

Advertisement for Professionals On Contract Basis
Tejas – Talent, Empowerment & Journey Advancing Startups

Indian Institute of Management Mumbai invites only the online applications from interested & eligible candidates for Professionals On Contract Basis for Tejas – Talent, Empowerment & Journey Advancing Startups as per details given below purely on contract basis (Institute/Outsourcing agency). The Online option will remain open from 18.09.2026 to 08.10.2026. The details are as under:

Ser	Name of Post & Emoluments	Eligibility Criteria & Job Requirement
1)	Chief Executive Officer (CEO) – TEJAS Monthly Emoluments: Rs. Rs 43 Lakh Per Annum Age limit – 55 years No. of posts- 01 Contractual; initial term of 05 (five) years, renewable as per terms of the offer of appointment	<u>Qualification & Experience</u> • Master's degree in Management, Engineering, Technology or Science, or an equivalent professional qualification, with a consistently good academic record, from a recognised University/Institution. • A doctoral degree in a relevant discipline shall be an added advantage. • Minimum 15 (fifteen) years of post-qualification professional experience, of which at least 05 (five) years shall have been in a senior leadership or head-of-function position. • Demonstrated experience in at least two of the following areas: (i) leading an incubator, accelerator or technology business incubator; (ii) venture capital, angel investment or startup funding; (iii) mobilisation of funds through CSR, grants, philanthropy or industry partnerships; (iv) building and leading an innovation or entrepreneurship ecosystem; (v) founding and scaling an enterprise. • Proven record of institutional relationship-building with corporates, government bodies and investors. <u>Desirable:</u> • Experience of working with a higher educational institution, or with an incubator supported by DST / MeitY / Atal Innovation Mission or a Section 8 incubation company. • Familiarity with Government of India startup schemes, incubation funding norms and statutory compliance and reporting requirements. • Demonstrated commitment to women-led entrepreneurship, inclusive innovation and social impact. • Strong communication, public speaking and representational skills. <u>Job Profile:</u> • Define and execute the 5-year strategic vision, roadmap and growth plan for TEJAS. • Build strategic relationships with corporates, government bodies,

		investors, foundations, universities and ecosystem partners. • Lead fund mobilisation, including CSR, grants, philanthropy, industry partnerships and other funding opportunities. • Develop a strong mentor, investor, corporate and expert ecosystem. • Provide strategic direction to incubation, startup support and entrepreneurship initiatives. • Ensure effective governance, financial discipline and institutional reporting. • Represent TEJAS at national and international forums and build its brand and credibility. • Drive long-term sustainability, partnerships and scale of TEJAS.
2)	Project Manager - Venture Growth & Impact Monthly Emoluments: Rs. Rs 12 Lakh Per Annum Age limit – 45 years No. of posts- 01 Contractual; initial term of 03 (Three) years, renewable as per terms of the offer of appointment	<u>Qualification & Experience</u> • Master's degree in Management, Engineering or Technology, or an equivalent qualification, from a recognised University/Institution. • Minimum 08 (eight) years of post-qualification professional experience, of which at least 03 (three) years shall have been in incubation or acceleration, venture building, startup advisory, venture capital or investment, or in founding and operating a startup. • Demonstrated exposure to business model validation, MVP development, customer acquisition and funding readiness. • Proficiency in tracking venture milestones and preparing performance and impact reports. <u>Desirable:</u> • Experience of running structured incubation cohorts or accelerator programmes. • Access to an established network of mentors, domain experts and early-stage investors. • Familiarity with Startup India, Startup India Seed Fund Scheme, NIDHI and allied Government schemes. • Working knowledge of impact measurement frameworks and dashboard/reporting tools. <u>Job Profile:</u> • Manage the end-to-end venture incubation journey. • Conduct founder/venture needs assessment and develop individual incubation roadmaps. • Establish goals, milestones and periodic progress reviews for incubatees. • Facilitate mentor matching and access to domain experts and professional resources. • Support business model development, MVP refinement and customer validation. • Facilitate access to corporate pilots, customers, investors and funding opportunities. • Identify challenges faced by ventures and initiate timely interventions. • Track venture progress across Idea → Validation → MVP →

		Customer → Revenue → Funding → Pilot → Scale. • Maintain venture performance and impact dashboards.
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Employment Benefits and Conditions of Engagement

- The appointment shall be on a purely contractual basis, subject to applicable institutional policies.
- Provident Fund contributions and deductions shall be applicable as per prevailing statutory rules and institutional policy.
- Medical allowance and medical benefits shall be applicable as per the approved TEJAS / institutional policy.
- TA/DA shall be admissible for approved official travel as per institutional rules.
- Leave, working hours and other conditions of employment shall be governed by applicable institutional policies.
- Performance-linked review shall form an integral part of contract renewal.
- The two positions are expected to operate as one integrated lean team, with responsibilities overlapping where required, so as to ensure a seamless founder experience.
- The engagement shall not confer any right or claim whatsoever to regular appointment, absorption or continuation in the service of the Institute.

