FACULTY RECRUITMENT

The **Goa Institute of Management (GIM)**, established in 1993, is one among the top few business schools of India. The institute is looking for bright persons with interests in teaching, scholarship and research, and networking with industry. GIM currently offers 4 PGDM programs: - the PGDM core program; PGDM Health Care Management program; PGDM in Management Banking, Insurance & Financial Services; newly launched first of its kind PGDM Big Data Analytics program; and a weekend part-time PGDM program for working executives.

The faculty role includes teaching, research, consultancy, conducting MDPs and In-company programmes, seminars, conferences, serving on committees, guidance of student activities, interaction with and guidance of students and alumni. Faculty shall also take on, as and when called upon, the academic administrative responsibilities of the Institute.

GIM offers a high degree of academic freedom. Faculty are encouraged to fully utilize the unique academic freedom and openness to experiment that is provided at GIM in the form of identifying contemporary business requirements and propose relevant electives as seen through the designing of new courses, initiatives, collaboration, research, etc.

GIM steadily is scaling up in **NIRF** rankings, achieving 35th ranking in 2021. GIM has been rated among the TOP 4 Business Schools Globally, in the Positive Impact Rating **(PIR)** 2021.
Goa Institute of Management is certified as a great workplace by the Great Place to work Organization.

GIM has proactively moved to salary scales *(as *elucidated)*, in line with the 7th pay commission at par / over & above to that of IIM' & IIT's, clubbed with an attractive yearly performance incentive scheme.

Starting (minimum) salary scales

Remuneration brief in Rs.	Basic monthly	CTC Annual
Assistant Prof.	1,01,500	20,78,734
Associate Prof.	1,39,600	28,55,285
Professor	1,59,100	32,52,725

GIM has ample semi-furnished / furnished Faculty accommodation available in its state-of-the-art scenic campus located at the foothills of the Western Ghats.

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Positions at all levels and desired specialisations are available as described below.

Required qualification and experience are as follows:

a) *Assistant Professor:* Ph.D. with First Class or equivalent (in terms of grades, etc.) at the preceding degree, with a very good academic record throughout, and 2 years in teaching/ research/ industrial experience, Individuals who have just completed their PhDs (awarded) from Reputed institutions such as IIMs and IITs may also be considered.

b) *Associate Professor:* Ph.D. with a First Class or equivalent (in terms of grades etc.) at the preceding degree, with a very good academic record throughout, and minimum of five years in teaching/ research/ industry experience of which at least three years should be at the level of Assistant Professor.

c) *Professor:* Ph.D. with a First Class or equivalent (in terms of grades etc.) at the preceding degree, with a very good academic record throughout, and minimum of ten years in teaching/ research/ industrial experience of which at least five years should be at the level of Associate Professor.

d) **Senior Professor:** Ph.D. with first class or equivalent (in terms of goods, etc) with a minimum of 18 years of teaching in a well-established institution and whose research or publications have achieved wide recognition.
Senior Faculty members between the age of 65-70 are also welcome to apply.

Desirable specialisations by areas are:

➢ *Big Data Analytics*

Financial analytics, Marketing Analytics, Operations Analytics, Big data, Cloud computing, Natural Language Processing, Text Analytics, Deep Learning and Blockchain (With Management Application). Candidates with knowledge of following tools / techniques would be preferred: : Python, Tensor flow, Pytorch, Spark, Hadoop Ecosystem, Scala, API systems, ETL tools, (indicative list).

➢ *Health Care Management*

Hospital Management, Pharmaceutical Marketing, Health Insurance.

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➢ *Banking, Insurance & FinServices as wells as Finance & Accounting Area*

Banking & Banking Technology, Insurance, Financial Statistics & Econometrics, Financial Inclusion, Derivatives & Risk Management, Fixed Income Securities, Investment Management, Corporate Finance, Wealth Management, Managerial Accounting & Corporate Taxation.

➢ *Operations Management & Information Technology*

Operations Management, Information Systems Management, Internet of Things, Artificial Intelligence, Analytics in Supply Chain & Logistics management, Quantitative Techniques for Management

➢ *Human Resources Area*

Human Resources Management, HR Analytics & Industrial Relations

➢ *General Management*

Business Communication & Strategic management – experience in teaching Business Simulations will be desirable.

Applicants interested are required to visit our web page: www.gim.ac.in/careers/job-application-form thereby sending in the job application as per defined process. An updated detailed curriculum vitae (*in the specified CV format only*), along with a statement of teaching philosophy and interests and a statement of their research interests and their research agenda for the next 5 years are the mandatory three documents to be uploaded. Faculty will be shortlisted for the faculty recruitment process on the basis of pre-defined criterion.

Thereafter, the shortlisted candidate(s) will be called in to take a research seminar followed by personal round of interview.

Only applicants who have completed their PhD (the degree has been awarded) are eligible for open recruitment as Assistant Professor, Associate Professor, Professor or Senior Professor. Young applicants who are yet to complete their PhD may be recruited only at the senior lecturer grade or as research associates.

The Institute reserves the right to change the above conditions without notice.

Incomplete applications will not be processed & rejected by the system automatically.

Last date to send in application - within 15 days of Advert. publication.

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