



DTU-IIF

DTU INNOVATION AND INCUBATION FOUNDATION

[Pursuant to sub-section (2) of section 7 of the Companies Act, 2013 and rule 8 the Companies (Incorporation) Rules, 2014] *promoted by*

DELHI TECHNOLOGICAL UNIVERSITY

(Estd. By Govt. of NCT of Delhi vide Act 6 of 2009)

Recruitment Rules for Chief Executive Officer (CEO) at DTU-IIF

The **DTU Innovation & Incubation Foundation (DTU-IIF)** is a Section 8 (Not-for-Profit) Company established by Delhi Technological University (DTU), New Delhi, to promote innovation, entrepreneurship, and industry-academia collaboration.

The Foundation operates as a strategic platform for:

- **Industry-driven Research & Innovation Projects**
- **Intellectual Property (IP) Creation & Commercialization**
- **Startup Incubation, Acceleration & Funding Enablement**
- **CSR Project Implementation & Social Impact Initiatives**

DTU-IIF is envisioned as a **national hub for innovation and entrepreneurship**, supporting high-impact startups, facilitating technology transfer, and contributing to India's knowledge economy. DTU-IIF seeks applications from the eligible candidates for the post of Chief Executive Officer (CEO)

The CEO shall serve as the chief executive and strategic leader of DTU-IIF, responsible for driving innovation-led growth, institutional sustainability, and ecosystem impact. The role requires a visionary and execution-oriented professional capable of operating at the intersection of government, academia, industry, and startup ecosystems.

Particulars	Details
Position	Chief Executive Officer (CEO)
Location	DTU Main Campus, Rohini, New Delhi
Eligibility Criteria	<p>Educational Qualification: Postgraduate or higher in Management, Science, Engineering, or related fields.</p> <p>Experience: Minimum 12 years of professional experience at a senior level, including at least 5 years leading a profit center with full P&L responsibility.</p> <p>Preferred: More than 5 years of relevant experience in Research Organizations, innovation ecosystems, startup incubation, venture capital, and industry collaboration.</p>



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Age	Preferably between 45 - 55 years, but it will not be a constraint for the right candidate
Appointment & Tenure	<p>The appointment shall be as a full-time employee with a fixed-term contract on a 3+3-year basis, and renewal of each contract shall be based on annual performance evaluation and organizational requirements.</p> <p>The selected candidate shall adhere to the confidentiality, governance, and compliance requirements of the Organization, University & Other Stakeholders.</p>
Compensation	<p>Fixed Salary (INR 30 LPA)</p> <p>+ Performance-linked Variable subject to achievement of KPIs</p> <p>+ Managerial Benefits as per Foundation norms</p>
Reporting To	Board of Directors / Chairman-BoD through one nominated Director
Travel	Domestic and International, as required
Key Responsibilities	<p>Strategic Leadership</p> <ul style="list-style-type: none"> • Develop and implement a long-term strategic roadmap aligned with national innovation priorities, along with State initiatives • Position DTU-IIF as a leading Research, Incubation, and Innovation hub in India with In-reach and Out-reach Activities & Initiatives. • Identify emerging sectors, including but not limited to AI, Deep-Tech, Quantum, and Digital Technologies • Drive the organization's strategic visibility and positioning across national and global platforms, • Any other specific responsibilities assigned by the Board <p>Organizational Leadership</p> <ul style="list-style-type: none"> • Build and lead a high-performance multidisciplinary team • Establish KPIs, SOPs, and performance management systems • Foster a culture of innovation, accountability, and collaboration • Build, inspire, and lead a high-performing team, fostering a culture of accountability, innovation, and excellence aligned with the incubator's strategic vision. <p>Monitoring & Evaluation</p> <ul style="list-style-type: none"> • Implement data-driven decision-making systems (MIS dashboards) • Track key performance indicators across all verticals • Report performance outcomes to the Board and stakeholders • Establish and drive robust monitoring and evaluation frameworks to ensure projects are delivered on time, meet quality standards, and achieve intended outcomes. <p>Innovation, Research & IP Commercialization</p> <ul style="list-style-type: none"> • Facilitate industry-sponsored projects • Promote IP generation, protection, and commercialization



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	<ul style="list-style-type: none"> • Establish frameworks for technology transfer, licensing, and revenue generation <p>Startup Incubation & Ecosystem Development</p> <ul style="list-style-type: none"> • Build and scale incubation, acceleration, and pre-incubation programs • Enable access to funding through government schemes, venture capital, and angel networks • Develop strong mentor, investor, and alumni networks • Support startups in market access and scaling <p>CSR & Development Projects</p> <ul style="list-style-type: none"> • Position DTU-IIF as a credible CSR implementation agency • Design and execute impact-driven development projects • Ensure compliance with CSR regulations and reporting standards <p>Stakeholder Engagement</p> <ul style="list-style-type: none"> • Build strategic partnerships with: <ul style="list-style-type: none"> ○ Work proactively with the host institution (University) and the incubator board to get the work done for the incubator ○ Government Ministries & Departments ○ Corporates and Industry Bodies ○ Academic and Research Institutions ○ International Organizations ○ Represent DTU-IIF at national and global forums <p>Financial Management & Sustainability</p> <ul style="list-style-type: none"> • Develop diversified revenue streams, including: <ul style="list-style-type: none"> ○ CSR funding ○ Government grants ○ Consulting and advisory services ○ Equity participation in startups ○ Ensure financial discipline, budgeting, and transparency ○ Achieve financial sustainability for the foundation within three years through diversified revenue streams, prudent financial management, and strategic partnerships. <p>Governance & Compliance</p> <ul style="list-style-type: none"> • Ensure compliance with: <ul style="list-style-type: none"> ○ Companies Act, Taxation Acts, and other applicable Regulatory & Fiscal Acts. ○ Data Aggregation, Management, Exchange, and Publication as required by the Board, Central, and State Ministries.
<p>Key Performance Indicators (As per</p>	<p>The CEO's performance shall be evaluated against measurable outcomes, including but not limited to:</p> <ul style="list-style-type: none"> • Number of startups physically incubated annually • Startup survival and growth rates • Successful exits • Funds raised by DTU-IIF incubated startups • Number of IP filings, patents generated, and technologies



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commitment with BoD)	commercialized/transferred <ul style="list-style-type: none">• Mobilization of CSR funds and project impact• Revenue generation for financial self-sustainability• Strategic partnerships and collaborations• Policy framework, compliance, and governance standards
Application Process	Interested candidates may submit their applications through the prescribed format at Application Link / Google Form https://forms.gle/pteP2Zu3qtkvdeZf6 Only shortlisted candidates will be contacted for the further selection process. The selection process may include presentation, interview, and interaction with the Board.