

IHFC Recruitment Process

IHFC would hire employees on a full-time time basis, depending upon the requirement for the activities/projects undertaken by IHFC. Such roles would be classified into following 4 categories

1. Leadership Positions
2. Administrative Positions
3. Research Positions
4. Hiring in Start-ups

1. Leadership Positions

Leadership positions would include roles reporting into the Hub Governing Body (HGB) or in certain cases reporting into Project Director/ CEO (category defined in job description). The candidate with techno-commercial acumen would be preferred for such roles. For all such roles, approval from a committee comprising of at least 3 members from HGB would be necessary.

2. Administrative Positions

Administrative positions would include positions required for smooth functioning of IHFC for administrative requirement including (but not limited to) sales, marketing, finance, HR, IT, etc. and not including research related activities. A techno-commercial acumen would be expected in the successful candidates and even the evaluation criteria need to fulfill this requirement. There will be two committee formed to evaluate the candidates for these positions. Each committee would have at least **two members**.

Technical evaluation committee - Project Director is a mandatory member. Other member may be from HGB or EC (except CEO) depending upon the expertise and availability.

Commercial evaluation committee – CEO is a mandatory member. Other member may be from HGB or EC (except Project Director) depending upon the expertise and availability.

3. Research Positions

Research positions would include positions required for smooth functioning of IHFC for research projects related requirements A techno-commercial acumen would be expected and even the evaluation criteria need to fulfill this requirement. There will be two committee formed to evaluate the candidates for these positions. Each committee would have at least **three members**.

Technical evaluation committee – PI/Co-PI of relevant project and the Project Director will be mandatory members. Third member may be from HGB or EC (except CEO) depending upon the expertise and availability.

Commercial evaluation committee – PI/Co-PI of relevant project and the CEO are mandatory members. Third member may be from HGB or EC (except Project Director) depending upon the expertise and availability.

4. Hiring in Start-ups

Policy for hiring in start-ups where IHFC would invest would be governed by the contract signed with respective start-up and basis terms and conditions agreed for investment.

Any offer letter or letter of appointment for a successful candidate needs to be signed by the CEO or Project Director.