



## Indian Institute of Health Management Research, Jaipur

Desired qualification, Experience, Attributes, Key Performance Indicators, & Terms of Reference for the Search of Director, IIHMR Bengaluru

Position: Director, IHMR Bengaluru

Job Location: Bengaluru

Reporting: Trustee-Secretary, IIHMR Society, Jaipur

Salary: 50-55 Lacs Per Annum +Performance Link Incentive 10-12 lakh -negotiable

Age: 45-55

Qualification: Ph.D. in social science, management, public health, community medicine, hospital management/administration, Health IT, demography, anthropology or MD- in public health or community medicine etc.

Experience: 12+ years of experience including 5 years working as a professor with a similar kind of organization

Attributes for Director, IIHMR	
Academic & Research Excellence	<p>Strong record of research publications with measurable impact (h-index, i10 index as per AICTE/UGC norms).</p> <p>Experience as a PhD guide (if non-MD background).</p> <p>Demonstrated expertise in academic administration, education, research, and training.</p>
Leadership & Strategic Vision	<p>Proven leadership qualities with the ability to guide institutions and teams effectively.</p> <p>Capacity for strategic thinking and long-term institutional development.</p> <p>Evidence of job sustainability through stable and impactful leadership roles</p>
Professional Experience	<p>Significant exposure in health and allied areas including public health, hospital management, health systems, or related disciplines</p> <p>Track record of networking and collaborations with academia, industry, and international organizations</p> <p>Connectivity and recognition at government, national, and international levels.</p>
Institutional Development	<p>Experience in innovation and institution building.</p> <p>Contributions to establishing new departments, academic subjects, or educational programs.</p> <p>Active involvement in policymaking, government committees, or expert/advisory groups</p>
Recognition & Awards	<p>Recipient of awards, fellowships, or recognitions at national and/or international levels for contributions to education, research, administration, or health-related fields</p>



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### KPIs:

- Meeting the yearly revenue growth target for various initiatives (Academic, Research, Consultancy, Training, Publications)
- Designing and implementing long-term strategic initiatives
- The finalized budget approved by the Management Board
- Disbursement of funds according to an approved financial budget
- The increased reputation of the IIHMR, Bangalore brand in national and international frontier
- Managing strategic alliances/consortia
- Manage relationships with international partners and build international delivery capability
- Increased number of contracts/associations with external agencies
- Increase various accreditations, rankings, placements, admissions, publications, and new initiatives.
- Effectively Manage and follow the statutory compliances and board direction.

**Role:** The Director will be a whole-time officer of the IHMR South Campus. (S)he will be responsible for managing the academic and administrative affairs of the campus. Apart from providing leadership to educational, training, research and Consultancy related activities, the Director will need to build strong collaboration of the campus with national and state health systems and other relevant national and international stakeholder organizations. The Director will be accountable to the governance structures defined by the Management Board of the IIHMR.

### Responsibilities:

Responsibility Areas	Activity Details
Board level representation	<ul style="list-style-type: none"><li>• Coordinate the Management Board's strategic goal to Institute an execution plan</li><li>• Keeping the board abreast of the performance and functioning of the Institute</li><li>• Preparation of agenda, MoM, ATR etc., for the governing board, Academic Council and IQAC meetings,</li><li>• Ensuring action on all decisions taken by the boards and reporting back on the progress achieved</li><li>• Highlighting the challenges faced by the Institute and seeking a resolution on the same</li></ul>
Revenue Generation	<ul style="list-style-type: none"><li>• Prioritize and pursue activities that generate revenue for the Institute</li></ul>



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	<ul style="list-style-type: none"><li>Organize revenue structure and revenue sharing model from the sources (various PGDM {offline and online and executive} programs, Research, Training and Consultancy)</li></ul>
Strategic Planning & Execution	<ul style="list-style-type: none"><li>Develop a long-term strategy for IIHMR, Institute in consultation with the Trustee Secretary and IIHMR Society office</li><li>Development of Institute goals</li></ul>
Strategic Alliances	<ul style="list-style-type: none"><li>Decision on alliances to build to complement IIHMR capability</li><li>Build Strategic alliances and consortiums to bid for projects</li><li>Interactions with alliance partners</li></ul>
Financial Budgeting	<ul style="list-style-type: none"><li>Administration of funds of the Institute as per policy laid down by the IHMR Management Board</li><li>Review and finalize the financial budget and provide inputs</li></ul>
Liaising with external agencies	<ul style="list-style-type: none"><li>Be the face of IIHMR to various external agencies, governments, foundations, and other institutions.</li><li>Build relations with external agencies and institutions.</li></ul>
International presence	<ul style="list-style-type: none"><li>International collaboration and networking</li></ul>
Monitoring	<ul style="list-style-type: none"><li>Lead and monitor the functioning of all subordinate role.</li></ul>
Staffing	<ul style="list-style-type: none"><li>Oversee Staffing and employee management of the institute</li><li>Review functions of Academic, Training &amp; Research Heads and HoDs against their KRAs</li><li>Faculty and staff hiring as per HR manual and other policies as applicable time to time.</li></ul>
Compliances	<ul style="list-style-type: none"><li>To take care of statutory compliances such as AICTE, NBA, AIU, NAAC, NIRF, internal and statutory audits, various accredited agencies and PF, ESI, IT, CSR, FCRA etc., as applicable.</li></ul>
Miscellaneous	<ul style="list-style-type: none"><li>Such functions as are delegated or entrusted to him/her by the IIHMR Management Board / Trustee Secretary on an ad-hoc basis</li></ul>