



INDIAN INSTITUTE OF TECHNOLOGY MADRAS
CHENNAI – 600 036

Advertisement No. IITM/R/6/2018 Dated 17.10.2018

IIT Madras invites applications from individuals with an established record of independent, high quality research and commitment to teaching and research for faculty positions at the levels of:

- **ASSISTANT PROFESSOR (AP)**
- **PROFESSOR (PROF)**

The requirement in various Departments are given below. Department wise specialization area and additional qualifications are available at facapp.iitm.ac.in as **Annexure-1**.

SNo	Department	Positions
1	Aerospace Engineering	AP
2	Applied Mechanics	AP; PROF
3	Biotechnology	AP; PROF
4	Chemical Engineering	AP; PROF
5	Chemistry	PROF
6	Civil Engineering	AP; PROF
7	Computer Science & Engg.	AP; PROF
8	Electrical Engineering	AP; PROF

SNo	Department	Positions
9	Engineering Design	AP; PROF
10	Humanities & Social Sciences	AP; PROF
11	Management Studies	PROF
12	Mathematics	PROF
13	Mechanical Engineering	AP; PROF
14	Ocean Engineering	AP; PROF
15	Physics	PROF

The reservation policy of the Ministry of Human Resource Development, Government of India regarding SC,ST,OBC & Persons with Disabilities (PwD) will be applicable.

A. QUALIFICATION

Ph.D., with first class or equivalent at the preceding degree in the appropriate branch with consistently good academic record throughout.

B. EXPERIENCE

Eligibility & Experience will be reckoned as on December 1, 2018.

B.1. ASSISTANT PROFESSOR (Grade II & Grade I)

B.1.1. Candidates with Ph.D but with less than three years of experience may be put on tenure track for the post of Assistant Professor (Grade II).

B.1.2. Candidates with at least 3 years industrial/ research / teaching experience excluding however, the experience gained while pursuing Ph.D may be considered for the post of Assistant Professor (Grade I).

Candidates preferably should be below 35 years of age.

B.2. PROFESSOR

Candidates with at least 10 years industrial / research / teaching experience of which at least 4 years should be at the level of Associate Professor in IITs, IISc Bangalore, IIMs, NITIE Mumbai and IISERs or at an equivalent level in any such other Indian or foreign institution / institutions of comparable standards.

C. APPLICATION SUBMISSION AND DEADLINE:

C.1. Applications are to be submitted online through link for this advertisement at facapp.iitm.ac.in; fillable forms and instructions can be found at the site. A signed copy of the data sheet (only) has to be sent by e-mail/post to:

Dean (Administration)
IIT Madras
Chennai 600 036.
(deanadmn@iitm.ac.in)

C.2. The completed application materials should be uploaded **on or before November 16, 2018 / 05.00 PM.**

D. INSTRUCTIONS FOR COMPLETING THE APPLICATION FORM

D.1. Instructions for completing the application are available on the application website. The application form / data sheet is a summary sheet mainly for data collection for statutory and statistical purposes and all sections as specified in D.2 of this document should be detailed in the Academic Profile as given below and uploaded as a PDF.

Other uploads are also to be uploaded in the uploads section as specified in Section 6.

A single application form is sufficient for applying to multiple departments. Relevant departments and positions can be selected in Section 7 of the application after the required information in the earlier sections are entered.

D.2. Upload a detailed Academic Profile which includes the following information:

D.2.1. Academic Qualification and Experience.

D.2.2. A Teaching Plan, indicating core courses from the IITM core courses master list (available at the iitm website) that you can teach as also an expanded statement of your objectives and long term interests in coursework development. For those with prior teaching experience, the statement should contain student feedback ratings, profiles of “3 best courses” taught by the candidate in the last five years (profile should contain course outline / teaching plan, novel methods used, if any, including online content, term papers, group activity etc.). The statement should also include details of any teaching related awards and details of participation in teacher development programs as participant or as mentor.

D.2.3. A Research Plan highlighting your current and past research interests and achievements. Also include your future plans in the short and long terms. If required highlighted the achievements of research scholars guided, especially where one can take pride in the work done or the role played in guidance.

Candidates are required to upload reprints of **three best papers published (for Professor applicants these papers should have preferably been published in the current position)** along with (a) why the work is important (context), (b) a short description of their

technical contribution to each of these papers and (c) if joint work with non-students, what is the candidates specific contribution. The papers are to be uploaded in the upload section of the on-line application.

