

**Institute of Infrastructure Technology, Research And Management,  
Ahmedabad**

Date: 08/05/2026

**ADVERTISEMENT FOR FACULTY POSITIONS  
(INTERNAL FACULTY MEMBERS)**

The Institute invites online applications **from the eligible institute faculty members for the Pay-level Upgradation and Career Progression** as per following details:

Sr. No.	Department
1	Basic Science (Mathematics)
2	Civil Engineering
3	Electrical and Computer Science Engineering
4	Humanities and Social Sciences (Sociology and English Literature)
5	Mechanical and Aerospace Engg.

Last date for submission of online application is 08/06/2026 and the same will be considered as the cutoff date for determining eligibility of candidates.

The eligibility criteria for Pay-Level Upgradation are given in Part – A and for Career Progression are given in Part – B.

**General Instructions:**

- (1) Applications must be submitted **through the online portal ONLY** through website <https://iitram.ac.in/career> . Hard copy or soft copy submitted separately will NOT be accepted.
- (2) The candidate is responsible for furnishing the correct information in the application form. If at any stage the information supplied by the candidate is found to be concealed or distorted his/her candidature is liable to be cancelled at any stage.
- (3) Mere fulfilment of the above-mentioned qualifications and experience does not entitle a candidate to be called for an interview.
- (4) Canvassing in any form will be treated as disqualification.
- (5) In case, it is found that the candidate has undesirable clandestine antecedents/background and has suppressed the said information, then his/her candidature will be cancelled.
- (6) The decision of the Institute in all matters related to this process shall be final. No correspondence /interim inquiries will be entertained from the candidates in connection with the process of selection / interview/result etc.
- (7) If any technical problem encountered with online application, please contact through [missupport@iitram.ac.in](mailto:missupport@iitram.ac.in).

**Part - A**

**A] Expectations for Pay-level Upgradation:**

<b>SN</b>	<b>From Pay Level</b>	<b>Pay</b>	<b>To Pay Level</b>	<b>Minimum Criteria</b>
1	10 (Assistant Professor Grade II)		11 (Assistant Professor Grade II)	<ol style="list-style-type: none"><li>1. Post PhD experience: Minimum <b>ONE</b> year at IITRAM at Pay level 10</li><li>2. Publications: Minimum <b>ONE</b> high quality publication with IITRAM affiliation in a reputed peer-reviewed international/national journal. Research outcomes other than journal articles, such as software, products, patents, technology transfer, and books may be given appropriate consideration. For disciplines where conference publications are valued (for example, Computer Science), due consideration will be given.</li><li>3. Good teaching feedback (preferably above 4.3 consistently on a scale of 5).</li><li>4. At least one external sponsored project submitted.</li><li>5. The faculty member has demonstrated the highest standards of ethical conduct in all academic, research, and administrative activities.</li></ol>
2	12 (Assistant Professor Grade I)		13A1 (Assistant Professor Grade I)	<ol style="list-style-type: none"><li>1. Experience: Minimum <b>THREE</b> years at pay level 12 at IITRAM</li><li>2. Publications: Minimum <b>FIVE</b> with at least <b>TWO</b> publications after Pay level 12 from the work carried out at IITRAM. Publications shall be of high quality in reputed peer-reviewed international/national journals. Research outcomes other than journal articles, such as software, products, patents, technology transfer, and books may be given appropriate consideration. For disciplines where conference publications are valued (for example, Computer Science), due consideration will be given.</li><li>3. Outreach: Consistent efforts towards organizing various events like conferences, STTP, workshops, FDP, etc. with minimum ONE such event organized after pay level 12.</li><li>4. Good teaching feedback (preferably above 4.3 consistently on a scale of 5).</li><li>5. Successful in attracting funding through externally sponsored research project, industrial consultancy projects or other grants.</li><li>6. Ongoing and consistent project guidance to B.Tech., M.Tech. and PhD student(s) and laboratory development (if applicable).</li></ol>

			<p>7. Active involvement in various Institute building activities, which may include academic leadership and mentorship, student development and support, administrative and strategic roles, outreach and institutional collaboration, infrastructure and capacity building, branding and institutional visibility, etc.</p> <p>8. The faculty member has demonstrated the highest standards of ethical conduct in all academic, research, and administrative activities.</p>
--	--	--	--