GENERAL CONDITIONS:

1. Only Indian citizens are eligible to apply.
2. The above positions are purely contractual in nature and thus candidate(s) will have no right to claim any regularization / absorption etc. in the Institute.
3. No campus accommodation will be provided for the above positions.
4. The Institute strives to promote gender balance and encourages applications from women candidates.
5. Normal working hours for the contractual positions will be from 0900 to 1730 hrs. for 6 days in a week; Sundays will be a week off. Working hours are subject to change, as per need of the Institute. However, in exigencies of the work, the incumbent may be required to work beyond office hours and/or on holidays. No extra allowance or remuneration for such work is admissible.
6. Mere fulfilling the eligibility criteria does not guarantee that the applicant will be shortlisted for the Written Test / Skill Test/ Interview. The Institute reserves the right to restrict the number of shortlisted candidates for the further recruitment process to a reasonable number based on higher qualifications and/or experience.
7. Candidates are required to mandatorily provide a valid and active email ID in the application form, as all communications related to the selection process will be made exclusively through email.
8. The date for the selection process will be communicated later to the shortlisted candidates **through email ONLY**. The candidates are advised to check their email regularly.
9. The Institute shall not be responsible for any delay or non-receipt of communication due to incorrect or inactive email ID provided by the candidate.
10. Candidates are required to fill their **exact percentage** of marks while filling online application form. Rounding off of percentage (%) is not allowed.
11. Crucial date for determining the age limit shall be the closing date for the receipt of applications.
12. The age limit is relaxable to candidates belonging to SC/ST/OBC/PwBD category as per Central Government rules for which applicants have to attach the necessary certificate(s) as prescribed by the Government of India.
13. **Selection Process-** The selection process may include one or more stages such as a written test, skill/competency test, and/or personal interview, or any other mode of assessment, as deemed appropriate by the Competent Authority depending upon the requirements of the post, number of applications received, and prevailing circumstances.

14. The Competent Authority reserves the right to modify, add, dispense with, or adopt any stage of the selection process, wholly or partially, at any stage, without assigning any reason. The assessment, wherever conducted, may evaluate the candidate's domain knowledge, aptitude, general ability, and suitability for the position.
15. The shortlisted candidates will be required to produce all original Certificates, Degrees and other documents pertaining to their educational/professional qualifications, work experience, age, caste etc. for verification purposes at the time of the final selection process. Failure to do so may result in the cancellation of their candidature.
16. Selected candidates must join duties within the stipulated time, failing which the offer of appointment may be withdrawn.
17. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issue of the appointment letter, the Institute reserves the right to modify, withdraw or cancel any communication made to the candidates (applicants).
18. Candidates are advised to visit the website of IIM Mumbai (www.iimmumbai.ac.in) regularly for any updates, amendments and corrigendum. It will be placed on the Institute website only.
19. No TA/DA or any other incidental expenses will be reimbursed to attend the selection process.
20. The number of posts may be increased or decreased as per need of the Institute.
21. The Institute reserves the right to modify, amend, or cancel the recruitment process, in part or in full, at any stage without assigning any reason. The Institute also reserves the right not to fill any or all of the advertised posts, as it may deem fit.
22. No interim correspondence will be entertained or replied to.
23. Canvassing in any form will be a disqualification.
24. Legal disputes, if any will be restricted within the jurisdiction of Mumbai only.

HOW TO APPLY

Interested and eligible candidates may submit their applications by e-mail to career.support@iimmumbai, with the subject line: "Application for the post of _____ – TEJAS, IIM Mumbai".

The application shall be accompanied by: (i) a detailed curriculum vitae; (ii) a Statement of Purpose of not more than 1,000 words setting out the candidate's suitability and proposed contribution to TEJAS; (iii) self-attested copies of certificates of educational qualifications, experience and date of birth; (iv) a recent passport-size photograph; and (v) contact details of two professional referees.

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Chief Administrative Officer