



INDIAN INSTITUTE OF MANAGEMENT
CALCUTTA

CALL FOR
**PROFESSOR OF
PRACTICE**
POSITIONS AT IIM CALCUTTA



GENERAL INFORMATION FOR APPLICANTS

IIMC invites applications for “Professor of Practice” positions from highly experienced and accomplished management professionals. Professors of Practice are expected to facilitate novel practice-oriented pedagogies by promoting active learning, creativity, and innovation, and teach in different programs as per the norms of the Institute. Professors of Practice are also expected to promote industry-institute linkages through a wide range of activities, including participation in executive education, supporting IIMC’s various centres and programmes, resource generation and consulting assignments. She/he will also be expected to identify industry needs, and coordinate and develop cutting-edge courses to be conducted by IIMC.



Minimum Qualification and Experience

- Must have proven expertise in their specific profession or role with preferably 15 years of service/experience at a senior level, to be eligible for Professor of Practice. The applicants should preferably be below the age of 65 years on the date of the advertisement.
- Must have significant potential to develop industry/government/international connect and ability to leverage the same for the benefit of the Institute. They may help bring research and consulting projects, serving as a liaison between the Institute and the industry or government entities to identify research and/or funding opportunities, or by working with faculty to identify consulting projects and/or develop innovative training programmes that would benefit industry and/or government entities.
- Ideally hold a Master's/PhD degree in any discipline (or equivalent professional qualification) from an Institute of national or international repute. In the case of candidates with significant senior level experience in the industry, her/his domain knowledge should be of significant value and possession of a Master's/PhD may not be considered an essential condition in such cases.



Remuneration

- The selected candidate will be paid Rs. 1,20,000/- per month (all inclusive) subject to 15 (equivalent) hours of engagement per month on an average during the period of contract. Engagement is defined as involvement in degree/diploma teaching, executive education and external consulting as per the norms prevailing in the Institute. However, she/he will be paid for additional hours¹ spent in teaching, executive education and external consulting as per rules applicable to the regular Institute faculty.
- During the days of engagement (as detailed above) accommodation on campus may be provided subject to availability.
- Shared office space may be provided.

¹ Additional permissible hours will be computed as per prevailing Institute norms. Institute rules for engaging in consulting projects will be applicable.



Duration, nature of engagement of Professor of Practice (PoP) Faculty

This is a contractual appointment and duration of appointment will be for one year. The contract may be renewed based on performance, up to a maximum of 3 years from the date of initial engagement. Professors of Practice may be hired as full time Chair Professor of Practice as per Institute Chair Professor of Practice policy.



Mandatory Documents for Application

- Updated CV. Candidates are encouraged to highlight special achievement/ recognition/ awards, if any
- Work experience documents: Proof of work experience
- Two letters of reference
- Statement of Purpose (SOP): This should showcase one's strengths and provide an overview of one's background, goals, academic and professional aspirations and potential contributions to IIM Calcutta

Please send in your application package with the above documents to **faculty_jobs@iimcal.ac.in**. This is a rolling advertisement and there is no last date. However, applications received by **1st January 2024** will be considered in the current round. Incomplete applications will be summarily rejected



Please see below for academic group-wise additional requirements, expectations and qualification criteria for PoPs



Human Resource Management (HRM)

Human Resource Management (HRM) is seeking a Professor of Practice with comprehensive industry experience in human resource management, especially in the following domains:

- Strategic HRM: Experience in formulating and executing people management policies at corporate levels. Exposure to HRM challenges related to mergers & acquisitions, joint venture management, and people management issues within conglomerate structures is desirable.
- International HRM: Expertise in managing HR in a global context, including expatriate and inpatriate management
- Industrial Relations Management: Proven capability in handling industrial relations, including executing negotiations and collective bargaining in unionized environments
- HR Analytics & Technological Integration: Acumen in assimilating new technologies into the HRM system and a strong foundation in HR analytics
- HR Development & Learning: Experience in identifying training needs, developing in-house modules, onboarding new and lateral hires, training product/function leaders, and assessing training results. Additionally, proficiency in developing and implementing assessment centers and devising succession and workforce planning is sought

With expertise in these areas, the Professor of Practice can contribute to MBA courses, introduce new electives, and procure training and consulting projects. An MBA degree, preferably in HRM/IR from a renowned institution, is desirable.



Organisational Behaviour (OB)

Organisational Behaviour (OB) group's requirement is for one Professor of Practice in the area:

- Balancing AI/ML with managing people in large enterprises

Furthermore, the Professor-of-Practice applicants for the OB Group:

- Must have been in leading managerial or leadership roles of a large established global enterprise (includes for profit, government or not-for-profit)
- May include founders of Unicorns or successful startup exits (at least 500 people from scratch)
- Must have a proven track record in the industry alongside appropriate academic qualifications
- Preference will be given to MBAs and PhDs from top Institutes in India or abroad

The OB group would like the PoP to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoP to bring new customised training programmes and consulting projects.





Finance and Control (F&C)

Finance and Control (F&C) group is seeking one Professor of Practice in any of the following areas:

- Mergers, Acquisitions and Restructurings
- Project Finance
- Banking and Treasury Management

The F&C group would like PoP to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoP to bring new customised training programmes & consulting projects.



Management Information Systems (MIS)

Management Information Systems (MIS) group invites applications for Professors of Practice in the key thrust areas:

- Augmented Reality/Virtual Reality
- Metaverse
- Systems Thinking and
- Data Science

In addition, the MIS group would also consider applicants with expertise in inter-disciplinary thrust areas: Smart Cities, Robotic Process Automation, Regulatory aspects of IT and Healthcare Technologies.



Public Policy and Management (PPM)

Public Policy and Management (PPM) Group is inviting applications for Professors of Practice in the following areas:

- Legal Compliance
- Ease of Business
- Social Sector
- Environment, Social and Governance (ESG)

Furthermore, the Professors-of-Practice applicants for the PPM Group should have substantive experience working as:

- Senior government bureaucrats
- Consultants
- Executives in multilateral agencies such as the World Bank OR
- Entrepreneurs

The PPM group would like PoPs to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoPs to bring new customised training programmes & consulting projects.





Marketing (MKTG)

Marketing (MKTG) group would like to consider one professor of practice with expertise in the areas of:

- Product Management and/or
- International Marketing

The MKTG group would like PoP to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoP to bring new customised training programmes & consulting projects.



Operations Management (OM)

Operations Management (OM) group is seeking Professors of Practice in the areas of:

- Infrastructure Management
- Technology Management and
- Product Management

The OM group would like PoPs to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoPs to bring new customised training programmes & consulting projects.



Strategic Management (SM)

Strategic Management (SM) group is looking for Professors of Practice in the following thrust areas:

- Strategy & Sustainability
- AI-centric Business Models
- Managing R&D centres, skunkworks and reverse engineering
- Managing family offices & trusts
- Managing succession in family businesses

The SM group would like PoPs to be involved in teaching across academic programmes (excluding Doctoral Programme). The group would also like the PoP to bring new customised training programmes & consulting projects.



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