Any exception to the above criteria for any of the Pay-level upgradations for faculty members may be considered only on a case-to-case basis by the scrutiny committee. **All such cases will be considered for approval by HR Committee constituted by the Board.**

**Note: Mere fulfilment of minimum eligibility criteria, qualifications, and experience shall not entitle a candidate to a call to attend a screening test/presentation/interview. The selection shall be done only on the basis of merit and recommendations of Selection Committee.**

## Part - B

### **B] Eligibility Criteria's and Expectations for Career Progression:**

**Preamble:** IITRAM aspires to be recognized for excellence in education, research, innovation, and leadership. A thriving atmosphere is envisioned at the Institute where each faculty member is able to realize his/her potential and enthusiastically contributes to the growth of the Institute. All faculty members are expected to share the mission, vision, and values of the Institute, possess excellent personal and interpersonal skills and demonstrate a passionate commitment towards teaching, research, and service to the Institute, the profession, and the society at large. This document lays out the expectations from the Institute's faculty members and procedure for the appointment. The Institute and the community will provide all possible support to help the faculty member realize his/her potential and aspirations.

### **A] Eligibility Criteria's and Expectations for Appointment of Faculty Positions at IITRAM through Direct Recruitment (Open Advertisement):**

**Preamble:** IITRAM aspires to be recognized for excellence in education, research, innovation, and leadership. A thriving atmosphere is envisioned at the Institute where each faculty member is able to realize his/her potential and enthusiastically contributes to the growth of the Institute. All faculty members are expected to share the mission, vision, and values of the Institute, possess excellent personal and interpersonal skills and demonstrate a passionate commitment towards teaching, research, and service to the Institute, the profession, and the society at large. This document lays out the expectations from the Institute's faculty members and procedure for the appointment. The Institute and the community will provide all possible support to help the faculty member realize his/her potential and aspirations.

#### **1] Expectations for recruitment as Assistant Professor:**

To seek appointment at Assistant Professor (Grade I and Grade II) positions, the candidate will be expected to satisfy the criteria listed below:

##### **I. Qualification and Experience:**

Ph.D. from a reputed institute for Assistant Professor (Grade II – Pay level 10) positions. Post Ph.D. teaching/research/industrial experience in a reputed organization **minimum THREE years** for Assistant Professor (Grade I – Pay level 12) positions.

##### **II. Research capabilities**

Potential for securing external funds for research and developing research facilities, infrastructure, and laboratories at the Institute.

Proven independent research capabilities leading to publications of scholarly research papers/monographs. The Institute expects a minimum of **THREE** high quality publications (for Grade II positions) in Scopus indexed/Web of science journals/refereed conference proceedings. For Grade I positions, a minimum of **FIVE** high quality publications are expected, of which, **TWO** publications should have originated from work other than one's own Ph.D. For disciplines in which other forms of publications are significantly valued (for example, conference publications in case of Computer Science), those may be given due consideration.

Publications in selective or prestigious conferences and journals are valued over multiple low-quality publications. Research outcomes other than conference/journal articles, such as software, products, patents, technology transfer, and books shall be given appropriate consideration.

Research with demonstrable impact on societal needs is particularly appreciated.

Guidance of student dissertations (doctoral/masters) and projects, especially those leading to measurable research outcomes with students as co-author(s) is valued.

### **III. Teaching**

IITRAM expects each faculty member to demonstrate a strong and sustained commitment towards teaching excellence.

The candidate needs to demonstrate commitment and a roadmap towards effective course delivery, engaging students through interactive participation in classroom, development of new courses as per latest advancements in the domain of their expertise, use of innovative methods of teaching, etc.

The candidate is expected to continuously stay updated with the latest teaching methodologies, subject knowledge, and educational best practices through workshops, research, and collaboration and uphold the highest standards of academic ethics, fairness, and responsibility in all teaching-related activities.

Any exception to the above criteria for any of the faculty positions may be considered only on a case-to-case basis by the scrutiny committee. **All such cases will be considered for approval by the HR Committee formed by the Board.**

#### **2] Expectations for recruitment as Associate Professor:**

To seek appointment at Associate Professor position, the candidate will be expected to satisfy the criteria listed below:

##### **I. Experience:**

Minimum **SIX years** teaching/research/industrial post-PhD experience in a reputed organization, of which at least **THREE years** shall be at the level of Assistant Professor (pay level 12) or equivalent position.

