with the application.

Management Disciplines/Areas in which applications are invited

1. Economics	5. Information Systems & Business Analytics
2. Finance & Accounting	6. Quantitative Methods and Operations Management
3. Organization Behavior and Human Resource Management	7. Strategy
4. Marketing	8. Communications
	9. Business Law

About IIM Amritsar

The Indian Institute of Management (IIM) Amritsar is the 15th IIM established by the then Ministry of Human Resource Development (now Ministry of Education) with the support of the Government of Punjab. The institute has graduated nine batches of MBAs with a stellar placement record year after year. The Institute is looking for motivated and dynamic faculty members with a strong passion for building an institution that aspires to offer a world-class education, consistent with global quality standards.

The construction of the permanent campus is partially complete with a fully functional, state-of-the-art academic block and students' accommodation. The Institute's campus is well-equipped with learning and technological resources that are conducive to teaching, learning, and research. With diversity of

students and faculty from all over India, the Institute reflects a truly national character commensurate with its status as an institute of national importance.

Programs

The Institute currently offers a General MBA program, an MBA program in Business Analytics, an MBA program in HRM, an IPM program, a full-time Ph.D. program, a hybrid Executive MBA program, and both long- and short-duration Management Development Programs (MDPs). The institute also offers a joint M.Sc. program in Data Science and Management in collaboration with IIT Ropar. The Institute looks forward to achieving standards of global excellence as enshrined in the National Education Policy, the IIM Act, and global accreditation standards through its high-quality teaching, research, consulting, advisory, and capability-building initiatives to develop world-class managers and future leaders.

Minimum Educational Qualifications

Faculty applicants, except for the position of Associate Professor/Full Professor of Practice, must have completed a doctoral degree from a recognized institute/university in India or abroad, with a consistently strong academic record.

Professor

Academic Level 14

- Ph.D. from a recognized institute/university, with 10 years of post-Ph.D. teaching/research experience, out of which 4 years should be at the level of Associate Professor.
- Excellent academic credentials with First Class (Min 60%) or equivalent grades in Master's and Bachelor's degrees with a consistently good academic record.
- The candidate for the rank of Full Professor must have an excellent teaching record of research in the form of publications in reputed and highly ranked international peer-reviewed journals.
- They should have administrative, consulting, and executive education teaching experience commensurate with their rank and experience.
- The institute reserves the right to decide the academic/ publication/work experience parameters as criteria for optimizing the application pool.
- If the candidate's professional credentials are excellent, however, short on either of the expectations of teaching, research, executive education, or consultancy, he/she may be considered for a contractual appointment.

Associate Professor

Academic Level 13A2

- Ph.D. from a recognized institute/university, with 6 years of post-Ph.D. teaching/research experience, out of which 3 years should be at the level of Assistant Professor at grade 1.
- Excellent academic credentials with First Class (Min 60%) or equivalent grade in Master's and Bachelor's degrees with a consistently good academic record.
- The candidate for the rank of Associate Professor must have an excellent teaching record and research in the form of publications in reputed and highly ranked international peer-reviewed journals.
- They should have administrative, consulting, and executive education teaching experience commensurate with their rank and experience.
- The institute reserves the right to decide the academic/ publication/work experience parameters as criteria for optimizing the application pool.
- If the candidate's professional credentials are excellent, however, short on either of the expectations of teaching, research, executive education, or consultancy, he/she may be considered for a contractual appointment.

Assistant Professor, Grade I

Academic Level 12

- Ph.D. from a recognized institute/university, with 3 years of post-Ph.D. teaching/research experience.
- Excellent academic credentials with First Class (Min 60%) or equivalent grade in Master's and Bachelor's degrees with a consistently good academic record.
- The candidate for the rank of Assistant Professor must have a demonstrated teaching record and research in the form of demonstrated potential for research publications in reputed and highly ranked international peer-reviewed journals and conferences.
- They should be willing to undertake responsibilities across administrative, consulting, and executive education teaching portfolios.
- The institute reserves the right to decide the academic/ publication/work experience parameters as criteria for optimizing the application pool.
- If the candidate's professional credentials are excellent, however, short on either of the expectations of teaching, research, executive education, or consultancy, he/she may be considered for a contractual appointment.

Assistant Professor, Grade II

Academic Level 11

- Ph.D. from a recognized institute/university, with 1 year of post-Ph.D. teaching/research experience.
- Excellent academic credentials with First Class (Min 60%) or equivalent grade in Master's and Bachelor's degrees with a consistently good academic record.
- The candidate for the rank of Assistant Professor (grade II) must have the potential to teach across programs and the potential to publish research in reputed and highly ranked international peer-reviewed journals.
- They should be willing to undertake responsibilities across administrative, consulting, and executive education teaching portfolios.
- The institute reserves the right to decide the academic/ publication/work experience parameters as criteria for optimizing the application pool.

Assistant Professor, Grade II

Academic Level 10

- Ph.D. from a recognized institute/university, with less than 1 year of post-Ph.D. teaching/research experience or a provisional Ph.D. degree is awarded. Doctoral students who will not receive their Ph.D. provisional certificates, latest by the time these applications close, NEED NOT apply.
- Excellent academic credentials with First Class (Min 60%) or equivalent percentage/grade in Master's and Bachelor's degrees with a consistently good academic record.
- The candidate for the rank of Assistant Professor (grade II) must have the potential to teach across programs and the potential to publish research in reputed and highly ranked international peer-reviewed journals.
- They should be willing to undertake responsibilities across administrative, consulting, and executive education teaching portfolios.
- The institute reserves the right to decide the academic/ publication/work experience parameters as criteria for optimizing the application pool.

