



विकास प्रबंधन संस्थान
Development Management Institute

2nd Floor, Udyog Bhavan, East Gandhi Maidan, Patna – 800004

Notification No. – DMI/Admin/53/21-22/#0277

Date – 19th December 2023

Rolling Advertisement for Faculty Positions

We are an academic institution engaged in post-graduate and mid-career professional education, interdisciplinary action research, and consulting in development management. Established in 2014, our Mission is to produce and disseminate knowledge of policy, institutions, and practices that enable 'empowerment at the grassroots' for sustainable, resilient, and democratic local development.

Seeking excellence within substantive relevance is our guiding motto. We adopt case-based, dialogic methods in pedagogy to iteratively connect knowledge and practice. The aim is to assist learners in discovering and rejoicing in knowledge. In scholarship, we prefer grounded, descriptive, and analytical knowledge building.

We seek dynamic and entrepreneurial faculty who consciously subscribe to our pedagogic and scholastic philosophy. As we prepare to enter the second decade of our founding, we are keen to add and strengthen our academic resources to further institutional relevance and effectiveness.

Positions are open across levels and academic groups; positions would be offered to selected candidates as per their eligibility and suitability.

Stage	Faculty Positions	Scale of Pay	Starting Basic Pay (Rs.)	Benefits
I	Assistant Professor- Grade II	Level - 11	89,900/-	1. Travel assistance for academic events 2. Seed fund for research 3. Collegial academic culture 4. Statutory benefits 5. Leased-accommodation 6. Transportation support 7. Contributory NPS 8. Health Insurance
II	Assistant Professor- Grade I	Level - 12	1,01,500/-	
III	Associate Professor	Level - 13A2	1,39,600/-	
IV	Professor	Level - 14A	1,59,100/-	

**PhD candidates awaiting thesis examination are encouraged to apply. Upon selection, they will be placed at Level - 10 with a starting pay of Rs. 84,700/-*

SI	Academic Group	SI	Academic Group
1	Strategic Management/ General Management	6	Information Technology and Management Information System
2	Macro-marketing/ Marketing Management	7	Operations Management & Decision Sciences
3	Managerial Accounting; Financial Management; Costing and Management Control	8	Sociology/Social Anthropology/ Philosophy/Political Science
4	Human Resource Management and Industrial Relations	9	Development Studies/ Gender & Development
5	Organisation Behaviour – Organisation Design, People in Organisations	10	Economics – development and heterodox Economics

Within the academic groups, everything else being equal, candidates with revealed scholastic/ professional engagement in any of the following domains would be preferred. (i) Sustainable Livelihood Development; (ii) Disaster Risk Reduction & Management; (iii) Water, Sanitation, & Hygiene; (iv) Small and Microenterprise Development; (v) Small Farmers and Agribusiness; (vi) Governance for Local Development; (vii) Public Health; (viii) School Education; (ix) Climate Change and Sustainability (x) Labour & Migration.

ELIGIBILITY CONDITIONS:

- **Assistant Professor – Grade II (Level 11)**

For Academic Areas in Sl. 1 – 7

- Two-year Master's Degree in Business Administration/ PGDM/ M.Com/ MCA/ M.Tech/ CA/ ICWA/ Professional Studies, with first class or equivalent in it and in all previous Board/University examinations **and** PhD (or equivalent doctoral qualification) in the Academic Group applied for. Evidence of research writing in the form of review papers/ research papers/ case studies, etc., would be an advantage. **Or,**
- Coursework-based PhD (or equivalent) in the academic group applied for, where at least 90 credits (*one credit is ten contact hours*) were earned during coursework to qualify as a doctoral candidate. And first-class or equivalent at Masters' and all previous Board/University examinations. Evidence of research writing in the form of review papers/ research papers/ case studies, etc., would be an advantage.

For Academic Areas in Sl. 8 – 10

- Master's Degree with at least 55% in Social Sciences/ Social Work/ Development Studies/ International Development/ Public Administration/ Professional Studies and first-class or equivalent in all previous Board/University examinations **and** PhD (or equivalent) in the Academic Group applied for. Evidence of writing in the form of review papers/ research papers/ case studies would be an advantage.

