



# Institute for Development and Research in Banking Technology

(Established by Reserve Bank of India)

Castle Hills, Road No. 1, Masab Tank, Hyderabad - 500057

Rolling Advertisement No. 02 / 2011 - 12

## INVITATION FOR TOP TALENT IN RESEARCH & ACADEMICS FOR REGULAR POSITIONS

IDRBT, the premier Institute of Banking Technology in the country, spearheads efforts in providing state-of-the-art technologies for the Banking and Financial Sector. The Institute interfaces Research and Development, Academics, Executive Education and Practice.

Consequent upon the recommendations of an [Expert Committee](#) headed by Dr. C. Rangarajan, Chairman, Prime Minister's Economic Advisory Council, IDRBT has initiated ambitious plans to scale up its Research and Academic Activities.

To encourage best practices in Banking Technology, the Institute invites top talent with high passion for Research and Academics for the positions of [Professor, Associate Professor and Assistant Professor](#).

### 1. [QUALIFICATIONS](#)

Candidates for all positions must have a Ph.D in Computer Science / Information Technology / Information Systems / Information Security / Banking Technologies or Closely Related Areas with a first class or equivalent at the preceding degree in an appropriate branch with a consistently good academic record.

### 2. [SPECIALISATION](#)

Candidates should have specialised in one or more of the following areas:

- v Information Technology in Banking
- v Financial Networks and Applications
- v Financial Information Systems and Business Intelligence
- v Core Banking System Related Areas
- v Open Source Technologies
- v Information Systems
- v Advanced Data Analysis
- v Applied Statistics
- v Electronic Payment and Settlement Systems
- v Security Technologies for the Financial Sector
- v Financial Inclusion Technologies
- v Alternate Delivery Channels
- v Information Security
- v Computer Science & Engineering
- v Business Analytics
- v Closely Related Areas

### 3. EXPERIENCE

#### **PROFESSOR**

A minimum of ten years of research / academic / professional experience of which at least four years should be at the level of Associate Professor or an equivalent position in a premier and reputed institution, organization or industry as on the date of application. The candidate should have demonstrated leadership in research and academics in a specific area of specialization in terms of applied research, guidance of Ph.D students, strong record of publications in reputed journals and conferences, patents, laboratory/course development, and other professional R & D and academic activities.

#### **ASSOCIATE PROFESSOR**

A minimum of six years of research / academic / professional experience of which three years should be at the level of Assistant Professor or an equivalent position in a premier and reputed institution, organization or industry as on the date of application. The candidate should have demonstrated adequate experience of independent research and academic output in terms of guidance of M.Tech. and Ph.D students, publications in reputed journals and conferences, patents, laboratory/course development, and other professional R & D and academic activities.

#### **ASSISTANT PROFESSOR**

A minimum of three years research / professional experience in a premier and reputed organization excluding the experience gained while pursuing Ph.D. Candidates should have demonstrated research and academic capabilities in terms of publications in reputed journals and conferences.

Eligible candidates with less than the requisite experience to be an Assistant Professor may be initially offered a [Contract for a period of three years](#) and would be put on a tenure track for the regular position of Assistant Professor thereafter.

The Selection Committee may consider relaxing the experience requirements and granting advance increments in the case of Outstanding Candidates.

### 4. TYPE OF POSITIONS

#### a) REGULAR

The positions of Professor, Associate Professor and Assistant Professor are [Regular Positions](#) with a probation period of one or two years.

The upper age limit for being considered for a Regular Position shall preferably be 50 (fifty) years.

b) CONTRACT

The Selection Committee for Faculty positions may offer [Contractual Positions](#) to some candidates based on their Academic Profile and the Performance in the Selection Process.

c) DEPUTATION FROM BANKING SECTOR

The Faculty positions are open to candidates working in the Indian Banking and Financial Sector. Accordingly, such candidates may apply for being considered on a [Deputation Basis](#) for Faculty positions through proper channel. Presently, the Institute has vacancies for [Ten Faculty positions on Deputation](#).

While Ph.D is not mandatory requirement for candidates from the Indian Banking and Financial Sector, proven experience and flair for an area relevant to the Institute is essential. The Institute may offer Pay and Allowances of One Grade Higher to staff recruited on Deputation from Commercial Banks upto the level of Chief Manager.

d) SABBATICAL

Candidates can also apply to take up Faculty positions while on a [Sabbatical from their parent organizations](#). Such engagement would be subject to their parent organization issuing a clear 'no-objection' to the candidate to take up the assignment with IDRBT.

Sabbatical engagements carry a consolidated remuneration and will be for a limited duration.

e) ADJUNCT / VISITING FACULTY

The Institute also invites applications for [Adjunct Faculty](#) and [Visiting Faculty](#) from highly experienced candidates in research and teaching or with professional experience in the areas relevant to the Institute. These will be limited duration engagements with consolidated remuneration.

Candidates applying for [Sabbatical](#) / [Adjunct Faculty](#) / [Visiting Faculty](#) positions should indicate it clearly in their applications.

## 5. [NO. OF REGULAR POSITIONS](#)

The Institute has vacancies for [Fifteen Regular Faculty positions](#) at the levels of Professor, Associate Professor and Assistant Professor together.

