INDIAN INSTITUTE OF TECHNOLOGY MADRAS
CHENNAI – 600 036

Advertisement No. IITM/R/2/2016 Dated March 11, 2016

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: Pay Band 3 (Rs.15600-39100) with AGP Rs. 8,000/- For direct recruits, minimum pay in the PB-3 to be fixed at Rs.30,000/-

ASSOCIATE PROFESSOR: Pay Band 4 (Rs.37400-67000) with AGP Rs. 9,500/- For direct recruits, minimum pay in the PB-4 to be fixed at Rs.42,800/-

in the Departments of

* Aerospace Engineering
* Applied Mechanics
* Chemical Engineering
* Chemistry
* Civil Engineering
* Computer Science & Engineering
* Electrical Engineering
* Engineering Design

* Humanities & Social Sciences
* Management Studies
* Mathematics
* Mechanical Engineering
* Metallurgical & Materials Engineering
* Ocean Engineering
* Physics

QUALIFICATION

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

EXPERIENCE

Experience will be reckoned as on July 1, 2016

ASSISTANT PROFESSOR
At least 3 years industrial / research / teaching experience excluding however, the experience gained while pursuing Ph.D.

Candidates preferably should be below 35 years of age.

Assistant Professor on contractual basis
Candidates not eligible for direct recruitment may be put on tenure track for the regular post of Assistant Professor. At the entry level they may be placed in Pay band – 3 of

Rs.15600-39100 with AGP of Rs.6000/- with seven non-compounded advance increments and shall move after 1 year to AGP of Rs.7000/- and after 3 years to AGP of Rs.8000/- with a minimum pay of Rs.30000/-

On completion of 3 years service as Assistant Professor with AGP of Rs.8000/-, shall move to Pay Band – 4 (Rs.37400-67000) with an AGP of Rs.9000/-

ASSOCIATE PROFESSOR
At least 6 years industrial / research / teaching experience of which at least three years should be at the level of Assistant Professor / Senior Scientific Officer / Senior Design Engineer

APPLICATION FORM AND INSTRUCTIONS

- Applications are to be submitted online at facapp.iitm.ac.in; fillable forms and instructions can be found at the same site. Also send one signed hardcopy of the data sheet (only) to:

    Dean (Administration)
    IIT Madras
    Chennai 600 036.

- The completed application materials should be uploaded **on or before April 10, 2016**.

INSTRUCTIONS FOR COMPLETING THE APPLICATION FORM

- Please send one application form for each post, if applying for more than one; a single application form is sufficient for applying to multiple departments – indicate the departments in the form in the appropriate columns. Enclosures are to be uploaded along with the application form, as separate documents (pdf preferred). The application form / data sheet is a summary sheet mainly for data collection for statutory and statistical purposes and all details should be in attached Academic Profile as detailed below.

- Enclose a detailed Academic Profile including the following information:

    a) 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.

    b) A Research and Industrial Consultancy plan highlighting your current and past research interests and achievements as also future plans in the short and long terms. As part of the research plan statement, candidates are expected to submit copies of "3 best papers" authored in the last 10 years, highlighting a) why the work is important (context) and b) if joint work with non-students, what is the contribution. Also to be highlighted are achievements of research scholars guided, especially where one can take pride in the work done or the role played in guiding.

c) 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) Awards, Patents, Prizes etc. indicating:
- Nature, name of prize/award, awarded by, awarded for, year of award
- 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

e) 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.

f) 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.

g) Other Activities like:
- Text books and Monographs written with details,
- Continuing education programs / conferences organized (as an organizer or co-organizer) etc.

h) For Associate Professor candidates, 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.

i) Any other relevant but brief information on academic standing.

- 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. For Associate Professor candidates, referees who are in the peer group of their research areas, preferably 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 references are expected.

- Candidates to upload reprints of three best papers published along with a short description of their technical contribution to each of these papers.

AREAS OF SPECIALISATION

- Details of specific fields and faculty positions currently being proposed for recruitment in different departments are listed in the website as departments / areas along with a list of interdisciplinary areas of interest. 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.

- 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

SCALES OF PAY

The scales of pay along with approximate total emoluments at the minimum of the scale, as of 1.1.2016, for the different posts are as follows (assuming DA of 119%)

Post	Scale of pay	Total emoluments	
		With House Rent Allowance	Without House Rent Allowance
Assistant Professor	PB3 **Rs.15600-39100** with AGP of Rs. 8000/- Minimum pay Rs.30,000/-	Rs.1,01,628/-	Rs.90,228/-
Assistant Professor (on contractual basis)	PB3 **Rs.15600-39100** with AGP of Rs. 6000/-	• Assistant Professors recruited on contractual basis need not appear before the Selection Committee again to be placed in regular scale as above	
Associate Professor	PB4 **Rs.37400-67000** with AGP of Rs. 9500/- Minimum pay Rs.42,800/-	Rs.1,37,235/-	Rs.1,21,545/-

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

- Depending upon the qualifications and experience, higher starting salary may be offered in deserving cases.

- Those who have applied against Standing Advertisement are urged to submit updated data.

OTHER SUPPORT FOR PROFESSIONAL ADVANCEMENT OF FACULTY

- 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.

- Relocation allowance of Rs.50,000/- or actual, whichever is less, towards transportation of personal effects is also provided for candidates joining the Institute from abroad.

- Initiation Grant of Rs. 5 lakhs on joining, to be used for initial research set up, travelling to conferences etc.

- Startup Grant of Rs.20 lakhs or more for carrying out research project of 3 years duration.

- Reimbursement of telephone bills up to Rs.750/- p.m. and STD facility for office telephone.

- A Cumulative Professional Development Allowance (CPDA) of Rs.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.

- No limit on the attendance at International Conferences without Institute financial assistance.

- Accommodation: 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.

- 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.

- Professional visits can be undertaken during vacation period for carrying out scientific research work.

- Flexible Sabbatical Leave facility.

- 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.

- Medical Insurance for cash-less in-patient treatment at leading hospitals and free outpatient support in the well equipped Institute Hospital for Staff & dependents.

- 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.

ADDITIONAL INFORMATION

- 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.

- Political and security clearance from Ministries of External Affairs and Home Affairs is necessary in every case for individuals with foreign passports.

- Reservation: Reservation as per Government of India rules, as applicable to IITs, is followed, without any relaxation on qualifications and experience. Necessary certificates pertaining to the current financial year 2015 - 2016 must be enclosed with the application form.

- 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**.

- Candidates are requested to send their application in the prescribed format only

- The Institute reserves the right to fill or not fill any or all the posts advertised.

- 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.

- 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.

- 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.

- No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview.

- The Institute may consider candidates whose area of specialization lie outside those stated herein, provided these persons have an outstanding record.

- Outstation candidates called for personal interview will be paid economy airfare by the shortest route.

- 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.

- Candidates can get in touch with the Head of the concerned Department for additional information.