



Requires

ACADEMIC ASSOCIATES

FOR VARIOUS AREAS/CENTRES

Academic Associate positions are a stepping-stone for future Academicians and Researchers. Academic Associates often pursue further studies like Ph.D. and become faculty members at reputed Institutions.

The primary task of an Academic Associate consists of acting as a Teaching Assistant or providing other academic help to faculty members.

Academic Associates are also encouraged to carry out independent research, with informal guidance/collaboration with faculty members or with their peers.

Positions available in the following Areas:

1. Centre for Management in Agriculture
2. Communication
3. Economics
4. Finance and Accounting
5. Human Resource Management
6. Information Systems
7. Marketing
8. Operations and Decision Sciences
9. Organizational Behaviour
10. Public Systems Group
11. Strategy

Research related tasks on assisting faculty are often in these respective areas.

Teaching related tasks of Academic Associates may be in any one of the academic programmes below:

IIMA has the following Academic Programmes:

Ph.D.: Doctoral Programme in Management

MBA: Postgraduate Programme in Management

MBA-FABM: Postgraduate Programme in Food and Agri-Business Management

MBA-PGPX: Postgraduate Programme in Management for Executives

MBA-BPGP: Blended Postgraduate Programme in Management

MBA-BPGP BA & AI: Blended Postgraduate Programme in Business Analytics and AI

ePGD-ABA: ePost Graduate Diploma in Advanced Business Analytics

FDP: Faculty Development Programme

AFP: Armed Forces Programme

EEP: Executive Education Programme

Details:

Selected candidates need to work with faculty members as may be assigned by the Area Chair for their teaching (primary activity) and research activities (secondary activity).

Teaching assistance:

- Assist faculty members in 100 to 150 sessions per year.
 - a. Attending classes and maintaining academic records and discipline in classes/courses.
 - b. To conduct attendance marking and tabulation, class participation marking and tabulation, setting up necessary teaching aids as instructed, tracking progress in class projects, assignments etc.
 - c. Correction/grading of answer sheets/quizzes/projects/assignments and conducting remedial sessions, if required.
 - d. Assisting in design and delivery in the programmes, such as preparation/revision of course outline, reading list, class handouts, preparing simulations, presentation slides etc.
- To provide tutorial support including remedial classes as required.
- Co-ordination with relevant Academic Offices.
- Compulsorily participate in exam/quiz invigilation and related activities.

Research Activities:

- Assisting faculty in their research, case writing, teaching note/exercise development and paper writing.
- Learn such tools, techniques and software applications as required for conducting high quality research and apply the same as required by faculty member(s).
- Coordinate with R&P Office, Case Unit etc. for matters related to dissemination of research output, registration of cases/teaching notes /exercise etc.

Age: Maximum 35 years

Area/Centre Specific Qualifications/Experience: Before applying online, candidates are advised to carefully review the Areas/Centers-Specific Qualifications, Skill Set and Experience and General instructions provided below.

Remuneration: Monthly consolidated salary in the range of Rs. 35,000/- to Rs. 40,000/- plus monthly Rs. 8,000/- towards housing support. **Annual Development Allowance:** Financial assistance for paper presentation in the conference and professional development allowance will be provided as per the Institute norms. The starting salary will depend on qualification and experience. TA/DA for official tours will be paid.

Duration: Initially for two years and extendable up to total five years based on annual performance review. We look forward to candidates who are looking for a long career in academics and are willing to be associated with the Institute for at least two to three years.

Areas/Centers-Specific Qualifications, Skill Set and Experience

Centre for Management in Agriculture (CMA): Candidates must have a Master's Degree in Economics or Public Policy with interest or exposure to specializations in Agriculture, Development, Applied Econometrics or Data Sciences. Candidates with good analytical skills, excellent communication, writing and computing skills will be required. Skills such as machine

learning, data mining or advanced analytics will be an advantage. Relevant work experience will be valued. Candidates should demonstrate the ability to work independently and are expected to show the willingness to travel and the ability to get connected well with rural India, in case if required.

Communication: Ph.D., M.Phil., or first-class MA in Communication or related disciplines such as English/Linguistics/Communication/ Public Relations/Sociology/Anthropology/Political Science. Those with experience in teaching/ research/ industry will be preferred. **Essential:** Excellent command over spoken and written English. **Desirable:** Work experience related to research/teaching in communication; experience in areas related to corporate communication, public relations, and media.

