



## **Indian Institute of Management Ahmedabad**

### **Invites applications for Research Associate:**

**Requirement of Research Associate – Top Management Teams / KMPs and Governance/ESG agenda.**

Looking for Research Associate for a project focused on examining the role of Key Managerial Personnel (KMPs) and Top Management Team (TMT) members in influencing the Company Boards' Environmental, Social, and Governance (ESG) agenda and governance quality of public companies. This position will particularly appeal candidates who possess a keen interest in the intersection of Human Resource Management (HRM) with TMTs / Upper Echelons/C-Suite leadership, corporate governance as well as dynamics of emerging ESG space. Among KMPs/TMT members, initial focus will be on roles such as the Company Secretaries (CS), Chief Human Resources Officer (CHRO), and Chief Financial Officer (CFO), and later expand to include other roles. The study is expected to create policy and board level practice implication.

#### **Responsibilities:**

- Support the planned research specifically focused on KMPs/TMT members. (For example, Company Secretaries working with Indian Public Listed Companies)
- Collect and analyse qualitative data, specifically interviewing KMPs/TMT members.
- Collaborate with distributed/remote teams to conduct research.
- Support preparation of reports, presentations, and other materials to communicate the research findings effectively.
- Developing field-based case (s).

#### **Requirements:**

- A strong academic background with a master's degree in a relevant field such as business management, sustainability, governance, or similar areas. Certified Professionals like CA, CS, and CMA, with interest in studying TMTs, HRM and governance are encouraged to apply.
- Preference will be given to candidates with prior organisational or academic experience related to HRM, Corporate Governance, working with TMT etc.
- Familiarity with governance concepts, ESG frameworks, standards, and reporting methodologies.
- Proficiency in qualitative data analysis and basic statistical tools.
- Excellent written and verbal communication skills, with the ability to present complex information in a clear and concise manner.
- Strong attention to detail and the ability to manage multiple tasks and deadlines effectively.
- Proficiency in MS Office applications and qualitative research software.
- Capability to work independently and collaboratively as part of both remote and team-based settings.

- Open to travel extensively for data collection, organising interviews and attending professional society meetings.

**Duration and Location:**

The position will be initially offered for a period of six months and may be extended depending on performance and mutual interest. The position is based in Ahmedabad. IIMA provides access to the library and computer centre for all Research Associates. If selected, the candidate is expected to manage her/his own accommodation, outside the IIMA campus which is centrally located within the city of Ahmedabad.

**Remuneration:**

Compensation will be commensurate with the qualification and experience, within IIMA norms.

Interested candidates are invited to submit their resume, to Ms Kavitha Sudheeran, Secretary [kavithas@iima.ac.in](mailto:kavithas@iima.ac.in) and cc to Ms. Virangi Patel at [bvproject2020@iima.ac.in](mailto:bvproject2020@iima.ac.in) by June 5, 2023. Only shortlisted candidates will be contacted for further selection process.

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