- **Assistant Professor – Grade I (Level 12)**

Educational Qualification: Same as for Assistant Professor – Grade II

Experience: Three years of post-doctoral academic experience (teaching or research or both)

- **Associate Professor (Level 13A2)**

Educational Qualification: Same as for Assistant Professor Grade-II

Experience:

- A. Eight years of teaching experience at the level of Assistant Professor, of which at least five years at Level 12, **Or,**
- B. Twelve years of relevant industry/ research experience, including at least three years of post-doctoral experience and five years of teaching experience at a level equivalent to an Assistant Professor at Level 12

Publications record:

Six publications – with the first authorship of at least four, including

- a. Research papers in refereed journals
- b. Cases with teaching notes in recognised case-clearing Journals/repositories
- c. Significant consulting research reports
- d. Book/ book chapter

- **Professor (Level 14A)**

Educational Qualification: Same as for Assistant Professor Grade-II

Experience:

- A. Thirteen years of teaching experience, of which at least five years are at the level of Associate Professor, and eight years post-doctoral experience; **Or,**
- B. Seventeen years of relevant industry/ research experience, including at least eight years post-doctoral experience and five years of teaching experience at a level equivalent to Associate Professor.

Publications record:

Ten publications – with the first authorship of at least six, including

- a. Research papers in refereed journals
- b. Cases with teaching notes in recognised case-clearing Journals/repositories
- c. Significant consulting research reports
- d. Books/ book chapter

IMPORTANT INSTRUCTIONS:

1	This is an Open Rolling Advertisement . Scrutiny of applications will be done at the end of one month from the publication of the advertisement in print or on 31 st January 2024, whichever is later. This will be repeated every month afterwards till all requirements are fulfilled. Entries in the academic group listing will be removed as positions get filled.
2	Scrutiny and Shortlisting will be carried out by the Institute as per requirement, depending on the Academic Groups desired to be filled.
3	Everything else being equal, positive discrimination will apply
4	5% relaxation in educational qualification eligibility for SC/ST/Differently-abled, and 3% for OBC and EWS candidates in Master's degree applicable.
5	Mere fulfilment of minimum eligibility criteria cannot be a claim for shortlisting.
6	The Institute may relax some requirements related to qualification and experience in cases of candidates with exceptional academic and domain expertise in priority areas/ fields.
7	All qualifications must be from UGC-recognized Universities/ Deemed Universities or AICTE-approved autonomous institutions (wherever applicable), or foreign Universities/ Institutions of repute.
8	Shortlisted candidates will be invited to interact with a cross-section of faculty members, present a seminar, and appear in an interview. The decision of the Institute in shortlisting and selection will be final.
9	The Selection Committee may recommend candidates for appointment in positions other than the position applied for, including as Visiting Fellows with gross remuneration and fixed contract periods.
10	The Institute reserves the right to fill or not to fill any or all the positions.
11	Canvassing in any form will automatically lead to disqualification.
12	Only shortlisted candidates will be contacted. If a candidate has not been contacted, she/he should assume that her/his application has not been shortlisted.
13	Candidates will not receive interim correspondence regarding the conduct and result of the Interview and/or reasons for not being called for Interview or Selection.
14	The Institute reserves the right to reject any/all applications without assigning any reason.

15	Only candidates who fulfil the minimum eligibility criteria may apply using the online application form available at the DMI Faculty Recruitment Portal https://dmi.ac.in/frs/
16	Before filling out the online application form, the candidate must read the detailed web advertisement and the important instruction page mentioned in the Faculty Recruitment Portal.
17	Only completed applications will be considered; incomplete ones will be summarily rejected.
18	Only Applications submitted online through the Recruitment Portal will be considered for further scrutiny.
19	Shortlisted applicants may be required to forward by email the scanned copies of the documents such as educational qualification certificates, mark sheets, experience certificates, and other documents and testimonials for verification. The documents should be mailed to frs@dmi.ac.in
20	Candidates already in service, in non-academic executive positions, must produce No Objection certificates from their employers at the time of the Interview.

DMI, Patna