



TATA INSTITUTE OF SOCIAL SCIENCES
V.N. Purav Marg, Deonar, Mumbai 400 088
(A Deemed University under Section 3 of the UGC Act, 1956)

ADVT/ACAD/ TISS-Mumbai/SMLS/2022

June 01, 2022

NOTIFICATION – TEACHING POSITIONS

Required Professor (One Post) and Assistant Professor (Five Posts) on Contract Basis for various Centres of School of Management and Labour Studies (SMLS) at TISS-Mumbai Campus.

The Tata Institute of Social Sciences (www.tiss.edu), established in the year 1936 is a Deemed to be University, fully funded by the University Grants Commission, Govt of India. TISS is a Grade I University with NAAC score of 3.89/4 and NIRF 2020 rank of 34 among Indian Universities and 57 overall.

With campuses at Mumbai (Main) and off-campus at Tuljapur, Guwahati and Hyderabad, TISS offers over 50 Post Graduate programmes, 18 Doctoral programmes, and 3 Under Graduate programmes in a range of socially relevant inter-disciplinary and applied social science disciplines, and over 30 B.Voc. programmes.

Freedom and autonomy shape the positive work ethos and culture of the Institute and facilitate strong linkages between teaching, research, field action and policy engagement. The Institute encourages and supports researchers to engage in foundational, applied, field and action-oriented research, and nurtures research collaborations nationally and internationally, with a commitment to creating a just society through education, generation of knowledge and field action initiatives.

The School of Management and Labour Studies (SMLS) at TISS provides quality human service professionals for a variety of stakeholder groups in the development process. The SMLS diversified to develop innovative teaching and research programmes that address wider social issues and realities with a special emphasis on the marginalised and vulnerable groups. It offers 5 M.A./M.Sc. programmes viz. Human Resources Management and Labour Relations, Labour Studies and Practices, Social Entrepreneurship, Organisation Development, Change and Leadership, and Analytics. In addition, it also offers an Executive PG Diploma programme in Human Resources Management, Organisation Development and Change and Analytics. It is involved in research, innovation and consultancy through its various centres.

The SMLS at TISS (Mumbai Campus) invites applications for faculty positions in its various centres, as shown below:

Centres	Professor	Assistant Professor	Total
Centre for Human Resources Management and Labour Relations	-	2	2
Centre for Social and Organizational Leadership (C-SOL)	1	1	2
Centre for Labour Studies	-	2	2
Total	1	5	6

Eligibility Criteria (A or B):

A	Professor (One position at C-SOL)
(i)	An eminent scholar having a Ph.D. degree with at least 55% marks in Postgraduate Degree (or an equivalent grade in a point-scale, wherever the grading system is followed) in the concerned/allied/relevant discipline mentioned above, actively engaged in research with evidence of leading funded projects, and published work of high quality with a minimum of 10 research publications in the peer-reviewed international and national UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2 of the UGC guidelines in the areas of Organisational Studies, Organisational Development, Change Management, Leadership, Human Resources Management or closely related fields; and
(ii)	A minimum of 10 years of teaching experience in university/college as Assistant Professor, Associate Professor or Professor , and/or research experience at equivalent level at the University/Accredited National Level Institutions with evidence of having successfully completed at least 3-5 funded projects and guided at least two doctoral candidates.
O R	
(i)	An outstanding professional, with a minimum of 10 years managerial and leadership experiences with established reputation in the relevant field, who has made significant contributions to the knowledge in the profession. Experience in corporate training, consulting, and teaching in the areas of Organisational Studies, Organisational Development, Change Management, Leadership, Human Resources Management or closely related fields will be preferred.
B	Assistant Professor (positions at Centres of SMLS as listed above)
(i)	A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in Management /Psychology /Applied Psychology /Human Resources Management /Economics /Sociology/Labour Studies /Labour Law /Business Law /Organisational Studies /Organisational Development /Change Management / Leadership /Marketing Management /Financial Management /Operations Management /Strategic Management from an Indian University, or an equivalent degree from an accredited foreign university relevant to the areas of the Centres.
(ii)	Besides fulfilling the above qualifications, the candidate must have cleared the National

	<p>Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET provided the candidates registered for the Ph.D. programme prior to July 11, 2009.</p> <p>As per the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of 'Assistant Professor' subject to the or equivalent positions in Universities/Colleges/Institutions fulfilment of the following conditions,</p> <ol style="list-style-type: none"> a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a referred journal; e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency. <p>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p>
B	<p>The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:</p> <ol style="list-style-type: none"> i. Quacquarelli Symonds (QS) ii. the Times Higher Education (THE) or iii. the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).
	<p>Desirable Qualifications for Assistant Professor Positions</p> <ul style="list-style-type: none"> • Post Graduate Degree (or Equivalent) from a premium institute. • Ph.D. in Management / Psychology / Applied Psychology / Human Resources Management / Economics/ Sociology/ Labour Studies / Business Analytics / Organisational Studies / Organisational Development / Change Management / Leadership/ Marketing Management / Financial Management/ Operations Management/ Strategic Management from an Indian University, or an equivalent degree from an accredited foreign university. • Candidates with prior teaching and/or field practice experience of two years will be preferred. • Research and published work in peer-reviewed journals.

Remuneration:

Assistant Professor - As per 7th CPC in the Academic Level – 10

Professor - As per 7th CPC in the Academic Level – 14

Duration of appointment will be for one year, extendable after performance review and with appropriate increment.

Other Conditions:

- The Institute reserves the right to relax qualifications 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 positions are 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 produce 'No Objection Certificate' from their employer to appear for 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).

Application Fee: The application fee of Rs. 1000/- be paid on-line. The application fee for SC/ST/PWD candidates will be Rs. 250/- if they attach the required certificate to the online application form. The women applicants are waived from payment of application fees. The application will be valid only on receipt of the application fee, if applicable. Fees once paid shall not be refunded under any circumstances.

The candidates are requested to apply online through the link (**Apply Now**) provided along with this advertisement on the Institute's website at www.tiss.edu.

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

The last date for submission of online applications will be 30th June 2022.

The shortlisted candidates will be sent a call letter and link for the interview.

Verification of documents: The shortlisted candidates are required to send scanned copies of their coloured passport size photograph, self-attested photocopies of relevant certificates in support of the essential qualification & experience. Original certificates will be verified only for

the selected candidate at the time of appointment.

Note: The selected candidate has to join the post within 15 days on intimation of selection.

Registrar