



सहकारी प्रबंधनसंस्थान,तिरुवनंतपुरम

Institute of Cooperative Management (ICM)

Thiruvananthapuram

Mudavanmugal, Poojappura, Thiruvananthapuram- 695012, Kerala.

Telephone-0471-2340384 टेलीफोन-0471-2340384

Email-icm-tvm@hotmail.com ईमेल-icm-tvm@hotmail.com

01/ICMTVM/25-26

VACANCY CIRCULAR

Dated: 11.11.2025

Institute of Cooperative Management (ICM), Thiruvananthapuram, a unit of National Council for Cooperative Training (NCCT), New Delhi, promoted by Ministry of Cooperation, GOI, invites applications from suitable candidates for filling up the post of lecturer at our Institute on contract basis, initially for a period of 3 years:

Sl.No.	Name of the post	Pay range	No of posts	Type of recruitment	Place of posting	Age
1	Lecturer	40,000-90,000	1	On contract basis	ICM, Trivandrum	Upto 60 years

Eligibility:

- A Master's Degree with minimum 55% marks in Management / Information Technology / Cooperation & Banking
- Ph.D./NET/SLET/SET in the concerned/allied/relevant discipline
- A minimum of two years of teaching/training experience

Candidates with higher years of professional experience in the relevant field may be given preference.

Tenure of Contract: The candidate will be initially appointed for a period of 3 years. However, their performance will be assessed on yearly basis. If their performance is satisfactory they will be continued for the agreed tenure. The tenure of contract may be extended for further period of two years on satisfactory performance. No further extension of tenure beyond five years is permissible.

Annual Incentive: The person will be given 5% annual increment on the consolidated remuneration as an incentive amount if his/her performance is found satisfactory. However, every year extension of services on the basis of performance with 5% increments shall be done at the level of Secretary, NCCT. Annual increment beyond 5% to 15% may be considered on extraordinary performance of the lecturer and Institute may recommend his/her case with justifiable reasons supported with documentary evidence to NCCT HQ for consideration of Competent Authority.

Monthly remuneration:

- Range of Consolidated Remuneration for the post of lecturer is between Rs. 40000-90000.
- There will be no other allowance(s) in addition to the aforesaid monthly consolidated remuneration.
- The consolidated remuneration may be fixed between the range as mentioned above on the basis of candidate capabilities and merits of the case and last pay drawn.
- The remuneration of selected candidates shall be fixed within the given range, according to the qualification and experience of the candidates subject to the condition that it shall not be in excess of 10% of last pay drawn by the candidates in previous employment.

TERMS AND CONDITIONS FOR APPOINTMENT OF LECTURER (ON CONTRACT BASIS):

1. In case the performance of the person so appointed is found unsatisfactory, his/her services will be terminated any time after giving one month's notice without giving any reason thereof or pay in lieu thereof. In case of resignation from the post, one month's notice or pay in lieu of notice period shall be deposited.
2. Leave of absence: The person appointed on contract basis will be eligible for 15 days leave in a Calendar Year. It cannot be carried forward to next calendar year. Any other leave for any purpose will be considered as leave without pay.
3. Persons so appointed on contract basis will not be eligible for any allowance except consolidated monthly remuneration. He will not claim any terminal benefit on termination of his contractual appointment.
4. The person appointed will come under the ambit of conduct rules as applicable in NCCT.
5. The person so appointed will require to attend respective office during working hours and days in week. He/she will have to attend the office during holidays in case of exigency of work.
6. The person appointed will require to maintain confidentiality of the work assigned to him/her by the Institute.
7. The person selected for appointment will require to show his all original certificates required for verification for his/her eligibility for the post.
8. In case of outstation program the person so engaged will be provided boarding and lodging or TA/DA as per rules prevalent in NCCT, as per the entitlement of the post.
9. The mere possession of the prescribed essential qualification and experience does not entitle candidates to be called for the interview. Only short listed candidates as per criteria decided by the ICM will be invited for interview.
10. The dates of interview will be communicated through email (as provided in the application form) to the shortlisted candidates. Any change or correspondence address/email/phone from the one given in the application form should at once be communicated to ICM.
11. Candidates are advised to visit the ICM website at regular intervals for the updates.
12. The ICM shall process the applications entirely on the basis of information/documents submitted by the candidates. In case the information/documents are found to be false/incorrect by way of omission or commission, the responsibility and liability shall lie solely with the candidate.
13. All appointments shall be made provisionally subject to verification of documents. The ICM shall verify the documents and antecedents of the applicant at the time of interview/joining. In case, it is found at any point of time that any document/information submitted by the applicant is false or the applicant has suppressed/concealed any relevant information, the services of the selected applicant shall be terminated forthwith without assigning any reason.
14. The ICM reserves the right to revise/reschedule/cancel/suspend/withdraw the recruitment process in part or full without assigning any reason. The ICM reserves the right not to fill up the vacancy as advertised. The decision of ICM shall be final and no appeal in this regard shall be entertained.
15. The offer of appointment to the selected candidates will be subject to verification of certificates/testimonials at the time of joining and completion of other formalities.
16. Selected persons will be required to give an undertaking to maintain secrecy of the organization and devotion to duty prescribed by ICM.
17. Candidates must be ready to handle classes for Training Programmes (in campus & off campus), Diploma programmes and MBA programmes.
17. The Number of vacancies may be changed at the discretion of ICM.
18. Canvassing in any form will lead to disqualification.
19. For any clarification on these guidelines decision of ICM will be binding.

How to apply:

Applications (Hard copy) may be forwarded to The Director, Institute of Cooperative Management, Mudavanmugal, Poojappura, Thiruvananthapuram. 695012 in the prescribed format as per Annexure-I **on or before 28th November 2025** along with self-attested copies of testimonials.

Director
Institute of Co-operative management (ICM)
Thiruvananthapuram

Annexure–1

**ApplicationforengagementasLecturer(Oncontract)atInstituteofCooperativeManagement(ICM),
Thiruvananthapuram,a unit ofNational CouncilforCooperativeTraining(NCCT),New Delhi.**

1. Name:.....
2. Father'sName:.....
3. DateofBirth:.....
4. Nationality:.....

Pastea
Photo
here

5. Presentaddress(withPincode,Tel/MobNo.andemailaddress)

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6. PermanentAddress:

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7. Educational/ProfessionalQualification:

Sl.No.	Qualification	University/College	YearofPassing	PercentageofMarks

8. WorkExperience:

Sl. No.	Organisation/Institute	Period		Nature of Work	Postheld	Remarks
		From	To			

9. ReferencewithDesignation,AddressandPhoneNumber:

- i)
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- ii)
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DECLARATION

I hereby declare that the particulars furnished above are true and correct to the best of my knowledge and belief. In case any information furnished by me is found false or suppression of any information, I may be terminated and if required legal action may be taken. I have read the conditions and accept all the terms and conditions for engagement to the post applied by me.

Date.....

(Signature)

Name: