

RIM/HRS-12/2025/532

April 30, 2025

Vacancy Re-Announcement

The Royal Institute of Management is pleased to announce the following vacancies as specified hereunder:

Sl. No.	Position Title	Vacancy	Position level	Type of appointment	Qualification/ Specialization	Area
1	Professor/ Asso. Professor/ Asst. Professor/ Sr. Lecturer/ Lecturer	4 slots	P2 to ES3	Regular Contract	Minimum of Master's qualification (Accounting & Finance/ Business Administration-Marketing) or equivalent qualification in Accounting, Finance and Business. Preference will be given to Master's with Certified Professional Accounting (CPA)/ Association of Certified Chartered Accountants (ACCA) qualifications	1. Accounting Systems & Practices 2. Business Finance 3. Corporate Accounting 4. Management Accounting 5. Risk Management 6. Revenue Law and 7. Marketing The faculty should be able to teach the above subjects in Post Graduate Diploma in Accounting (PGDA), MBA and Master in Professional Accounting (MPA) courses.
2		2 slots			Master in IT with: 1. Specialization in Software Development (Enterprise software development), 2. UX and UXI Design, 3. Specialization in mobile application development and, 4. Specialization in cybersecurity and CCNA.	The faculty should be able to teach at Masters, PG Programs, Diplomas and short courses

Pls note that the detailed criteria for **Regular Contract** are given on our website at www.rim.edu.bt.

Interested Bhutanese nationals who meet the above criteria may submit the applications through Zhiyog Recruitment system (ZRS) with relevant documents on or before **May 14, 2025**.

For detail information, visit RIM website at www.rim.edu.bt or contact HRD Unit at 351013/14 during Office hours.

Director



**Criteria for Regular Contract approved by the Royal Civil Service Commission vide
RCSC/HRMD/7/2020/0099 dated July 13, 2020**

2. Recruitment of Faculty on Regular Contract

2.1 The Royal Civil Service Commission made special consideration to recruit and appoint faculty members in Regular Contract to support the Institute deliver quality and relevant programs.

2.2 RIM may recruit competent faculty on contract with minimum of 13 years and above as follows:

2.2.1 appointment at position level of P2 for those with a minimum of 13 years of experience to 20 years

2.2.2 appointment at position level of ES3 for those with experience of more than 20 years.

2.3 The candidates who are eligible to apply for regular contract faculty are:

2.3.1 Former Civil Servants who have voluntarily resigned; or

2.3.2 Private individuals/cooperate employees with good service records; or

2.3.3 Incumbents who have completed their tenure in Constitutional Post

2.4 The following candidates are ineligible and shall be disqualified.

2.4.1 Civil servants who were compulsory retired/terminated; or

2.4.2 Any individual beyond the superannuation age as prescribed in the BCSR

2.5 Pay and benefits

The pay and emoluments for the faculty member recruited through the Regular Contract window shall be fixed as per the pay structure of the corresponding position level with 30% Contract Allowance. The RIM shall complete the contract appointment procedures as per the Contract Chapter of BCSR 2018.

2.4 Trainings

As provided in Section 5.6.7 and Section 5.6.8 of the BCSR 2018, the contract employees shall not be eligible for Long Term and ex-country training. However, they are eligible to attend in-country short term training of faculty as provisioned in Section 5.6.11 of the BCSR 2018, if required.

2.5 Recruitment Procedure

RIM shall follow the recruitment procedure of contract as prescribed in the section 5.7 of BCSR 2018 and execute a contract agreement.