##### **II. Independent research capabilities**

- a. The candidate must have demonstrated a sustained publication record in Scopus indexed/Web of science journals. It is expected that the candidate has published at least **SEVEN** high-quality journal articles out of which **FOUR** are preferably as a corresponding author. These four publications should not include one's mentor (e.g., PhD or post-doc guide) and faculty members from IITRAM as a co-author and should not be co-authored with a large research team (nationally or internationally) where the contribution of the candidate cannot be ascertained definitively. Further, for candidates with experience at IITRAM, it is expected that at least **FOUR** of these publications (out of the SEVEN required) will be based on the work carried out at IITRAM. For disciplines in which other forms of publications are

significantly valued (for example, conference publications in case of Computer Science), those may be given due consideration.

- b. For candidates with a background and experience in industry, their skill set to translate their industry experience into impactful academic research shall be given due weightage. The zeal to promote collaboration between the institution and industry through joint research, consultancy, or funded projects shall also be evaluated.
- c. In case of collaborative research, the individual research contributions should be clearly outlined. These individual contributions will be appropriately factored in during the assessment.
- d. The candidate must be active in guiding research students at PhD level, and possibly at B.Tech./M.Tech. levels, as the case may be. For candidates with experience at IITRAM, it is expected that the candidate should have supervised individually at least **ONE** Ph.D. student (graduated/thesis submitted) or jointly supervised **TWO** Ph.D. students (graduated/thesis submitted) enrolled at IITRAM, with additional students in the pipeline. Further, the candidate must have successfully helped these student(s) publish their work (including papers accepted for publication).
- e. The candidate must have been successful in bringing reasonable amounts of research funding from external agencies as a principal investigator. In exceptional cases, if the candidate can demonstrate that his/her research requires no experimental or computational resources or fieldwork that needs funds, this condition may be relaxed.
- f. The candidate's track record should indicate likelihood of continuing to remain a productive researcher over the longer term.
- g. The research evaluation will be carried out in the context of intellectual quality and broad impact (or potential impact). It is noted that the number of publications are secondary to the impact that they have on his/her field. Similarly, peer recognition for research will be valued. It is also recognized that given the diversity of the faculty and their specific areas of work, this criterion will have to be interpreted in that context.
- h. The candidate is expected to have a clear vision and focus in his/her research that is expected to make an impact in the years ahead.

### **III. Teaching capabilities and commitment**

- a. The candidate should have successfully taught a range of courses, both at the UG and PG levels, with reasonable student feedback ratings. This should include at least **TWO** core/basic/large courses. However, this may be relaxed somewhat for colleagues working in highly interdisciplinary areas or areas not prevalent in IITRAM's degree programs.
- b. Innovations in teaching, developing teaching materials, and teaching laboratories will be particularly appreciated.
- c. Engagement with students in curricular, co-curricular and extracurricular activities is generally expected. Since teaching is not an activity restricted to the classroom alone, advising and interactions with the students outside of class are also recognized as important aspects of teaching excellence.

- d. In case of collaborative research, the individual research contributions should be clearly outlined. These individual contributions will be appropriately factored in during the assessment.

#### **IV. Commitment to service**

- a. The candidate should have made direct, positive contribution to Institution-building activities and outreach.
- b. Exceptional leadership in service to the Institute would be appropriately factored in the assessment of research contributions.

In addition to the above expectations, the candidate is expected to have maintained the highest levels of ethical standards and their conduct with students/staff/faculty must have been impeccable.

Any exception to the criteria mentioned here may be considered only on a case-to-case basis by the scrutiny committee. **All such cases will be considered for approval by HR Committee formed by the Board.**

### **3] Expectations for recruitment as Professor:**

To seek appointment at the Professor position, the candidate will be expected to satisfy the criteria listed below:

#### **I. Experience:**

Minimum **TEN years** teaching/research/industrial post PhD experience in a reputed organization, of which at least **FOUR years** shall be at the level of Associate Professor or equivalent position.

