



FACULTY RECRUITMENT 2022

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 faculty members 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; a unique regular PGDM weekend program for working professionals.

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.

Goa Institute of Management steadily is scaling up in global & national rankings, achieving 35th (**NIRF**) rank in '21, been rated among the TOP 4 Business Schools Globally, in the Positive Impact Rating (**PIR**) '21, besides recognition spots in numerous ranking surveys from time to time.

GIM is certified as a great workplace by the Great Place to work Organization.

Unique propositions:

The **State - Goa**, an emerald land on the west coast of India, the 25th state of India, was liberated from Portuguese rule in 1961. It has the highest per capita income in the country and an outstanding quality of life. These have made it a popular destination for senior industry executives to make a home. The state leads in health and societal outcomes. It is a vibrant potpourri of Indian and Western cultures, has abundant natural beauty – ranging from pristine beaches to tropical forests, and has a very friendly populous. It is one of the safest places to live for women.

Goa has a well-developed education ecosystem including a state university and nationally ranked institutions like the Goa Institute of Management (GIM), Indian Institute of Technology (IIT) Goa, National Institute of Technology (NIT) Goa, and Birla Institute of Technology and Science (BITS) Goa.

The sprawling **GIM campus** (over 50 acres) is fully equipped with all state-of-the-art amenities and can give make most hill stations look bleak, to the most stunning views of the Western Ghats / foothills. The ideal location allows oneself to disconnect from hustle & bustle of everyday life and focus on what drives your passion.



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GIM has built on the advantages of the culture and salubrious climate of Goa to emerge as champions of diversity, academic excellence, scholarship, sustainability, and a provider of world-class management education.

Our faculty have access to state-of-the-art academic and research infrastructure including a behavioural sciences lab, a Bloomberg lab, a data analytics lab, a Thomson Reuters lab, and subscriptions to a plethora of research and knowledge databases.

Our 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 and other benefits.

Salary scales ranges:

Designations	CTC Annual (INR in Lacs)
Assistant Prof.	21.50 to 34.50
Associate Prof.	28.75 to 42.28
Professor	34.80 to 47.60

The Campus has ample semi-furnished / furnished Faculty accommodation units available. These subsidized accommodations have 24/7 power back-up, wi-fi enabled are serviced with economical housekeeping services to mention a few.

GIM has a well-appointed Creche facility inside the campus for the benefit of the its Faculty & Staff members. Within the campus we have a provisional store, an ATM and Two well equipped multi-level canteens offering delectable wide variety of options and round the clock service.

The campus has modern sports facilities including a two lawn-tennis courts, a lush green football field, basketball, volleyball courts and a swimming pool.

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

Required qualification and experience are as follows:

- 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 at least one A*/ A publication or 2 B publications in the last 2 years. Individuals who have just completed their PhDs (awarded) from Reputed institutions such as IIMs and IITs may also be considered.



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- 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, at least two A*/ A publication or one A*/A plus 2 B publications in the last 2 years and a 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) **Professor of Practice:** Senior industry professional with at least 10 year's experience in industry at the level of a Vice President or CEO/ MD. While a Ph.D. is desirable, it is not mandatory for consideration as a Professor of Practice. The candidate must be an MBA or a relevant Master's degree holder with a first class, a good academic record throughout, and minimum of twenty years in industry/ research/ teaching experience.
- e) **Senior Professor:** Ph.D. with first class or equivalent, with a minimum of 18 years of teaching in a well-established institution and whose research or publications have achieved wide recognition.

Desirable specialisations by areas are:

➤ **Big Data Analytics**

Specific exposure in the areas of Big data tools and technologies like HDFS, Hive, Kafka, Spark, cloud computing etc. will be given preference. Working experience of computer vision, Block chain, NLP and sound analytics are also considered for specific teaching / research roles in the institute.

➤ **Health Care Management**

Pharmaceutical Marketing, Digital Health Services & Products

➤ **Banking, Insurance & Financial Services as well 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.



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➤ *Operations Management & Information Technology*

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

➤ *Marketing area*

GIM welcomes applications from outstanding researchers in domains beyond those listed above. Such candidates must have published either one FT50/ A* paper or 2 A papers as first author.

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.

Senior Faculty members between the age of 65-70 are also most welcome to apply.

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

Incomplete applications will not be processed & rejected by the system automatically and only shortlisted candidates will be contacted for the hiring process.

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