

CAREERS AT BIMTECH

FACULTY RECRUITMENT GUIDELINES – JANUARY 2017 (Qualification, Work Experience, Pay, Perks & Other Benefits)

SN	Area	Cadre/ Level	Courses to be taught	Qualification & Skill Set	Desired Minimum Academic Experience	Desired Minimum Industry Experience
1	Marketing & Retail	Associate Professor	Product & Brand Mgt., B2B marketing, E- Commerce, Integrated Mktg. Communication, Luxury Marketing, CRM	Ph.D/ FPM from a reputed University / Institute, Post Graduate from a Premier Institute / University, Excellent Academic Record Preferred knowledge of Markstrat	Teaching experience of 10 years, At least 6 publications in reputed national/ international journals in last 5 years, Guiding Ph.D student is highly desirable	At least 5 years (out of 20 years total experience) in specialized sectors at a senior level
		Assistant Professor	Merchandising Management, Visual Merchandising and some from above list.	Same as above	Teaching experience of 3 years, At least 3 publications in reputed national/ international journals in last 2 years	3 Years (desirable)
2	Economics	Associate / Assistant Professor	Econometrics, Financial Econometrics, Retail Economics, Ease of Doing Business/ Global Business	Ph.D/ FPM from a reputed University / Institute, Post Graduate from a Premier Institute / University,	Teaching experience of 10 years (for Associate Professor) or 3 years (for Assistant Professor) in Macroeconomics , Business Environment and Global	Adequate exposure (5-20 years for Associate Professor, lower experience desired for Assistant Professor) to policy related issues through

			Environment.	Excellent Academic Record & Knowledge of Macro-economic & Financial markets, Comfortable in using statistical and research skill tools, Adequate research experience in policy related issues or Keen interest in applied research.	Business Environment. At least 6 publications (for Associate Professor) in reputed national/ international journals in last 5 years, At least 3 publications(for Assistant Professor) in reputed national/ international journals in last 2 years Guiding Ph.D student is highly desirable for Associate Professor	experience in related organizations such as Chambers of Commerce or Investment Banks or International Institutions or Regulatory Organizations or Government, Industrial experience at good position in application of quantitative tools, especially, capital markets.
3	Insurance	Associate / Assistant Professor	Marine Insurance & Motor Insurance	Post Graduation & FIII / AIII, ACII, CPCU	Teaching experience of 10 years (for Associate Professor) or 3 years (for Assistant Professor)	At least 5 years (out of 20 years total experience) in specialized sectors at a senior level 3 Years' experience desirable for Assistant Professor
4	Operation & Decision Science	Associate Professor	Operations Management, Supply Chain Management, Research	Ph.D/ FPM from a reputed University / Institute, Post Graduate	Teaching experience of 10 years, At least 6 publications in reputed	At least 5 years (out of 20 years total experience) in specialized sectors at a senior level

			Methodology, Business Analytics, Total Quality Management	from a Premier Institute / University, Excellent Academic Record, Spreadsheet Modelling, SPSS & other statistical packages	national/ international journals in last 5 years, Guiding Ph.D student is highly desirable	
		Assistant Professor	Operations Management, Supply Chain Management , Research Methodology, Business Analytics, Total Quality Management	Same as above for Associate Professor	Teaching experience of 3 years, At least 3 publications in reputed national/ international journals in last 2 years	3 years (desirable)
5	Strategy Management	Assistant Professor	Strategy Mgmt. Innovation & Entrepreneurship	Ph.D/ FPM from a reputed University / Institute, Post Graduate from a Premier Institute / University, Excellent Academic Record, Strategy simulations such as CAPSTONE Predominantly Case based teaching	Teaching experience of 3 years, At least 3 publications in reputed national/ international journals in last 2 years	

Minimum Academic Qualification (except Insurance area): Ph.D / FPM from reputed university/Institute related to the area of teaching.

Relaxations: If the candidate has served in the top position for at least 5 years (out of 20 years total experience) in a well-known corporate house and the committee feels that the candidate can contribute significantly for the institutional building, the minimum requirement of doctorate degree can be relaxed.

Faculty Orientation Desired: Require faculty who are focused on research, new pedagogy and have global outlook in management education and shall be comfortable in interaction with the government for research and consultancy projects. Research and publication output is highly desirable.

Pay, Allowances & Perks: As per AICTE pay scales.

Fringe Benefits, Training & Development of Faculty:

1. Internal research grant of Rs. 1 Lakh and support for external grants from AICTE/other organisations every year.
2. Financial support for faculty to present their research papers in international and/or national conferences of their area or on research which are peer reviewed. Institute will fund the faculty twice every year for national conference and once in two years for international conference for research paper presentation. Faculty may be allowed funding up to 50% for any conference participation in addition to the above provided she/he gets funding for at least 50% or more from some other institute/agency of repute.
3. Sponsorship for external Faculty Development Programme once a year and 6 days in-house FDP every year.
4. Free Group Medical Insurance: 5 lakh floater cover for family.
5. Free Annual Executive Health check-up.