

## Job Description for Faculty Positions

Xavier School of Management (XLRI) Jamshedpur – India’s first Business Management education school was established in 1949, soon after the independence of India. XLRI is looking for dedicated and committed faculty members who will be able to contribute to the Institute’s academic excellence and integrity.

Applications are invited for the following positions of Professors, Associate Professors and Assistant Professors in the areas of:

General Management (Business Ethics, Business Law/ Industrial Law, Business communication)	Strategic Management
Finance	Economics
Information Systems	Business Analytics
Production, Operations and Decision Sciences	Marketing Management
Human Resource Management	Organizational Behaviour

Applicants should be able to demonstrate their ability to contribute to the intellectual advancement of potential as well as experienced managers through their teaching history, research aptitude and published work. Applicants should be able to integrate current developments of business environment with fundamentals of their relevant subject area. Faculty members are expected to carry out research, design and teach courses, engage in institution development and conduct training program and undertake consultancy.

## **Minimum Qualifications and Experience Requirements for Faculty Positions:**

For academic positions, the qualification, experience etc. shall be governed by the Ministry of Human Resource Development guidelines.

### **Professor:**

Ph.D. in the appropriate branch **from a reputed institute** with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good consistent academic record throughout. Minimum 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor in Grade A level institutes or in any such other Indian or foreign institution/institutions of comparable standards. He / She should have high research, training and consulting credentials.

### **Criteria for Shortlisting Candidates for Professor Position**

- First Class (Min 60%) or equivalent grade in Master's and Bachelor's degree with a consistently good academic record.
- XLRI Jamshedpur will follow Australian Bureau of Deans Council's ABDC Journal Quality List (<http://www.abdc.edu.au/master-journal-list.php>).
- Minimum two Research Paper in ABDC's "A\*/A Rated Journals" in last 4 years.
- One Case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to one paper in 'C' Rated Journals.
- Preference for candidates who have guided FPM/Ph.D and good research publications.

### **Associate Professor:**

Ph.D in the appropriate branch **from a reputed institute** with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout. Minimum of 6 years' experience of which at least 3 years should be at the level of Assistant Professor, and ability to interact with a diverse student body and executives, and ability to

undertake research independently. Candidates from Industry (Government / PSU / Research Organization) having experience of 10 years at the level equivalent to Assistant Professor may also be considered.

### **Criteria for Shortlisting Candidates for Associate Professor Position**

- First class (Min 60%) or equivalent grade in Master's and Bachelor's degree with a consistently good academic record.
  - XLRI Jamshedpur will follow Australian Bureau of Deans Council's ABDC Journal Quality List (<http://www.abdc.edu.au/master-journal-list.php>).
  - Minimum one Research Paper in ABDC's "A\*/A Rated Journals" or 2 in "B Rated Journals" in last 3 years.
  - One case along with teaching note published in Harvard Case Publishing / Richard Ivey / Emerald will be considered equivalent to one paper in 'C' Rated Journals.
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- Preference for candidates who have guided FPM/Ph.D and good research publications.

### **Assistant Professor:**

Ph.D in the appropriate branch **from a reputed institute** with first class or equivalent (in terms of grades, etc.) in the preceding degree, with a very good academic record throughout. Minimum three years of teaching/research/industrial experience (exclusive period of doing Ph.D). However, in exceptional cases of candidates with excellent academic credentials, this experience requirement may be waived. A fresh Ph.D. may be considered for the position on contract basis. Candidates from Industry (Government / PSU / Research Organization) having experience of 6 years at the level equivalent to Assistant Professor may also be considered.

### **Criteria for Shortlisting Candidates for Assistant Professor Position**

- First class (Min 60%) or equivalent grade in Master's and Bachelor's degree with a consistently good academic record.
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- XLRI Jamshedpur will follow Australian Bureau of Deans Council's ABDC Journal Quality List (<http://www.abdc.edu.au/master-journal-list.php>).
  - Minimum one Research Paper in ABDC's "A Rated Journals" or two in "B Rated Journals" in last 2 years.
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- One Case along with teaching note published in Harvard Case Publishing / Richard Ivey /Emerald will be considered equivalent to one paper in 'C' Rated Journals.
  - Preference for candidates who have good research publications.

**Note:**

- Incomplete applications in any respect will not be entertained by the Institute.
  - Papers published ONLY in ABDC Journals will be considered for shortlisting of applications.
  - Mere fulfilment of the above-mentioned qualifications & experience does not entitle a candidate to be called for interview.
  - The Institute reserves the right to consider and to fill or not to fill positions in any of the above/and or any other specialization(s).
  - No correspondence, whatsoever, will be entertained from candidates regarding conduct and result of interview and reasons for not being called for interview or selection.
  - All qualifications must be from UGC recognized University/ Deemed University or AICTE approved autonomous institution (wherever applicable). The courses offered by autonomous institutions should be equivalent to the relevant course approved/ recognized by Association of Indian University (AIU).
  - Relaxation in qualification and experience/higher start in the time scale may be considered in the case of exceptionally bright candidates.
  - Candidates called for interview to fill a vacancy, may be considered for lower post if they are otherwise found suitable.
  - For regular appointment there would be a probation period of 2 years.
  - Depending on the academic credentials of the candidate, the institute may consider them for an offer on a contractual basis of one/two years.
  - **Last date for receipt of Online Application is 15<sup>th</sup> January, 2020.**
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- Applications received after the last date may be considered in the second round of interview as per XLRI Jamshedpur Rules.
  - Candidates are advised to visit the website of XLRI Jamshedpur (<https://www.xlri.ac.in/about/career.aspx>) regularly for updates. Amendments, corrigenda (if any), will be placed on the Institute website only.
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- We look forward to receive your complete Curriculum Vitae (as per the format) by Email to [faculty.cv@xlri.ac.in](mailto:faculty.cv@xlri.ac.in). While mailing the application, please include your name in the attachment – file name.
  - Please address all queries regarding the application to [faculty.cv@xlri.ac.in](mailto:faculty.cv@xlri.ac.in).
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