



INSTITUTE FOR DEVELOPMENT & RESEARCH IN BANKING TECHNOLOGY

(Established by Reserve Bank of India)
Castle Hills, Road No. 1, Masab Tank, Hyderabad – 500 057

Rolling Advertisement No. 06/2016 – 17

Dated: August 12, 2016

INVITATION FOR TOP TALENT IN RESEARCH & ACADEMICS FOR FACULTY POSITIONS

The Institute for Development and Research in Banking Technology (IDRBT), established by the Reserve Bank of India, is the premier Institute of Banking Technology. The Institute spearheads efforts in providing state-of-the-art technologies for the Banking and Financial Sector by interfacing Research and Development, Academics, Executive Education, Practice and Consultancy.

IDRBT invites top talent with high passion for Research, Academics and Practice in the [area of Banking Technology](#) for the positions of [Assistant Professor](#).

1. QUALIFICATION

Candidates 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 throughout.

2. SPECIALISATION

Candidates should have [necessarily specialized](#) in at least one and preferably in two or more of the following areas and also have a [keen interest in applying their knowledge in the niche area of Banking Technology](#):

Sl. No	Areas
1.	Computing Technologies and Architecture
2.	Information Science and Engineering
3.	Software Engineering
4.	Database Systems
5.	Network Systems
6.	Information Assurance
7.	Cyber Security
8.	Electronic Payment and Settlement Systems
9.	Big Data, Social Networks and Analytics
10.	Other Closely Related Areas

3. EXPERIENCE

1. ASSISTANT PROFESSOR

A minimum of three years of 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.

1 (a). Assistant Professor on Contract

Eligible candidates with less than the requisite experience to be an Assistant Professor may be offered a contract for a period of three years as **Assistant Professor on Contract** and may be put on a tenure track for the regular position of Assistant Professor thereafter.

1. (b) Visiting Assistant Professor

Candidates who have the potential to be groomed as an **Assistant Professor on Contract** over a period of time may be offered the position of **Visiting Assistant Professor**, which will be a contractual appointment for a period of three years. A Visiting Assistant Professor aspiring for the position of 'Assistant Professor on Contract' needs to go through the identical process as external candidates applying for the post of 'Assistant Professor on Contract'.

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 Assistant Professor are **Regular Positions** with a probation period of one or two years.

b) CONTRACT

The positions of Assistant Professor are open for Contractual Recruitment for a period of upto five years and accordingly candidates can apply for these positions on a contractual basis. Further, the Selection Committee for Faculty positions may offer **Contractual Positions** to some candidates based on their Academic Profile and Performance in the Selection Process.

c) SABBATICAL

Candidates can also apply to take up these 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.

d) ADJUNCT / VISITING FACULTY

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

Candidates applying for various positions should clearly indicate the type of position they are applying for in their application.

5. NO. OF REGULAR POSITIONS

The Institute plans to recruit upto [Three](#) Regular Faculty members at the level of Assistant Professor.

6. RESERVATION

While one position is reserved for OBC candidate, two positions are open for General Candidates.

7. REMUNERATION

(i) For Regular Positions

Faculty Positions	Pay Band and Grade Pay	Minimum Pay for Direct Recruits
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 and Internet Expenses Reimbursement, Laptop

Reimbursement, Provident Fund, Gratuity, National Pension System, 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 Visiting Assistant Professor

An all-inclusive consolidated compensation of Rs. 55,000/- per month and accommodation in the Institute's Quarters at Begumpet.

(iii) For Contractual Positions

Compensation shall be on an all-inclusive CTC basis. Right candidates shall be adequately compensated.

8. OTHER RULES & REGULATIONS

- (1) Candidates should have excellent research and academic record, good communication skills, ability to work in a team and a commitment to high quality Applied Research, Academics and Practice in the area of Banking Technology.
- (2) The Institute at its discretion may relax the minimum requirements in the case of Outstanding Candidates.
- (3) Candidates should satisfy themselves about their eligibility for the post applied for. Mere fulfillment of the eligibility does not entitle a candidate to be shortlisted 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**. **Further, they must submit along with the application a Detailed Work Plan for the next three to five years on the work they propose to do, the timelines for completing it, the resultant deliverables, and how this work will benefit the Indian Banking and Financial Sector, in at least two areas of specialization chosen from among the list mentioned in Paragraph 2 of this advertisement, if selected 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 have responded to the Institute's Advertisements after April 2014 need not apply again.
- (8) Candidates employed in Government / Semi-Government Organisations / Educational Institutions / Banks / Financial Institutions, etc., must apply through proper channel.
- (9) Incomplete applications in any respect/not in the prescribed format/ and without the Detailed Work Plan will be rejected and no correspondence in this regard will be entertained by the Institute.
- (10) 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.
- (11) The Institute reserves the rights to 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.
- (12) The Institute reserves the right to fill or not to fill any or all the posts advertised.
- (13) In all matters regarding Eligibility, Experience, Compensation, Term, Selection Process, Assessment, Minimum Qualifying Standards in Selection Process, and Communication of Result, etc., the Institute's decision shall be final and binding on the candidates and no correspondence shall be entertained in this regard.
- (14) No correspondence will be entertained from candidates regarding postal delays, conduct & result of selection process and reasons for not being called for interview.
- (15) The filled-in application may be sent to ["The Human Resources Department, IDRBT, Castle Hills, Road No.1, Masab Tank, Hyderabad – 57"](#) by e-mail to faculty2016@idrbt.ac.in.
- (16) 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.
- (17) Applications received till **December 31, 2016** would be processed in the first lot.

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