#### **II. High-quality research contributions**

- a. The candidate must provide a clear demonstration of top-class research conducted at IITRAM. This may be established, for instance, through noteworthy publications at-least **THIRTEEN** (Scopus indexed/Web of science journal papers, books, patents, technical reports, etc.) that do not include authors outside IITRAM. While collaborative work with non-IITRAM colleagues is appreciated, such work alone is not adequate. Out of these publications, at least **SIX** publications should be after becoming Associate Professor.
- b. The candidate must have had sustained efforts in securing external research funds. High aspirations on this front, reflected via a commitment to raise research funds either individually or collaboratively, will be valued. In exceptional cases, if a faculty member can demonstrate that his/her research does not require funds for experimental or computational resources or fieldwork, this criterion may be relaxed.
- c. The candidate must have supervised at least **THREE** Ph.D. students of IITRAM (graduated/thesis submitted). This must include at least **TWO** students who have been individually guided of which **ONE** must be after becoming Associate Professor, with more expected in the future through a pipeline of students.
- d. The minimum criteria for number of Ph.D. students supervised may be relaxed on a case-to-case basis by the Committee, due to factors including, but not limited to, the following:

academic limitations (such as limited doctoral program offerings, lack of research funding, cap on the number of scholars assigned per faculty, etc.), spending a significant portion of their career in industry or research labs, direct appointment as Associate Professor, working in niche, emerging areas that may have a smaller pool of Ph.D. aspirants, etc.

- e. There should be some evidence of his/her PhD students doing well professionally after graduation. For instance, they may be in postdoctoral or faculty positions in reputed academic institutions, professionally well placed, be successful entrepreneurs, be making significant societal contributions, etc.
- f. Formal and/or informal research mentorship to junior colleagues inside or outside the Institute is generally expected.
- g. Exceptional leadership in service to the Institute provided by the candidate would be appropriately factored in assessment of research contributions.
- h. In case of collaborative research, the individual research contributions should be clearly outlined. These individual contributions will be appropriately factored in during the assessment.

### **III. Outstanding contributions to teaching**

- a. The candidate must have continued to teach a wide range of courses at all levels with reasonable student feedback.
- b. The candidate should have developed new courses and provided direction and leadership to improve existing courses and programs.
- c. The candidate must also have contributed to mentoring students and making the classroom and non-classroom teaching more effective and enjoyable, thereby substantially (re)shaping the teaching/learning environment in the discipline/institute.

### **IV. Impact and recognition**

The impact should have made clear efforts to make the Institute and/or Society-at-large better.

#### *A. Making the Institute better may include:*

- a. The candidate has implemented innovations that have significantly improved teaching/learning/instruction at the Institute.
- b. The candidate's efforts have led to the creation of new initiatives/programmes/centres that other institutes would wish to emulate.
- c. The candidate has become an inspiration or a role model for students and/or faculty.
- d. The candidate has made a clear, positive contribution towards enhancing the impact of the Institute.
- e. The candidate has provided exemplary leadership in service to the Institute.

*B. Making a better Society may be demonstrated via some of the following:*

- a. There is a clearly visible societal transformation through his/her professional work.
- b. Technology developed by him/her has led to significant changes in industrial processes, engineering and policy practices, technology transfer, licensing by companies, etc.
- c. The candidate's scholarly work has had a considerable impact on education/learning in general. For instance, new teaching methods (e.g., MOOCs, online courses), tools, technologies or textbooks developed by him/her are widely adopted by others in his/her field and possibly outside it.
- d. The candidate's research has had a potentially lasting impact on his/her area of work. This may be corroborated by his/her visibility in the field, recognition by peers, national and international awards, etc.

In addition to the expectations mentioned above, a faculty member of IITRAM seeking an appointment at the position of Professor must have been a good citizen of the Institute and must have worked collegially with other colleagues. Further, the faculty member's conduct with students in the classroom and outside must have been impeccable. S/he should have enthusiastically participated in Institute activities, including service on various committees and programs.

In summary, a full Professor at IITRAM should have made transformative contributions as an academic and must be someone who, through his/her work, serves as a role model for others within and outside the Institute.

Any exception to the criteria mentioned here may be considered only on a case-to-case basis by the scrutiny committee. **All such cases will be considered for approval by HR Committee formed by the Board.**