

## Eligibility Conditions

**For appointment of Faculty members in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences Law and Arts & Design (Studio Practices) disciplines**

Post	Qualification	Experience	Publications
Lecturer	First Class 18-year degree or foreign MS or equivalent degree in the relevant field with not more than one 2 <sup>nd</sup> division in the academic career from an HEC recognized Institution.	No Experience	
Assistant Professor (OG-II)	PhD in the relevant field from HEC recognized University / Institution	No experience	Nil
Assistant Professor (TTS)	PhD / Equivalent terminal Qualification from a recognized institution	No experience required However, Excellent written communication skills as well as excellent presentation skills required	Nil
Associate Professor (OG-III)	PhD in the relevant field from HEC recognized University / Institution	Ten Years teaching/Research experience (out of which at least four years post-PhD level) experience in HEC recognized University or post graduate institution or professional experience in the relevant field in a national or international organization will be required  <b>OR</b> Five years post-Ph.D. teaching/ research experience in an HEC	Ten Publication (with at least four in last five years) in HEC recognized journals

		recognized University or a post-graduate institution or professional experience in the relevant field in a national or international organization.	
Associate Professor (TTS)	PhD / Equivalent terminal Qualification from a recognized institution relevant field	6 years of Post-PhD / equivalent terminal degree experience or minimum of 4 years of Post-PhD / equivalent terminal degree experience at least 6 years of experience prior to the PhD / equivalent terminal degree. The experience to be counted is of teaching / research in a recognized University or post-graduate institution or Professional experience in the relevant field in a national or international organization	10 research publications (with at-least 4 publications in the last 5 years) in internationally abstracted journals recognized for the purpose of appointment on Tenure Track by the Commission
Professor (OG-IV)	PhD from an HEC recognized institution in the relevant field	Fifteen Years teaching/research experience(at least eight year Post-PhD level experience in HEC recognize University or a post graduate institution or professional experience in the relevant field in national or international organization will be required <b>OR</b> Ten years post-Ph.D.	Fifteen research Publication (with at least five in last five years) in HEC recognized journals

		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.	
Professor (TTS)	PhD / Equivalent terminal Qualification from a recognized institution in the relevant field	11 years of Post-PhD / equivalent terminal degree experience or minimum of 7 years of Post-PhD / equivalent terminal degree experience at-least 12 years of experience prior to the PhD / equivalent terminal degree. The experience to be counted is of teaching / research in a recognized University or post-graduate institution or Professional experience in the relevant field in a national or international organization.	15 research publications (with at-least 5 publications in the last 5 years) in internationally abstracted journals recognized for the purpose of appointment on Tenure Track by the Commission

**Eligibility Conditions**  
**For appointment of Faculty members in**  
**Engineering, Information Technology, Computing disciplines**

<b>Post</b>	<b>Qualification</b>	<b>Experience</b>	<b>Publications</b>
Lecturer	First Class 18-year degree or foreign MS or equivalent degree in the relevant field with not more than one 2 <sup>nd</sup> division in the academic career from an HEC recognized Institution.	No Experience	Nil
Assistant Professor (OG-II)	PhD in the relevant field from HEC recognized University / Institution	No experience	Nil
Assistant Professor (TTS)	PhD / Equivalent terminal Qualification from a recognized institution	No experience required  However, Excellent written communication skills as well as excellent presentation skills required	Nil
Associate Professor (OG-III)	PhD in the relevant field from an institution recognized by the HEC in consultation with PEC.	Ten years teaching experience with at least four years' experience at the post-Ph.D. level in HEC recognized University or post-graduate institution or professional experience in the relevant field in national or international	Ten research publications in HEC/PEC recognized journals (with at least four in last five years).

		<p>organization will be required.</p> <p><b>OR</b></p> <p>Five 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.</p>	
Associate Professor (TTS)	PhD / Equivalent terminal Qualification from a recognized institution in the relevant field	<p>6 years of Post-PhD / equivalent terminal degree experience or minimum of 4 years of Post-PhD / equivalent terminal degree experience at-least 6 years of experience prior to the PhD / equivalent terminal degree. The experience to be counted is of teaching / research in a recognized University or post-graduate institution or Professional experience in the relevant field in a national or international organization</p>	<p>10 research publications (with at-least 4 publications in the last 5 years) in internationally abstracted journals recognized for the purpose of appointment on Tenure Track by the Commission</p>

<p>Professor (OG-IV)</p>	<p>PhD in the relevant field recognized by the HEC in consultation with PEC.</p>	<p>Fifteen years teaching / research experience with at-least eight 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 national or international organization will be required.</p> <p>OR</p> <p>Ten years post-Ph.D. 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.</p>	<p>Fifteen research publications in HEC/PEC recognized journals(with at least five in last five years)</p>
<p>Professor (TTS)</p>	<p>PhD / Equivalent terminal Qualification from a recognized institution in the relevant field</p>	<p>11 years of Post-PhD / equivalent terminal degree experience or minimum of 7 years of Post-PhD / equivalent terminal degree experience at-least 12 years of experience prior to the PhD / equivalent terminal degree. The experience to be counted is of teaching</p>	<p>15 research publications ( with at-least 5 publications in the last 5 years) in internationally abstracted journals recognized for the purpose of appointment</p>

		/ research in a recognized University or post-graduate institution or Professional experience in the relevant field in a national or international organization.	on Tenure Track by the Commission
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**Eligibility Conditions  
For appointment of Faculty members in  
Architectural disciplines**

