

## Recruitment Process for Faculty in IIIT-Delhi

- From the applications received, some candidates are short-listed for further evaluation. The main criteria for short listing: the candidate should have a strong education background, PhD from a reputed Institute in India or abroad, and a good research record.
- The following information is obtained from the short listed candidates: (1) latest CV, (2) names of three references (who are then requested to send letters), (3) a short research statement giving what types of problems the candidate wants to pursue and where he/she envisions to be after about five years, (4) a teaching statement focusing more on the advanced courses the candidate would like to teach (it is assumed that some basic courses all PhDs can teach), and (5) sometimes we request pdf of a few of the best papers already published.
- The candidate is invited to give a technical seminar to the faculty and others. For the candidate in India, he/she is encouraged to visit the Institute and give the seminar, as well as interact with the faculty. If the candidate is overseas, he/she is encouraged to visit while visiting India (the Institute covers within-India travel). If a physical visit is not possible, the seminar may be given over teleconferencing, with ppts controlled locally. (In this, the ppt is send a-priori, and the candidate's lecture and Q&A is done over teleconference).  
*Suggested structure of the seminar (appx 40 mts):* Give a brief overview of the problem area and its relevance, overall contributions, then describe one work in detail, and end with future work the candidate wants to pursue.
- Based on the seminar, a further short listing is done. The short listed candidates are invited to interact with the selection committee, which is a committee of experts. For candidates who are overseas, this interaction can be done over tele/video conference. Generally, this interaction starts with a short presentation by the candidate on his/her research, future plans etc (about 5-10 mts). The committee members ask questions, seek clarifications/views, etc., and take the input of the faculty from the Director.
- The selection committee makes the recommendations. After the recommendations are accepted, the Director issues the offer letter. The candidate is generally informed within a week, if he/she is selected.
- **Selections in US in March 2011.** Fully selection committee meetings will be held in various locations, and a decision will be communicated to candidates within a week.