



विकास प्रबंधन संस्थान
Development Management Institute

Development Management Institute (DMI)

Requires for its ongoing and future programmes and activities

Highly Committed, Self-motivated, Dedicated and Competent Professionals to serve as Faculty

Development Management Institute (DMI) was set up as an autonomous institution in February 2014 pursuant to a desire of the Government of Bihar to establish a High Performing Knowledge Institution (HPKI), and recognition of the growing need for development management professionals. The rationale of DMI is best captured in its mission *"To empower and usher in participatory governance and management of institutions, enterprises and resources for enhancing livelihoods and generating sustainable development"*.

DMI endeavours to empower grassroots through:

- Creation of a cadre of Development Management Professionals, through post-graduate academic teaching programmes;
- Enhancement of competencies for Development Management Praxis, through Competencies Enhancement Programmes (CEP);
- Orientation of Vision, Values and Leadership Practices towards Good Governance, by working with organisations and institutions at different levels; and
- Engagement in networked trans-disciplinary Action Research and Policy Advocacy, through its Collaborative Action Research and Education (CARE) centres.

DMI has also set in motion the process of establishment of **Collaborative Action Research and Education (CARE) Centres** to focus on:

- Sustainable Livelihoods and Well-being
- Collectives and Commons
- Leadership and Governance

The Institute requires a team of committed and competent professionals with work experience in development organisations and with exposure to the nuances of higher academic learning and its environment, to serve as Faculty members with primary responsibilities for

- Championing the cause of CARE Centres in the areas mentioned above, facilitating their programmes and activities, and conduct of collaborative action research; and
- Engaging in the teaching, mentoring and pro-active participation in experiential learning modules of the Post-graduate programme, and Competencies Enhancement Programmes.

The Faculty members should be ideally professionals with expertise and experience in at least one of the functional areas of management, viz. Production and Operations, Finance and Accounts, Human Resources Management, Marketing and Strategy or Development Management Practice. They should have management educational qualifications equivalent to post-graduation from a leading IIM, XLRI, IRMA or a similar High Performing Knowledge Institution (HPKI), followed by a combination of development management practice and/or academic work experience including research on important issues relating to the mission of DMI. A doctoral level research based on practical issues relevant to the work that DMI is desirable.

Apart from being self-motivated and dedicated, the Faculty members are expected to be effective in working with/ in teams of professionals and networks of development organisations, empowered groups, funding agencies, donors and academic institutions within and outside India, and should be open to transcend their disciplinary domains and perspectives. The Faculty members are expected to contribute to the development of the Institute which is still in its infancy, by identifying, innovating and sharing new competencies which will ultimately serve the needs of the marginalised and deprived sections of societies across the world.

Champions/Facilitators, selected as Faculty members, are offered positions in DMI at the level of Professor/ Associate Professor/ Assistant Professor/ Adjunct Faculty depending upon their academic attainments, their past contribution to the field of Development Management and their potential to work towards the mission of DMI and enrich the Institute. Potential applicants may note that the work at DMI will be demanding, challenging and stimulating; and calls for a high level of inter-disciplinary and trans-disciplinary thinking, resulting in managerial actions that address real-world issues of the poor and marginalised.

All appointments at DMI are on contract for a duration not exceeding five years, and have a year-long probationary period to help DMI and the selected Faculty members develop an understanding of their mutual fit and contribution. The salaries and perquisites of all employees of DMI are as per the norms of All India Council for Technical Education (AICTE), and are on par with those applicable to the IITs and IIMs. The provisions of the HR Manual of DMI are Faculty-friendly, and govern the services of all employees of the Institute.

Candidates interested in associating themselves with DMI in a meaningful way as Faculty members and for assuming the role of Champions/ Facilitators may send expressions of their intention, along with their detailed CV and at least two recent publications and three references, to the Director at kvraju@dm.ac.in, so as to reach him on or before June 25, 2016.