

Appointment criteria for Engineering, Information Technology and Computing disciplines

Disciplines	Eligibility conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all HEIs/DAIs
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Professor

Minimum Qualification	PhD degree in relevant field, recognized by HEC in consultation with PEC.
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Experience	15-Years teaching/research experience in a recognized Institution/College/ University or 15-years professional experience in the relevant field in a National or International organization out of which 5-years must be teaching experience.
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Note: After 30th June, 2020, at least 8-years' experience at the post-Ph.D. level in HEC recognized University or a post - graduate institution or professional experience in the relevant field in a National or International organization will be required.

OR

10-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.

Minimum Number of Publications	15 research publications with at least 5 publications in last five years in HEC/PEC recognized journals
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Associate Professor

Minimum Qualification	PhD in the relevant field from Institution recognized by HEC in consultation with PEC
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Experience	10-years teaching/research experience in a recognized Institution/ College/University or 10-years professional experience in the relevant field in a National or International Organization out of which 2-years must be teaching experience.
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Note: After 30th June, 2020, at least 4-years' experience at the Post- PhD level in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization will be required.

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.

Minimum Number of Publications	10 research publications with at least 4 publications in last five years in HEC/PEC recognized journals
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Disciplines Eligibility conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all HEIs/DAIs

Assistant Professor

Minimum Qualification (a) PhD in the relevant field from HEC recognized University/Institution

(b) Master's degree (awarded after 18 years of education) in relevant field till 2010. After 2010, 30% should be Ph.D.'s, after 2012, 60% should be PhDs and by the end of 2015, 100% should be PhDs in the relevant field from an HEC recognized University/ Institution

Experience (a) No experience is required

(b) 2-years teaching/research experience in a recognized Institution/University/College or 2-years professional experience in the relevant field in a National or International organization.

Minimum Number of Publications Nil

Lecturer

Minimum Qualification Master's Degree/ B.Sc.(Engr.) (First Class) in the relevant field from HEC recognized University/Institution with no 3rd division in the academic career

Experience No Experience required

Minimum Number of Publications Nil

Appointment criteria for all disciplines (Excluding Engineering, IT and Computing)

Disciplines	Eligibility conditions for appointment of faculty in All disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) disciplines in all HEIs/DAIs
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Professor

Minimum Qualification	Ph.D. from an HEC recognized Institution in the relevant field.
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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.
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Note: After 30th June, 2020, at least 8-years' experience at the post-Ph.D. level in HEC recognized University or a post - graduate institution or professional experience in the relevant field in a National or International organization will be required.

OR

10-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.

Minimum Number of Publications	The applicant must have 15 research publications with at least 5 publications in the last 5 years in HEC recognized journals.
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Associate Professor

Minimum Qualification	PhD in the relevant field from an HEC recognized University/Institution.
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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
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Note: After 30th June, 2020, at least 4-years' experience at the Post- PhD level in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization will be required.

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.

Minimum Number of Publications	The applicant must have 10 research publications (with at least 4 publications in the last 5 years in the HEC recognized Journals.
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Assistant Professor

Minimum Qualification	(c) PhD in the relevant field from HEC recognized
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Disciplines	Eligibility conditions for appointment of faculty in All disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) disciplines in all HEIs/DAIs
	University/Institution
	(d) Master's degree (foreign) or M.Phil. (Pakistan) or equivalent degrees awarded after 18 years of education as determined by the HEC in the relevant field from an HEC recognized University /Institution.
Experience	(c) No experience is required
	(d) 4-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.
Minimum Number of Publications	Nil

Lecturer

Minimum Qualification	<p>First Class Master's Degree OR equivalent degree awarded after 16 Years of education in the relevant field from an HEC recognized University/Institution with no 3rd division in the academic career.</p> <p>Condition of no 3rd division shall not be applicable in the qualification of appointment as lecturer in Universities or Degree Awarding Institutions provided that the candidate holds a higher degree viz. M.Phil./PhD or equivalent degree with not more than one 3rd division in entire academic career.</p> <p>Furthermore, the candidate with 2nd division in the Master's Degree but holding higher degree i.e. M. Phil/PhD or equivalent degree with 18 years of education may be Considered.</p> <p>*First division (1st Division) in Master of Arts in English is relaxed in favor of the second division (2nd Division) as the minimum eligibility condition for appointment of Lecturers in English for Annual System degree holders for a period of five years w.e.f 24-02-2007.</p>
Experience	Nil
Minimum Number of Publications	Nil