Professor/Associate Professor of Practice

- We are inviting seasoned professionals who bring exceptional value to our teaching programmes through their industry or government experience. They should have substantial experience, a minimum of 15 years, and a strong record of practical impact.
- Have a demonstrated understanding of practice and a passion to teach full-time in our degree-granting, duration, and long-duration certificate programs.
- May not hold a Ph.D., but can offset that with deep domain knowledge acquired from the practice.
- Have made exceptional contributions either through unique expertise (not available internally) or through outstanding teaching quality and service potential.

- Initial term of one/two years, renewable up to five years, on an annual basis, based on performance and director's approval.
- Based on relevant experience, candidates will be designated as either Associate Professor of Practice or Professor of Practice.
- Compensation will be equivalent to that of regular Associate or Full Professors.

Pay & Allowances

1. Pay and allowances shall be as per the 7th CPC and IIM Amritsar regulations.
2. Contractual faculty will be offered a consolidated remuneration.

General Information

- Faculty members are eligible to apply for a seed grant of up to INR 5 lakh to support their research activities as per the extant institute policy.
- Faculty members are entitled to a Faculty Development Allowance (FDA) of up to INR 1.5 lakh per year. This allowance supports attendance at national and international conferences and the procurement of academic and research-related resources as per the admissible policies.
- The Institute actively promotes faculty engagement with industry and collaboration with other research and professional institutions. Consultancy activities are encouraged, supported by liberal consultancy policies.
- The Institute's library is well-equipped, offering an extensive collection of books, journals, reports, e-books, and access to a wide range of academic databases.
- Faculty housing is in the final stages of construction.
- The campus offers essential day-to-day amenities, including banking services, a cafeteria, and a health centre. Sports infrastructure is under development, including a large playground for outdoor games.

Service Conditions

1. The Institute reserves the right to transfer the faculty to any Campus/Centre that it may open at any other location in India or abroad, in the future.
2. Recruitment can be considered in employment categories of regular, contractual or professor of practice.
3. Apart from teaching at the bachelor's, master's, and doctoral levels, conducting training and executive education programs, carrying out research of international quality, and management consulting work, faculty should also be willing to take up responsibilities of academic administration and institution building. Thus, faculty are expected to contribute to all pillars of academics – teaching and training, research and publications, service to the institute, consulting and policy advisory, and service to the profession.

How to Apply and the Selection Process

1. The candidates are required to submit their completed applications through **online mode only by 0530 PM, 10th October 2025**. The hard copy of the applications shall not be accepted.
2. It is the responsibility of the candidate to ensure that they meet the eligibility criteria before applying.
3. Candidates desirous of being considered for the position should register and fill in the online faculty recruitment application at the Faculty Recruitment Portal at <https://iimamritsar.ac.in/recruitment/>
4. Only the applicants who are shortlisted by the screening committee will be contacted for the research seminar and interview. In addition to the academic credentials, the screening committee shall consider the teaching, research, and administrative performance, service to the profession, and institute's teaching and research needs.

Other Terms & Conditions

1. Candidates are advised to visit the website of IIM Amritsar regularly for updates. Amendments, corrigenda (if any) will be placed on the Institute website only.
2. The Institute reserves the right not to fill up any / some / all position(s).
3. The Reservation policy of the Government of India shall apply to SC/ ST/ OBC-NCL/ EWS/ PWD candidates.
4. Candidates who are awaiting their degree may also be considered, subject to their completion of the degree before joining the position. Duration of Ph.D. and academic experience acquired before and during Ph.D. will not be counted for the purpose of experience, except in the case of a Professor of Practice position.
5. Mere fulfilment of minimum eligibility criteria does not entitle a candidate to be short-listed.
6. The Institute reserves the right to restrict the number of candidates to be called for the selection process to a reasonable number based on relevant criteria suitable for the position being filled.
7. Relaxation in qualification and experience/higher start in the pay scale may be considered in the case of exceptionally bright candidates.
8. For a regular appointment, there would be a probation period of 2 years.
9. Depending on the academic credentials of the candidate, the Institute may consider them for an offer on a contractual basis of one/two years.
10. The Institute reserves the right to conduct background checks to verify the authenticity of the candidate's application.
11. The Institute will communicate with only the short-listed candidates.
12. No correspondence from applicants shall be entertained.
13. Canvassing in any form, either directly or through networks, will lead to the disqualification of a candidature.
14. In all matters of selection, recruitment, appointment, and service, the interpretation and decision of the Competent Authority of the Institute shall be final and binding.
15. Disputes (if any) shall be subject to the jurisdiction of the Courts of the City of Amritsar, Punjab.
16. Applicants who have previously applied are required to submit a fresh application in response to this advertisement.

17. In case of CGPA, the percentage conversions issued by the respective degree or diploma-awarding universities, or institutions would be the basis to determine first class.
18. In case of any technical issue, the candidates can send their query to:
recruitment.faculty@iimamritsar.ac.in

How to apply

Please register and complete the online faculty recruitment application at the Faculty Recruitment Portal at <https://iimamritsar.ac.in/recruitment/>