Post	Qualification	Experience	Publications
Lecturer	First Class Professional degree ( five years minimum) or Master / Equivalent degree ( First Class ) in the relevant field with not more than one 2 <sup>nd</sup> Division in the academic career from HEC recognized institution	One Year experience	Nil
Assistant Professor (OG-II)	PhD in the relevant field from HEC recognized University / Institution OR First Class Master degree (Foreign) / M. Phil. Or equivalent degree awarded after 19 years of education in the relevant field from HEC recognized institution  OR First Class Professional degree ( five years minimum) from an HEC recognized institution	No experience OR Three years teaching / research experience from a recognized University or a Post graduate institutions or Professional experience in the relevant field OR Five years teaching / research experience in a recognized University or a Post graduate institution or Professional experience in the relevant field	Nil
Associate Professor (OG-III)	PhD in the relevant field from HEC recognized institution  OR First Class Master degree (Foreign) M. Phil. Or	Nine years teaching / research experience in HEC recognized University or a post graduate institution or professional experience in the relevant field	Ten research publications (with at least four publications in last five years by the calendar year 2012) in HEC / PCATP



	<p>equivalent degree awarded after 19 years of education in the relevant field from HEC recognized University / Institution</p>	<p><b>OR</b>  Four years post-Ph.D. teaching/ research experience in HEC recognized University or a post-graduate institution or professional experience in the relevant field</p> <p><b>OR</b>  Ten years teaching / research experience (with at least three years' experience after the Master's (Foreign) or equivalent degree in HEC recognized University or a post-graduate institution or professional experience in the relevant field</p>	<p>recognized journals</p> <p><b>OR</b>  Recognition (first two positions ) in at least two national / international architectural design competitions or design excellence awards</p> <p><b>OR</b>  Ten research publications (with at-least four publications in last five years by the calendar year 2012) in HEC / PCATP recognized Journals.</p> <p><b>OR</b>  Recognition (first two positions) in at least three national / international architectural design competitions or design excellence awards.</p>
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<p>Professor (OG-IV)</p>	<p>PhD from HEC recognized Institution in the relevant field</p> <p>Or</p>	<p>Twelve years teaching / research experience in HEC recognized University or a post-graduate institution or professional experience in the relevant field</p> <hr/> <p><b>OR</b></p> <p>Ten years post-Ph.D. teaching / research experience in HEC recognized University or a post-graduate institution or professional experience in the relevant field</p> <hr/> <p><b>OR</b></p> <p>Fifteen years teaching /research experience in HEC recognized University or a post-graduate institution or professional experience in the relevant field</p>	<p>Fifteen research publications (with at least five publications in last five years by the calendar year 2012) in HEC / PCATP recognized journals</p> <hr/> <p><b>OR</b></p> <p>Recognition (first positions ) in at least four national / international architectural design competitions or design excellence awards</p> <hr/> <p><b>OR</b></p> <p>Fifteen research publications (with at least five publications in last five years by the calendar year 2012) in HEC / PCATP recognized journals</p> <p><b>OR</b></p>
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			Recognition (first positions ) in at least five national / international architectural design competitions or design excellence awards
	First class Master's degree (foreign) or M.Phil. Or equivalent degree awarded after 19 years of education in the relevant field from an HEC recognized institution.		



Discipline	Eligibility Conditions for appointment of faculty in Arts & Design (Studio Practice) disciplines, in all HEIs/DAIs
<b>Lecturer</b>	
<b>Minimum Qualification</b>	First professional degree (4 Years minimum, First Division) from HEC recognized University/Institution with no third division in the academic career
<b>Experience</b>	Nil
<b>Minimum Number of Publications</b>	Nil
<b>Assistant Professor</b>	
<b>Minimum Qualification</b>	<ul style="list-style-type: none"> <li>a. PhD in the relevant field from HEC recognized University/ Institution</li> <li>b. Master's degree (foreign) or MPhil <b>or</b> equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution</li> <li>c. First professional degree (4 Years minimum, First Division) with no 3<sup>rd</sup> division in the academic career from HEC recognized University/Institution</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>a. Nil</li> <li>b. 4-years 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.</li> <li>c. 6-years 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.</li> </ul>
<b>Minimum Number of Publications</b>	Nil
<b>Associate Professor</b>	
<b>Minimum Qualification</b>	<ul style="list-style-type: none"> <li>a. PhD in the relevant field from HEC recognized University/ Institution</li> <li>b. Master's degree (foreign) or MPhil <b>OR</b> equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>a. 10-years 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. <b>Note: After 30<sup>th</sup> June, 2015</b>, at least 4-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization will be required. <b>OR</b> 5-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization</li> <li>b. 12-years teaching/research experience (with at least 4-years' experience after the Masters (Foreign) or equivalent degree in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.</li> </ul>
<b>Minimum Number of</b>	Outstanding and substantial level of professional art activity (Demonstrated by participation in 6 exhibitions at

<b>Publications</b>	national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)
<b>Professor</b>	
<b>Minimum Qualification</b>	<ul style="list-style-type: none"> <li>a. PhD from HEC recognized University/Institution in the relevant field</li> <li>b. Master's degree (foreign) or MPhil or equivalent degree in the relevant field from HEC recognized University/Institution</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>a. 15-years 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  <b>Note: After 30<sup>th</sup> June, 2015</b> at least 8-years post PhD level experience in a recognized University or a Post-graduate Institution or professional experience in the relevant field in a National or International organization.  <b>OR</b>  10-years post PhD level experience in an HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.</li> <li>b. 17-years teaching/ research experience (with at least 8-years' experience after Master's degree (foreign) or MPhil or equivalent degree in HEC recognized University or a Post- graduate Institution or professional experience in the relevant field in a National or International organization.</li> </ul>
<b>Minimum Number of Publications</b>	Outstanding and substantial level of professional art activity and a national or international contribution to the development of Arts and Design in general. (Demonstrated by at least 8 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)