



INDIAN INSTITUTE OF TECHNOLOGY MADRAS

CHENNAI – 600 036

Advertisement No. IITM/R/1/2025 Dated 01.01.2025

Special Drive for SC/ST/OBC-NCL on Mission Mode

IIT Madras invites applications from individuals who belong to SC/ST/OBC-NCL category with an established record of independent, high-quality research and commitment to teaching and research for faculty positions at the level of Assistant Professor (Grade-I and Grade-II).

Department wise specialization areas, specific qualifications/experience are specified in Annexure-1 is accessible at <https://facapp.iitm.ac.in>.

The reservation policy of the Ministry of Education, Government of India regarding SC/ST/OBC(NCL) & Persons with Disabilities (PwD) will be applicable. Age relaxation for SC/ST/OBC-NCL & PwD candidates will be applicable as per Government of India norms. The maximum age limit for various categories, as on **February 15th, 2025**, shall be as per the Table below.

Table: Maximum age of candidates at the time of application.

Category of candidates	Applicable age relaxations (yr)	Maximum eligible Age (yr)
OBC-NCL	3	38
SC/ST	5	40
OBC-NCL & Women	3+3	41
SC/ST & Women	5+3	43
OBC-NCL & PwD	3+10	48
SC/ST & PwD	5+10	50
OBC-NCL, Women & PwD	3+3+10	51
SC/ST, Women & PwD	5+3+10	53

Candidates should upload their valid SC/ST/OBC-NCL & PwD certificates issued by the appropriate authorities in the prescribed format of Government of India, along with the application. The number of vacancies in each category for this round of Mission Mode recruitment is approximately (**SC:03, ST-04, OBC-NCL-10**). Vacancies are based on the institute as one unit. The number of vacancies are subject to revision. Women applicants from the reserved categories are highly encouraged to apply.

Qualification and Experience:

Basic Qualification and Experience for the posts are given below. Qualification and Experience will be reckoned as on **February 15th, 2025**.

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 post-Ph.D industrial/ research/ teaching experience may be considered for this post.

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

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

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 the datasheet has to be uploaded using the online link. In case of any queries regarding the application submission, please contact:

Dean (Faculty)
IIT Madras
Chennai 600 036.
(deanfacultyoffice@iitm.ac.in)

- C.2 The completed application materials should be uploaded on or before **February 15th, 2025, 5:00PM (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&7 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 8 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 (5years) and long terms (10 years and beyond). 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**. 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 D.2.4 to D.2.9 –

While listing the overall output as detailed in each sub-section, clearly indicate the total output and output in the last 3 years:

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

Format as specified in the template available at “Upload List of Publication” may be used for this section. This section needs to be completed as a part of the academic profile also.

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. Scanned copies 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” shall 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 departments concerned, I.I.T. Madras, Chennai 600 036** by email. E-mail 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 currently being sought for recruitment in different departments is available at the facapp website (Annexure-1) (<https://facapp.iitm.ac.in>). It is expected that faculty members will be affiliated to the department that is most closely associated with their area of specialization. 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, List of faculty, Postgraduate programs and areas of research can be reviewed at 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 Basic Pay: ₹ 70900/-

The minimum starting basic 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 Basic Pay: ₹ 101500/-

For direct recruits, minimum starting basic 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. Pay level along with approximate total emoluments at the minimum of the scale:

Apart from the basic pay above, the position carries allowances such as D.A., H.R.A, Transport, Telephone and other applicable allowances as per rules of the Institute, which at present correspond to those admissible to Central Government employees stationed at Chennai. Applicants may refer to table below for better understanding.

Post	7th CPC Pay Level	Total emoluments	
		Including House Rent Allowance	Excluding House Rent Allowance
Assistant Professor Grade-II	Pay Level: 10 Minimum Pay: ₹ 70900/-	₹ 165800/-	₹ 144500/-
Assistant Professor Grade-I	Pay Level: 12 Minimum Pay: ₹ 101500/-	₹221800/-	₹191300/-

F.3.1 The benefits of LTC, Children Education Allowance, and contribution towards New Pension Scheme (NPS) shall be permissible as per Gol rules.

F.3.2 Depending upon the qualifications and experience, a higher starting salary may be offered for 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 ₹ 25-50 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.
- 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. IIT Madras has the best university start-up ecosystem in the country and faculty are encouraged to use IITM Research Park to nurture their ideas and inventions towards product development and commercialization.
- G.10. Professional visits can be undertaken during vacation period for carrying out scientific research work.
- G.11. Flexible Sabbatical Leave facility to collaborate with other researchers and industry.
- G.12. 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.13. Medical Insurance for cashless in-patient treatment at leading hospitals and free outpatient support in the well-equipped Institute Hospital for staff and dependents.
- G.14. 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. Candidates who obtained their doctoral degree from IIT Madras should demonstrate clear evidence of complementary research independent of the IITM guide with a minimum experience of three years outside IITM.
- H.2. 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 through the portal with information to the Dean (Faculty), IIT Madras or submit No Objection Certificate at the time of interview
- H.3. Candidates are requested to submit their application in the online application portal only.
- H.4. The Institute reserves the right to fill or not fill any or all the posts advertised.
- H.5. 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.6. 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.7. 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.8. No correspondence whatsoever will be entertained from candidates regarding reason for not being called for interview / outcome of interview.
- H.9. The Institute may consider candidates whose area of specialization and specific qualification lie outside those stated herein, provided such persons have an outstanding record.
- H.10. Outstation candidates called for personal interview will be reimbursed economy class airfare by the shortest route, between the current place of duty / residence within India and Chennai. If coming from abroad for personal interview, reimbursement is limited to Rs.40,000/- (Rupees forty thousand only) or the actual fare whichever is less based on the shortest route to Chennai.
- H.11. 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.12. Candidates can get in touch with the Head of the Department concerned for additional information.

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