



Enriching Lives

KIRLOSKAR INSTITUTE OF ADVANCED MANAGEMENT STUDIES

A Kirloskar Group Enterprise
Pune (Maharashtra) | Harihar (Karnataka)

Eligibility for Various Posts

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment and promotions for the faculty members and non-teaching staff are as follows.

1.0 Minimum Qualification for Director

- A. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch
- B. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.
- C. Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

Notes:

1. This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.
2. Performance assessment shall be carried out through a committee appointed by the affiliating university.
3. After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he/she has proceeded with the designation as Professor/ Senior Professor as the case may be.

2.0 Minimum Qualification for Deputy Director

- A. Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch
- B. At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.
- C. Minimum 12 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

Notes:

1. This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.
2. Performance assessment shall be carried out through a committee appointed by the affiliating university.
3. After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he/she has proceeded with the designation as Professor/ Senior Professor as the case may be.

3.0 Minimum Qualification for Dean Academics

- A. Ph. D. degree in the relevant field
- AND**
- B. Minimum ten years of experience in the cadre of Professor
- AND**
- C. At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have at least 2 successful Ph. D. guided as Supervisor / Co-Supervisor as a Professor.
- OR**
- At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided academic leadership as institution head at least for 3 years at the level of Professor.
- OR**
- At least 8 research publications in SCI journals / UGC / AICTE approved list of journals, should have provided educational leadership at state / national level at least for 3 years at the level of Professor.
- AND**
- D. At least one patent awarded
- OR**
- Development of one MOOC course applicable at national platform



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Notes:

1. The selection of Senior Professor shall also be based on academic achievements, favorable review of academic, research and administrative work from three eminent subject experts not below the post of Senior Professor or a Professor of at least ten years of experience.
2. The selection shall be based on ten best publications and award of Ph. D. degrees to at least two candidates under his / her supervision during the last 10 years and interaction with the Selection Committee constituted as per this regulation.
3. The qualification and experience for the purpose of selection of the Dean shall be the qualification and experience of the Professor having aggregate minimum teaching or research experience of not less than fifteen years

4.0 Minimum Qualification for Recruitments – Professor

- A. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.
- B. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.
- C. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

5.0 Minimum Qualification for Recruitments – Associate Professor

- A. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch
AND
- B. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.
AND
- C. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience

6.0 Minimum Qualification for Recruitments – Assistant Professor

- A. Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C. A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.

Note: Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.

7.0 Minimum Qualification for – Placement Officer

- A. Graduation or Post Graduate Degree in HR or Marketing (Preferred) with excellent communication and team skills.
- B. Experience in working with an MBA or PGDM college
- C. 7-10 years of experience as a placement coordinator
- D. Good organizational skills and problem solving attitude.
- E. Highly skilled in doing research and having an analytical approach.
- F. Problem solving attitude and collaborative approach.

8.0 Minimum Qualifications and skills for - Content Writer/ Developer

- A. Bachelor's degree in English, Journalism or related field
- B. Knowledge of digital marketing tactics, including SEO, email marketing and web analytics
- C. Excellent writing skills, as well as the ability to communicate and collaborate effectively
- D. The ability to consistently meet tight deadlines
- E. At least three years of experience writing for a B2B audience
- F. Experience using WordPress, Webley, and/or Joomla! Preferred



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9.0 Minimum Qualifications and skills for - Web Designer

- A. Bachelor's in Computer Science, Graphic Design or related field, or 3+ years' additional experience
- B. 2+ years' professional (paid) web design experience
- C. Knowledge of content marketing a plus
- D. Proficiency with ASP.net web forms
- E. Advanced Photoshop and Illustrator skills
- F. Knowledge of WordPress standards and functionality
- G. Professional portfolio with at least 5 designs for internal review

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