Economics: First Class Post Graduate Degree in Economics or related Fields. Postgraduates in Economics, Econometrics, Business Economics or B.Tech./ BE/ M.Phil. (Economics). Candidates must have an interest in Economics. Excellent skills in use of Worksheets and preferably databases, and good communication skills would be necessary. **Desirable:** UGC-NET or UGC-JRF. Some experience may be desirable. Candidates with outstanding academic achievement but without formal economics training and experience are also encouraged to apply.

Finance & Accounting (F&A): Candidates with CA/CMA or MBA /Master's /Postgraduate/ M.Phil./ Ph.D. degree in Accounting/ Business/ Commerce/ Economics/ Finance/ Mathematics/ Statistics. Both freshers and experienced candidates are welcome.

Human Resources Management (HRM): Post Graduates/Masters in Management with Specialization in Human Resource Management OR First class Post Graduates / Graduate in related disciplines like Psychology, Sociology, Social Work with basic HRM knowledge are also eligible. At least two years of relevant work experience is expected. Candidates with outstanding academic achievement but without experience can also apply. Knowledge of data analytics would be an added advantage.

Information Systems (IS): First class MCA or M.Tech. or B.Tech. / BE in CSE, IT or ECE or MBA (Systems).

Marketing: First class Master's or two years full-time Postgraduate Diploma in Management/Marketing/any closely related subjects from institutions recognized by AICTE/AIU with three years' experience either in Industry or Academics. M.Phil. with two years' experience. Ph.D. in Marketing/Management/closely related disciplines. MBA/PGDM/M.Phil. applicants with outstanding academic achievements but without experience can also apply.

Operations and Decision Sciences (O&DS): First class post graduate degree (2 years) in any discipline with minimum experience of 2 (two) years in the Operations and Decision Sciences Methods Area. First class ME/M.Tech. in Engineering or Computer Science/First class M.Sc. with Mathematics, Statistics or Physical Science/M.Phil./Ph.D. (with or without experience). **Desirable:** UGC-NET / UGC-JRF / GATE. BE/B.Tech. degree holders with outstanding academic achievements may also apply.

Organizational Behaviour (OB): Candidates should possess (i) a First Class Master's Degree in Psychology, Sociology or Management with specialization in Organizational Behaviour, HR, Industrial Psychology or any other field relevant to Organizational Behaviour; or (ii) M.Phil. or Ph.D. in any of these disciplines. Relevant work experience and JRF/NET qualifications will carry additional weightage. Candidates with outstanding academic records, with or without work experience, including those completing the final year of their Master's degree, are welcome to apply.

Public Systems Group (PSG): First class Masters degree (or equivalent Postgraduate degree) in any discipline, or first class Bachelor's level qualification in Engineering/Architecture/Medicine (i.e., 4-year or more degree program) with a minimum of one year experience either in academia or industry. Ph.D. in any discipline with or without experience will also be considered.

Strategy: A First-Class Postgraduate in Management/Commerce, Graduate or Postgraduate in Law or equivalent qualification with three years' experience either in academics or industry/M.Phil with two years' experience or Ph.D. with or without experience.

General Information/Instructions:

Please make sure to read all the information/instructions carefully before filling out the application form.

1. Eligibility Criteria

- Candidates' specialization in their Master's degree must match the Area/Centre applied for.
- Only relevant specializations will be considered.
- Fulfilling the minimum eligibility criteria does not guarantee a call for a written test, skill test, or interview.

2. Shortlisting and Screening Process

- All properly filled-in applications received in response to this advertisement will be scrutinized, and only shortlisted candidates will be invited through email for a test and/or interview.
- The Institute may apply higher screening criteria than the minimum prescribed qualifications. Such criteria may include higher qualifications, higher percentage of marks, relevant experience, and other parameters deemed appropriate.
- Notwithstanding the prescribed experience requirements, outstanding academic achievers without prior experience may also be considered.

3. Application Submission Guidelines

- Applicants must exercise due care while filling out the online application form.
- Once submitted, the application cannot be altered or resubmitted under any circumstances.
- No requests for changes to any information provided in the application will be entertained after successful submission.
- The Institute will not be responsible for incomplete or incorrect information furnished by applicants.

4. Verification and Disqualification

- If, at any stage during screening, recruitment, selection, or even after appointment, it is found that a candidate has provided false, incomplete, or incorrect information, their candidature/appointment will be rejected, cancelled, or terminated immediately.
- No correspondence in this regard will be entertained.

5. Institute's Rights

- The Institute reserves the right not to call any applicant for the selection process or to leave the position unfilled without assigning any reason.
- The Institute reserves the right to reject any application at any stage without assigning any reason.

Candidates are advised to **APPLY ONLINE ONLY** latest by **March 23, 2026**

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