- D.2.4. Details of publications / conference papers presented, listing chronologically:
Names of authors, title of the paper, name of the journal/conference, volume/ proceedings, pages (from – to), year, etc. Group the above as Journal Publications and papers presented at National / International Conferences. *For each paper, include citation count and Journal Impact factors as available.*
- D.2.5. Awards, Patents, Prizes etc. indicating:
- D.2.5.1. Nature, name of prize/award, awarded by, awarded for, year of award.
 - D.2.5.2. Name of the patent, year and details about the patent, etc. as well as the candidate's specific contribution viz a viz the co-inventors.
- D.2.6. Research guidance (Ph.D./M.S./M.Tech., only those with formal guide status) listing:
Research degree, name of the scholar, title of thesis, year of award etc. If candidate is not the sole supervisor (Guide), all co-guides to be listed. Degrees in progress may be indicated separately.
- D.2.7. Role in and details of externally funded projects carried out, listing:
Title of the project, duration, sponsor, value, co-investigators, if any, role of the candidate and specific contributions, etc. Candidates should highlight specific contributions, if any, to industry, pointing out the challenges overcome, the value of the work to the industry etc.
- D.2.8. Other Activities like:
- D.2.8.1. Text books and Monographs written with details,
 - D.2.8.2. Continuing education programs / conferences organized (as an organizer or co-organizer) etc.
- D.2.9. Important service roles (institution building and student centric roles) played in the institute in which the candidate has worked, giving details of the roles undertaken, significant accomplishments etc.
- D.2.10. Scan of key degree certificates and any other relevant but brief information on academic standing.

All of the above item (D.2.1. to D.2.10.) should be included in the academic profile for completion of the application. If any item is not relevant "NR" may be indicated against it. Incomplete applications will not be accepted for further assessment.

- D.3. Candidates are requested to contact the referees to send letters of reference directly to the Heads of the concerned departments, I.I.T. Madras, Chennai 600 036 either by post or by email; email addresses are listed at the IIT Madras website.
- D.4. For Professor candidates, referees who are in the peer group of their research areas, outside their own institution, and who can comment on the contributions of the candidate to the field are required. This peer group referee may also comment on the multi-disciplinarity of the work (if applicable), whether the candidate is extending doctoral work or branching out into new areas and whether candidate is taking up tough research problems. Referees who can comment on significant contribution to industry are also welcome. At least three Peer references are expected to be sent to the HoD of the concerned department.

E. AREAS OF SPECIALISATION

- E.1. Document containing details of specific fields and faculty positions currently being proposed for recruitment in different departments is available in the *facapp* website (<https://facapp.iitm.ac.in>). It is expected that faculty members will be affiliated to the department most closely associated with their research interests. However, they may teach core courses from other departments also so as to meet individual core course teaching load requirements.
- E.2. Further details regarding various Departments, Faculty, Postgraduate Programmes and areas of research can be had from the individual departmental websites and also at www.iitm.ac.in

F. PAY STRUCTURE

F.1. ASSISTANT PROFESSOR Grade-II: 7th CPC Pay Level 10, Minimum Pay: ₹ 70900/-

Candidates not eligible for direct recruitment may be put on tenure track for the regular post of Assistant Professor. At the entry level, minimum starting pay to be fixed in Academic Pay Level-10 at Cell No.8 ₹ 70,900/-. On completion of one year service, the incumbent shall move to Academic Pay Level-11 and after three years to Academic Pay Level-12 after an internal performance assessment.

F.2. ASSISTANT PROFESSOR Grade-I: 7th CPC Pay Level 12, Minimum Pay: ₹ 101500/-

For direct recruits minimum starting pay to be fixed in Academic Pay Level-12 at Cell No.1 ₹ 1,01,500/-. On completion of 3 years service as Assistant Professor Grade-I, the incumbent shall move to Academic Pay Level-13A1 (₹ 1,31,400 - 2,04,700).

F.3. PROFESSOR: 7th CPC Pay Level 14A, Minimum Pay: ₹ 159100/-

F.4. Pay level along with approximate total emoluments at the minimum of the scale:

Post	7th CPC Pay Level	Total emoluments	
		With House Rent Allowance	Without House Rent Allowance
Assistant Professor Grade-II	Pay Level: 10 Minimum Pay: ₹ 70900/-	₹ 102145/-	₹ 85129/-
Assistant Professor Grade-I	Pay Level: 12 Minimum Pay: ₹ 101500/-	₹ 142843/-	₹ 118483/-
Professor	Pay Level: 14A Minimum Pay: ₹ 159100/-	₹ 219451/-	₹ 181267/-

F.4.1. The posts carry allowances such as D.A., H.R.A, transport allowance and telephone charges as per rules of the Institute, which at present correspond to those admissible to Central Government employees stationed at Chennai.

