

RECRUITMENT POLICY FOR RESEARCH TRACK FACULTY

(Effective 1st May, 2021)

Objective:

There is a need to enhance research performance and IC at BIMTECH in view of more and more importance accorded, of late, by the ranking and accreditation agencies. The regular faculty mainly involved in teaching and administrative responsibilities is not able to produce the volume of research output as required to compete with other peer B schools. We have devised this policy to recruit and retain young faculty with strong aptitude and track record for high grade research publications not only to catch up fast but also to surpass other peer B schools in research performance of the institute.

The cadre of recruitment and duration:

The faculty will be recruited at the level of Assistant Professor in different management areas for 3 years on contractual basis.

Eligibility

- i. Candidates shall be Indian citizens and people of Indian origin including NRI/PIO status with Ph.D./FPM (in Management and related subject) from any universities/institutions of repute from anywhere in the world.
- ii. Candidates shall possess minimum 60% marks (or equivalent CGPA) throughout their academic profile starting from Higher Secondary examination (class 12 onwards). Board and University Rank Holders will be given preference.
- iii. A track record of minimum 2 publications in highly reputed journals (e.g. FT50, ABDC A*/A category journal) demonstrating research potential of the candidate is needed.
- iv. The upper age limit of the candidate as on 1st July 2021 is restricted to 40 years.



- v. Those who have submitted their Ph.D./FPM thesis and are awaiting award of the degree are also eligible. However, if found otherwise suitable, they will be offered the position of Research Associate on a consolidated salary till they are awarded Ph.D./FPM degree. After the award of the Ph.D./FPM degree they will be appointed as Assistant Professor (Research Track Faculty) and their remuneration fixed accordingly.
- vi. In case, the suitable candidates are not found as per above criteria, a relaxation can be made by the management at its discretion.

Remuneration:

- a) The candidates will be employed in contractual position for 3 years with a consolidated salary of Rs. 12 to 15 lakh per annum.

Pay Fixation on appointment as Research track faculty

12 Lakh p.a	13.5 Lakh p.a	15 Lakh p.a
2 or more A/A* category publications in ABDC Journals	2 or more FT 50 publications or 2 A/A* ABDC journals + Min. 3 Years Teaching Experience (TE)@	2 or more FT 50 publication + Min.3 Years TE @ or 3 A/A* in ABDC journals + Min. 5 Years TE @

@ In case the candidate has published more than the above requirements of publication, for each additional 'A*', 'A' or "B" category paper, an equivalence of 1.5 year/ 1 year/ half year of teaching experience per paper respectively will be considered for fixation of the salary at the discretion of the management.

- b) In addition, he/she will be provided a research grant of Rs. 2 lakh/annum.

Other terms and conditions:

Research Performance:

The candidates will have to publish at least 2 papers during these 3 years in FT50 or in A*/A category of ABDC journals in which their affiliation should be that of

BIMTECH. Their absorption in the organization will depend on their publications during these 3 years.

Teaching and Administrative Load

The candidates will be required to share teaching load to the extent of a maximum of 3 courses/year and may be called to participate in institution building activities, especially in areas related to research.

Fast Promotion Channel after initial 3 years on Contract Basis

Once absorbed in the organization, the candidates will be put on the fast track promotion/career growth. However, their progress in career in the organization will depend on their further publications in journals of repute (FT50, ABDC A*/A category journal) with BIMTECH affiliation.



Registrar



Dean (Research)



Dy Director



Director