



# National Institute of Bank Management, Pune

## Faculty Recruitment

National Institute of Bank Management, a premier apex institution for research, training, education and consulting in banking and related areas invites applications for faculty position in various areas such as Risk Management, Corporate Finance, Project Finance, Housing Finance, Bank Lending, Bank Credit, Balance Sheet Analysis, Human Resource Management, Organizational Behaviour, Economics, Quantitative Techniques, International Banking and Finance, Strategic Planning and Management, Marketing, SME, Rural and Agricultural Finance, etc.

Applicants are expected to have a very good academic record with first class Master's degree or equivalent qualification in relevant area from a recognized University/Institute.

Ex-Bankers/existing Bankers with specializations/academic orientation may also apply.

### I. Core Faculty – Minimum Qualifications

#### ***Position of Professor***

- (a) At least 12 years of Research/Teaching experience post PhD/Fellowship.
- (b) At least 4 years of experience at Associate Professor level.
- (c) At least 7 publications in refereed journals post PhD/Fellowship of which at least 3 publications should be during the preceding 5 years.

#### ***Position of Associate Professor***

- (a) At least 8 years of Research/Teaching experience post PhD/Fellowship.
- (b) At least 3 years of experience at Assistant Professor level.
- (c) At least 4 publications in refereed journals post PhD/Fellowship of which at least 2 publications should be during the preceding 5 years.

#### ***Position of Assistant Professor***

- (a) At least 3 years Research/Teaching experience post PhD/Fellowship.
- (b) At least 2 publications in refereed journals post PhD/Fellowship.

### ***Position of Faculty Research Associate***

- (a) First class or equivalent at the post-graduate degree with a very good academic record throughout with qualified UGC/NET and/or eligible for PhD/Fellow scholarship.
- (b) Candidates who have finished substantial part of PhD/Fellow thesis and on the verge of submission of the thesis are especially encouraged to apply.

Appointments will be made in an appropriate grade on probation basis for two years. On completion of probation, an evaluation will be made by a Faculty Evaluation Committee taking into account the institutional workload norms to offer permanent position.

## **II. Faculty Positions for Industry Professionals**

Faculty positions on contract basis are also available for well qualified professionals (Chartered Accountant, Company Secretary, Cost Accountant, MBA, etc.) senior bankers and other industry professionals with an academic orientation on the following basis:

- (a) Minimum Master's level qualification with a consistently good academic record, and
  - (i) For non-banking professionals, a minimum of 15 years of relevant industry experience at senior managerial/executive level
  - (ii) In case of senior bankers, applicants should have a minimum experience of 3 years in Scale V (or equivalent position) and above
- (b) Position of Associate Professor/Assistant Professor may be offered on contract up to 5 years with initial 2 years on probation.
- (c) Contract may be renewed after review by the Faculty Evaluation Committee.
- (d) Faculty on contract may be considered for permanent position on completion of PhD and meeting the teaching and publication requirements as per Institute's policy through the usual promotion process. Confirmation and other procedures will be the same as in case of core faculty.

### **Remuneration**

The pay and other benefits of candidates selected on deputation will be as per the norms applicable in their parent organization. Others will be offered remuneration package as per the Institute's norms.

### III. Adjunct/Visiting Faculty Positions

In order to supplement academic and banking expertise for the purpose of teaching/training/ consultancy and research, contractual appointments may be offered to outstanding academicians/ professionals on full time/part time basis in the following forms:

1. Adjunct Faculty (Full/Part Time)
2. Visiting Faculty
3. Honorary Faculty
4. Faculty on Contract under Sabbatical
5. Short-Term Visiting Faculty from Foreign/Other Reputed Institutions

These positions are primarily for Specialists/Experts/Accomplished Academicians including superannuated/serving professionals with rich experience in relevant areas for NIBM's research/teaching/training and consultancy. These positions are offered normally for a short period and terms of appointment including the remuneration package will be decided by NIBM on case-to-case basis.

### Salary & Other Benefits

#### Pay Band and AGP as on January 2016

<i>Position</i>		<i>Pay Band</i>	<i>AGP</i>	<i>Gross Monthly Pay**</i>
1) Professor	PB-IV	Rs. 37,400 – 67,000	10500	Rs. 1,52,673
2) Associate Professor	PB-IV	Rs. 37,400 – 67,000	9500	Rs. 1,37,235
3) Assistant Professor*	PB-III*	Rs. 15,600 – 39,100	8000	Rs. 1,01,628
4) Faculty Research Associate	PB-III	Rs. 15,600 – 39,100	6000	Rs. 60,792

Note: \* To be upgraded to PB-IV with AGP of Rs 9,000/- after completion of 3 years as Assistant Professor.

\*\* with DA, HRA & TA.

Salary benefits such as Contributory PF, Gratuity, LTC, Medical, Housing Loan Subsidy, House Furnishing Loan, Consultancy (up to a maximum of Rs. 5 lakhs p.a.), etc., are admissible as per the Institute's rules. Suitable residential accommodation at nominal license fee subject to availability will be provided on the campus in lieu of HRA.

**Selection Process:** Shortlisted candidates would have to appear for interviews at National Institute of Bank Management, Pune. They will be reimbursed AC-2 tier to and fro train fares (via the shortest route) with boarding and lodging in the hostel complex of NIBM.

NIBM Faculty Members are expected to undertake PG teaching, training of bankers, research and consultancy. NIBM is an equal opportunity employer. Soft copy of the application to be sent on the email-id ([director.positions@nibmindia.org](mailto:director.positions@nibmindia.org)) and the hard copy may be send to following address:

## **The Director**

**(Application for Chair Professor/Professor/Associate Professor/Assistant Professor/Faculty Research Associate/Visiting Faculty)**

**National Institute of Bank Management**

**Kondhwa Khurd, NIBM Post Office**

**Pune 411048**

**Email: [director.positions@nibmindia.org](mailto:director.positions@nibmindia.org)**

Those who applied earlier for these positions need not apply now. Only candidates shortlisted by the screening committee will be intimated.

An excel template of the application form is attached. You may fill the form and any additional information which you want to provide can be an additional attachment.

The last date for receipt of applications is February 27, 2016.