F.4.2. Depending upon the qualifications and experience, higher starting salary may be offered in deserving cases as decided by the Selection Committee.

G. OTHER SUPPORT FOR PROFESSIONAL ADVANCEMENT OF FACULTY

- G.1. For candidates joining the Institute from abroad - Reimbursement of one-way economy class airfare for travel subject to the condition that they serve the Institute for a minimum period of 3 years for new recruits.
- G.2. Relocation allowance of ₹ 50,000/- or actual, whichever is less, towards transportation of personal effects is also provided for candidates joining the Institute from abroad for new recruits.
- G.3. Initiation Grant of ₹ 5 lakhs on joining, to be used for initial research set up, travelling to conferences etc. for new recruits.
- G.4. A startup Grant of ₹ 20 lakhs or more for carrying out research for a period of 3 years.
- G.5. A Cumulative Professional Development Allowance (CPDA) of ₹ 3 lakhs for every block period of 3 years (Rupees one lakh per year) is made available to every member of the faculty on reimbursable basis to meet the expenses for participation in national and international conferences, payment of membership fee of professional bodies and contingent expenses (**subject to revision on account of 7th CPC**).
- G.6. No limit on the attendance at International Conferences without Institute financial assistance subject to leave availability.
- G.7. Accommodation: Fresh recruits, on arrival, may stay in Guest House up to a month on concessional rates and allotment of single bedroom quarter on spot allotment basis subject to availability.
- G.8. The Institute encourages interaction of the faculty with industry, other research and professional institutions. Consultancy is encouraged at IIT Madras and liberal consultancy policies are in practice.
- G.9. Professional visits can be undertaken during vacation period for carrying out scientific research work.
- G.10. Flexible Sabbatical Leave facility.
- G.11. Facilities for Research and Development activities exist in all the Departments and Centres. These are being continuously modernized with contemporary equipment and services. Good facilities also exist for computing. The Institute has a well-stocked library.
- G.12. Medical Insurance for cash-less in-patient treatment at leading hospitals and free outpatient support in the well-equipped Institute Hospital for staff & dependents.
- G.13. Most of the day-to-day facilities are available on the Campus including banks, post office, small shopping center, schools (upto 12th standard), Crèche for children, well equipped hospital, sports facilities including a swimming pool and vast play-grounds for field games. Cultural facilities include film clubs, Classical music societies, debating and drama, hobbies club and the Staff Club.

H. ADDITIONAL INFORMATION

- H.1. Permanent faculty positions are open to Indian Nationals, Persons of Indian Origin (PIO) and overseas citizens of India (OCI). Appointment of foreign nationals for fixed period on contract basis is permissible.
- H.2. Political and security clearance from Ministries of External Affairs and Home Affairs is necessary in every case for individuals with foreign passports.

- H.3. Candidates employed in Government and Semi-Government Organizations, Public Undertakings, University and Educational Institutions must apply through their present employers. If they anticipate unavoidable delay in their applications being forwarded through proper channel, they may submit advance copies of their applications directly to the Dean (Admn.), IIT Madras.
- H.4. Candidates are requested to send their application in the prescribed format only.
- H.5. The Institute reserves the right to fill or not fill any or all the posts advertised.
- H.6. The Institute reserves the right to restrict the number of candidates for interview to a reasonable limit on the basis of qualifications and experience higher than the minimum prescribed in the advertisement and other academic achievements.
- H.7. The invitation to candidate for interview merely indicates that it is felt that he/she with others may be suitable for the post and conveys no assurance whatsoever that he/she will be recommended or selected or his/her conditions specified in the application will be accepted.
- H.8. The Institute reserves the right to screen and call only such candidates as are found prima-facie suitable for being considered by the Selection Committee. Thus, just fulfilling the minimum prescribed conditions would not entitle one to be called for interview.
- H.9. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview.
- H.10. The Institute may consider candidates whose area of specialization lie outside those stated herein, provided these persons have an outstanding record.
- H.11. Outstation candidates called for personal interview will be paid economy airfare by the shortest route.
- H.12. The candidate is responsible for the correctness of the information provided in the application. If it is found at a later date that any information given in the application is incorrect / false the candidature / appointment is liable to be cancelled / terminated.
- H.13. Candidates can get in touch with the Head of the concerned Department for additional information.
