

School of Business (SBS)

Faculty Advertisement for Career Portal:

The School of Business Studies (SBS) at IBA Karachi is the institution's largest and flagship school, proudly holding AACSB accreditation. As one of Pakistan's premier business schools, SBS features a state-of-the-art campus built to international standards, providing faculty and students with an exceptional environment for learning and teaching. Its modern facilities are designed to promote collaboration, innovation, and creativity. The faculty includes highly regarded experts across diverse business fields, many of whom hold doctoral degrees from prestigious global universities. SBS offers a broad array of programs in various management disciplines, preparing a new generation of high-potential leaders and professionals.

SBS is seeking visionary educators and impactful researchers to join our world-class faculty. We invite applications for full-time positions at the ranks of Lecturer, Assistant Professor, Associate Professor, and Professor.

As a premier institution, we value intellectual rigor, transparent meritocracy, and a commitment to shaping the next generation of global business leaders.

General Guidelines & Expectations:

1. Academic Credentials

- PhD from a world-renowned, top-tier institution is required. Preference is given to candidates from AACSB-accredited schools and those who completed their doctorate in a full-time residential mode. Candidates with a DBA may be considered for specific practitioner-oriented roles.
- We value consistency. The prestige and stature of your undergraduate and postgraduate awarding institutions are key factors in our evaluation.

2. Research Impact & Integrity

- Assistant Professors must demonstrate a clear trajectory toward high-impact scholarship with a proven ability to publish in top-ranked international journals.
- Associate Professors must possess an established, sustained record of publications in leading journals within their specific discipline.
- Priority is given to candidates with a successful history of securing competitive national or international research funding.
- We uphold the highest standards of academic integrity. Publications in journals with open-access fees (APC) will face rigorous scrutiny, and any entries in predatory journals will be strictly excluded from consideration.

3. Teaching & Institutional Fit

- Although research credentials of candidates is a key determinant of success, but we evaluate candidates based on their holistic profile, such as the stature of their degree awarding institutes for their undergraduate and postgraduate degrees, besides doctorate as well as their teaching skills and cultural fit with our institute.
- Evidence of excellence in teaching would be required in the form of student evaluations.

4. Compliance & Process

- All appointments are governed by the dual eligibility frameworks of the HEC and IBA Karachi.
- Recruitment is strictly merit-based and highly competitive. Only shortlisted candidates will be invited to demonstrate their expertise through formal research presentations and interviews.

Job Description

1. Lead the development of courses in their respective disciplines and employ innovative and contemporary teaching methods.
2. Undertake nationally and internationally recognized research and publish in high quality, peer-reviewed journals.
3. Engage in research-led teaching to keep students and faculty abreast on emerging trends.
4. Desire to actively engage in all areas of Faculty life.

Position Requirements:

1. Lecturer

Qualification: First Class MS/MPhil or equivalent degree awarded after 18 years of education in the relevant field from an HEC recognized University/Institution, with no 3rd division in the academic career.

2. Assistant Professor

Qualification: PhD in the relevant field from an HEC recognized University/Institution.

- Must demonstrate a strong trajectory toward high-impact research and pedagogical excellence.
- The minimum eligibility and experience requirements are as per HEC criteria.

3. Associate Professor

Qualification: PhD in the relevant field from an HEC recognized University/Institution.

Experience:

10-years teaching/research experience in an HEC recognized University or a postgraduate Institution or professional experience in the relevant field in a National or International organization.

OR

5-years post-PhD teaching/ research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.

Publications: At least 10 research publications, with a minimum of 4 published within the last 5 years in HEC-recognized journals.

4. Full Professor

Qualification: PhD in the relevant field from an HEC recognized University/Institution.

Experience:

15-years teaching/research experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.

OR

10-years post-Ph.D. teaching/research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.

Publications: At least 15 research publications, with a minimum of 5 published within the last 5 years in HEC-recognized journals.

SBS Research Point System

For **Associate** and **Full Professor** appointments, SBS utilizes a specialized scoring matrix to evaluate the quality of research output:

No.	Category	Points
1	ABS 4*	10
2	ABS 4 / A* / FT50	8
3	ABS 3 or ABDC A	6
4	ABS 2 or ABDC B	3
5	ABS 1 or ABDC C	2
6	Non ABS-ABDC (relevant) – Scopus Q1 & Q2	2
7	Non ABS-ABDC (relevant) – Scopus Q3 & Q4	1

Salary will be commensurate with the credentials and rank of the candidate and would be in line with the international market rates for such positions.

IBA will provide successful applicants with all the necessary information and support concerning relocation and finding accommodation in Karachi, governmental administrative procedures, visa issuance and any family related issues. We are flexible with respect to the nature of engagement. These are permanent full-time positions, however, exceptional candidates, who otherwise cannot commit long-term engagement, may be considered for short- term/fractional contracts (.5 FTE), such as one semester a year engagement with IBA etc.

IBA is an equal opportunity employer, and our selection process is enshrined in meritocracy and transparency. All applicants are welcome to apply irrespective of national origin, race, ethnicity, gender and religious beliefs. Women, minorities, and persons with disabilities are encouraged to apply.