| Disciplines | Eligibility conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all HEIs/DAIs |
|---|---|
| **Lecturer** | |
| **Minimum Qualification** | Master's Degree/ B.Sc.(Engr.) (First Class) in the relevant field from HEC recognized University/Institution with no 3$^{rd}$ division in the academic career |
| **Experience** | No Experience required |
| **Minimum Number of Publications** | Nil |
| **Assistant Professor** | |
| **Minimum Qualification** | a. PhD in the relevant field from HEC recognized University/Institution<br>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 required<br>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 |
| **Associate Professor** | |
| **Minimum Qualification** | PhD in the relevant field from Institution recognized by HEC in consultation with PEC |
| **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.<br><br>**Note: After 30$^{th}$ June, 2015,** 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.<br>**OR**<br>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 5 years in HEC/PEC recognized journals |
| **Professor** | |
| **Minimum Qualification** | Ph.D. degree in relevant field, recognized by HEC in consultation with PEC. |
| **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.<br>**Note: After 30$^{th}$ June, 2015,** 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-Ph.D. 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 |