## 6. RESERVATION

While one position of Associate Professor is reserved for OBC candidates; in the case of Assistant Professors, three positions are reserved for OBC candidates and one position each is reserved for SC and ST candidates. Nine Faculty positions are open for General Candidates.

## 7. REMUNERATION

### (i) For Regular Positions

Faculty Positions	Pay Band and Grade Pay	Minimum Pay for Direct Recruits
Professor	PB - 4 of Rs. 37400 – 67000 with Grade Pay of Rs. 10500 per month	Rs. 48,000/-
Associate Professor	PB - 4 of Rs. 37400 – 67000 with Grade Pay of Rs. 9500 per month	Rs. 42,800/-
Assistant Professor	PB - 3 of Rs. 15600 – 39100 with Grade Pay of Rs. 8000 per month	Rs. 30,000/-
Assistant Professor on Contract (for first three years)	PB - 3 of Rs. 15600 – 39100 with Grade Pay of Rs. 6000 per month	Seven non-compounded advance increments at the entry-level and Grade Pay of Rs. 7000/- after one year of post-Ph.D experience.

### (i) a. Movement from PB - 3 to PB - 4

Candidates recruited as Assistant Professor in PB - 3 of Rs. 15600 – 39100 with a Grade Pay of Rs. 8000/- and minimum pay of Rs. 30,000/-, based on their qualifications, performance and publication record, may be moved to the PB – 4 of Rs. 37400 – 67000 with a Grade Pay of Rs. 9000/- after three years of service as an Assistant Professor in the Institute.

### (i) b. Pay and Perks

The Regular Faculty, apart from the applicable Pay and Grade Pay, will also be eligible for Dearness Allowance, Quarters or House Rent Allowance, Transport Allowance, Leave Travel Concession, Medical Reimbursement, Development Grant, Children Education Allowance, Family Planning Allowance, Telephone Reimbursement, Provident Fund, Gratuity, Group Personal Accident Insurance, Welfare Fund Facilities, Reimbursement of Professional Society Fee, Earned Leave Encashment, Nomination to National and International Seminars/Conferences, etc., as per the rules and regulations of the Institute.

(ii) For Contractual Positions

Compensation shall be on a CTC basis and shall be higher than the scales prevalent in the IITs. Right candidates shall be adequately compensated.

## 8. OTHER RULES & REGULATIONS

- (1) Candidates should have excellent academic record, good communication skills, and a commitment to high quality Applied Research and Academics.
- (2) The Institute at its discretion may relax the minimum requirements in case of Outstanding Candidates.
- (3) Candidates should satisfy themselves about their eligibility for the post applied for. Mere fulfillment of eligibility does not guarantee shortlisting for the Selection Process.
- (4) Candidates should not enclose any certificates or copies thereof with the application. The candidature will be considered on the strength of the information declared in the Application. Verification shall be conducted in due course. If at any stage, it is found that any information furnished by the applicant is false / incorrect or if according to the Institute, the candidate does not satisfy the eligibility criteria, his/her candidature/appointment is liable to be cancelled / terminated at any point in time, in addition to any disciplinary action as may be necessary.
- (5) Candidates should apply for the positions in the format provided. Incomplete applications/not in the prescribed format will be rejected and no correspondence in this regard will be entertained by the Institute.
- (6) All educational qualifications must have been obtained from recognized universities/institutions in India or abroad. If grades are awarded instead of marks, candidates should clearly indicate their numerical equivalent.
- (7) Candidates who had responded to the Institute's Advertisement No. 07/2009 issued in July 2009 and Rolling Advertisement No. 05/2010 in November 2010 need not apply again.
- (8) Candidates employed in Government / Semi-Government Organisations / Educational Institutions / Banks / Financial Institutions must apply through proper channel.
- (9) Selected candidates should undertake to abide by all the rules and regulations pertaining to their retention as also to the rules and regulations of the Institute.

- (10) The Institute reserves the rights to screen and call only such candidates who are found prima-facie suitable for being considered by the Selection Committee. The Institute also reserves the right to restrict the candidates called for the selection process to a reasonable number on the basis of qualifications and experience higher than the minimum prescribed herein and the requirements of the Institute. Thus, just fulfilling the prescribed conditions would not entitle one to be called for the Selection Process.
- (11) The Institute reserves the right to fill or not to fill any or all the posts advertised.
- (12) In all matters regarding Eligibility, Experience, Compensation, Term, Selection Process, Assessment, Minimum Qualifying Standards in Selection Process, and Communication of Result, the Institute's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- (13) No correspondence will be entertained from candidates regarding postal delays, conduct & result of selection process and reasons for not being called for interview.
- (14) The filled-in application may be sent to ["The Director, IDRBT, Castle Hills, Road No.1, Masab Tank, Hyderabad – 57"](#) by e-mail to [faculty2011@idrbt.ac.in](mailto:faculty2011@idrbt.ac.in)
- (15) This is a Rolling Advertisement, and though candidates may apply at any time; applications received shall be processed from time to time at certain cut-off dates.

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