



**TATA INSTITUTE OF SOCIAL SCIENCES (Deemed University)**

**HYDERABAD campus**

**Advertisement No: TISS/ADVT/HYD/Faculty/July 2016**

The Hyderabad campus of TISS was inaugurated in 2012 and in the last four years, the Institute has expanded with several innovative Masters Degree programmes and a unique Under-Graduate programme in Social Sciences.

The Institute has now started a School of Human Resource Management at its Hyderabad campus which draws upon four decades of pioneering work in the field of Human Resource Management and Industrial Relations to offer innovative programmes aimed at building leadership capabilities among fresh and experienced graduates. The School is strengthening its faculty team and is looking for scholars with a strong desire to come together to build a world-class academic institution to facilitate creation of people resources, perspectives and knowledge base to aid fundamental transformation of life condition of the people

SRHM envisions training and building capacities of young professionals in the area of human resource management. The activities of the School will involve a spectrum of learning and development initiatives ranging from organizational and social leadership development, not for profit management, social entrepreneurship and CSR management. It will also work as a platform for high quality research and knowledge sharing on issues of relevance for business, society as well as policy makers.

TISS invites applications for the posts of **Assistant Professors (4 No.)** and **Programme Coordinator (1 No.)** for its Hyderabad Campus. The posts will be on contract basis initially for a period of one year which may be extended based on the performance.

**What we offer:** TISS provides a challenging and fulfilling academic environment and nurtures a joyful work culture. A high degree of freedom and autonomy shape the positive work ethos and creativity in the Institute facilitating strong linkages between education, research, public policy, advocacy and outreach. TISS facilitates individual professional growth by offering ample opportunities to scholars to teach, and undertake collaborative research with organisations.

**What we expect:** Individuals recruited as faculty are expected to teach, mentor students' in their class room learning and field learning and research. Faculty are expected to actively participate in the business immersion activities of the students and also build industrial and corporate collaborations. Apart from the assigned teaching, faculty will be required to take part in research and case writing aimed at building high quality knowledge resources in management. They would be expected to design and conduct training and capacity building programmes for practitioners from diverse sectors and participate in consultancy assignments. They will be called upon to take up responsibilities related to academic administration as and when required.

**Candidates' Profile:** Candidates with an excellent track record in academics, good experience of teaching, research, and practice, ability to motivate and mentor young people from diverse backgrounds, and the willingness to travel and pro-actively connect with industry and other stakeholders to promote institute mandate are encouraged to apply.

**Educational Qualification Required for Assistant Professors :**

Good academic record with at least 55% of the marks or an equivalent grade of 'B' in the 7 point scale with letter grades O, A, B, C, D, E and F at the Master's Degree (or equivalent) level in Management/Business Administration/Human Resource Management/Personnel Management or an equivalent degree from an accredited foreign university. A relaxation of 5% will be provided from 55% to 50% of the marks at the Master's level for the SC/ST/differently-abled category candidates, and to the Ph.D. Degree holders who have passed their Master's Degree prior to 19th September 1991.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

Candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities.

Candidates are expected to have at least two years of teaching at a University or HR experience at a Corporate level.

Candidates selected to fill in this position are expected to teach courses related to Organizational Behaviour, HRM theory and System Design, Recruitment and Selection, Performance Management and Potential Development, Learning and Development, Organization Development and Change Management, Knowledge Management, Talent Management and other emerging HR domains.

**Remunerations:** The selected candidates will receive a consolidated salary beginning with Rs. 55000/- per month, commensurate with experience. The Institute provides health insurance facility to its employee, his/her spouse, and first two dependent children.

**Educational Qualification Required for Programme Coordinator**

Good academic record with at least 55% of the marks or an equivalent grade of 'B' in the 7 point scale with letter grades O, A, B, C, D, E and F at the Master's Degree (or equivalent) level in Management/Business Administration/Human Resource Management/Personnel Management or an equivalent degree from an accredited foreign university. A relaxation of 5% will be provided from 55% to 50% of the marks at the Master's level for the SC/ST/differently-abled category candidates. and to the Ph.D. Degree holders who have passed their Master's Degree prior to 19th September 1991.

The person should have at least three years of relevant experience in dealing with student training, coordination and placement in a reputed institution.

The candidate is expected to lead the Schools' efforts to build industrial and corporate collaborations by traveling and interacting with senior professionals in industrial organizations.

**Remunerations:** The total monthly remunerations will be Rs. 45000/- (negotiable). The Institute provides health insurance facility to its employee.

**Interview:** The eligible candidates will be communicated by an e-mail and mobile phone to appear for the presentation and interview to be conducted at TISS.

**Application fee:** The application fee of Rs. 500/- be paid on-line. The SC/ST/PWD candidates will be waived from the application fee if they attach the required certificate to the online application form. The application will be valid only on receipt of the application fee for those who are required to pay. Fees once paid shall not be refunded under any circumstances.

**Other Conditions:**

- The Institute reserves the right to relax qualification of the candidate based on the work experience and to relax age in the case of persons already holding comparable positions in a University/research institution of repute,
- The institute reserves the right to invite persons for interview who may not have applied for as per the above procedure and not fill up the vacancy advertised.
- Since applications received may be short listed, merely possessing the prescribed qualifications and the requisite experience would not entitle a person to be called for interview.
- The post is unreserved, but candidates belonging to reserved category can apply.
- No queries or correspondence regarding issue of call letter for interview / selection of candidates for the post will be entertained at any stage and canvassing in any form is strictly prohibited and will lead to the candidate being debarred from consideration for the post.
- The candidate under employment must bring 'No Objection Certificate' from their employer to appear for presentation/ interview.
- No TA / DA is payable for appearing for the interview.
- In case of any inadvertent error in the advertisement and in the process of recruitment, which may be detected at any stage, even after issue of appointment order, the Institute reserves the right to modify/withdraw/cancel any communication made to the candidate(s).

The candidates are requested to apply online through the link **(Apply now)** provided alongwith this advertisement on Institute's website [www.tiss.edu](http://www.tiss.edu).

The candidates are required to take a print of acknowledgement of online application and keep it for future reference.

**Important Dates:**

Last date of Receipt of On line Application: 4<sup>th</sup> August 2016.

Intimation to short listed candidates will be emailed by 10<sup>th</sup> August 2016.

Interviews will be conducted between 25<sup>th</sup> - 28<sup>th</sup> August 2016.

Selected Candidates are expected to join or before 10<sup>th</sup> September 2016.

Registrar