



INDIAN INSTITUTE OF TECHNOLOGY MADRAS

CHENNAI – 600 036

Advertisement No. IITM/R/4/2019 Dated 23.10.2019

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 of various Departments is given below. Department wise specialization areas and additional qualifications are available at <https://facapp.iitm.ac.in> as Annexure-1.

| SNo | Department | Positions | SNo | Department | Positions |
|-----|--------------------------------|-----------|-----|---------------------------------|-----------|
| 1 | Aerospace Engineering | AP; PROF | 9 | Engineering Design | AP |
| 2 | Applied Mechanics | PROF | 10 | Humanities & Social Sciences | PROF |
| 3 | Biotechnology | AP | 11 | Mathematics | PROF |
| 4 | Chemical Engineering | AP | 12 | Mechanical Engineering | AP; PROF |
| 5 | Chemistry | AP; PROF | 13 | Metallurgical & Materials Engg. | PROF |
| 6 | Civil Engineering | AP; PROF | 14 | Ocean Engineering | AP; PROF |
| 7 | Computer Science & Engineering | AP; PROF | 15 | Physics | PROF |
| 8 | Electrical Engineering | AP; 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.

Qualification and Experience:

Basic Qualification and Experience for the posts are given below. Qualification and Experience will be reckoned as on December 1, 2019.

A. QUALIFICATION

Ph.D., with first class or equivalent at the preceding degree. Specialization in the appropriate area/branch with consistently good academic record throughout. Additional qualifications and specialization areas sought in each department are available at <https://facapp.iitm.in> as *Annexure-1*.

B. EXPERIENCE

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

B.1.1. Assistant Professor (Grade II): Candidates with less than three years of industrial/ research/ teaching experience may be considered for this post.

B.1.2. Assistant Professor (Grade I): Candidates with at least three years of industrial/research/ teaching experience may be considered for the post.

The experience gained while pursuing Ph.D is excluded for consideration.

Assistant Professor candidates should preferably be below 35 years of age as on December 1, 2019.

B.2. PROFESSOR

Candidates with at least 10 years of 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 the link for this advertisement at facapp.iitm.ac.in; fillable forms and instructions can be found at the site. A scan of the signed copy of ONLY the datasheet has to be uploaded using the online link. In case of any queries regarding the application submission, please contact:

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

C.2. The completed application materials should be uploaded on or before 22.11.2019/05.00 PM (IST)

D. INSTRUCTIONS FOR COMPLETING THE APPLICATION FORM

D.1. Instructions for completing the application are available on the application website- please refer to these instructions while filling the application. 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 files as specified in Section 6 of the online application, must also be uploaded.

A single application form is sufficient for applying to multiple departments. Relevant departments and positions can be selected in Section 7 of the online 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 Qualifications and Experience in an academic CV format.

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 and 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 include 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 a participant or as a mentor.

D.2.3. A Research Plan, highlighting your current and past research interests and achievements. Also, include your plans in the short and long terms. If applicable highlight the accomplishments 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 his/her **three best papers published papers (for Professor applicants these papers should have preferably been published in the current position)**. In addition, include a write-up on (a) why the work is essential (context), (b) a short description of their technical contribution of these papers and (c) if based on collaboration with non-students, the candidate’s specific contribution. The papers are to be uploaded in the upload section of the online application.

For items D2.4 to D2.9 –

While listing the overall outputs as detailed in each sub-section, clearly indicate the outputs:

- **in the last 3 years – for Assistant Professor Applicants:**
- **as an Associate Professor or equivalent – for Professor Applicants**

D.2.4. Details of journal/conference papers, listed in reverse chronological order:

Names of authors, the title of the paper, the name of the journal/conference, volume/proceedings, pages (from – to), year, DOI if available, etc. Group the above as Journal Publications and those 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. listing:

D.2.5.1. Nature, the name of prize/award, awarded by, awarded for, year of the award.

D.2.5.2. Name of the patent, year and details about the patent, etc. as well as the applicant's specific contribution vis-a-vis the co-inventors.

D.2.6. Research guidance (Ph.D./M.S. only with formal guide/co-guide status) listing:

Research degree, the name of the scholar, title of the thesis, year of award etc. The applicant's guidance role, i.e. is sole-guide/primary-guide/co-guide must be indicated. Research guidance in progress may be indicated separately along with milestone(s) reached.

D.2.7. Role in and details of Sponsored Research & Consulting projects carried out, listing:

Type, 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, pointing out the challenges overcome, the value of the work to the research community/industry.

D.2.8. Other Activities like:

D.2.8.1. Textbooks and Monographs written, with details on contributions.

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 items (D.2.1. to D.2.10.) must 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 must 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 on or before **December 15, 2019**; email addresses are listed at the IIT Madras website (www.iitm.ac.in.)

E. AREAS OF SPECIALISATION

- E.1. The document containing details of specific areas and faculty positions currently being sought for recruitment in different departments is available through the *facapp* website (<https://facapp.iitm.ac.in>). It is expected that faculty members will be affiliated to the department that is most closely associated with their research interests. However, they may teach core courses from other departments also 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/-

The minimum starting pay to be fixed in Academic Pay Level-10 at Cell No.8 ₹ 70,900/-. In such cases, on completion of one year of experience, the incumbent shall move to Academic Pay Level_11. Subsequent placement in Assistant Professor Grade-I will be based on internal performance assessment conducted after meeting experience requirements.

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 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/- | ₹ 108400/- | ₹ 91400/- |
| Assistant Professor Grade-I | Pay Level: 12 Minimum Pay: ₹ 101500/- | ₹151500/- | ₹127200/- |
| Professor | Pay Level: 14A Minimum Pay: ₹ 159100/- | ₹ 232800/- | ₹ 194600/- |

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. The benefits of LTC, Children Education Allowance, and contribution towards New Pension Scheme (NPS) shall be permissible as per Gol rules.

F.4.2 Depending upon the qualifications and experience, a 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 for new recruits and his/her immediate family for joining the Institute from his/her current place of work abroad and relocation allowance up to a maximum of ₹1,50,000/- or actual whichever is less, subject to the condition that they serve the Institute for a minimum period of 3 years for new recruits.

- G.2. For candidates joining the Institute from within India - Reimbursement of one-way economy class airfare for travel for new recruits and his/her immediate family for joining the Institute from his/her current place of work in India and relocation allowance up to a maximum of ₹1,10,000/- or actual whichever is less, subject to the condition that they serve the Institute for a minimum period of 3 years 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 to collaborate with other researchers and industry.
- 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 may be necessary 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, experience and other academic achievements higher than the minimum prescribed in the advertisement.
- 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.
