

Eligibility Conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all Universities and Degree Awarding Institutions

Position	Minimum Qualification	Experience	Minimum Number of Publications
Lecturer	Master's Degree/B.Sc(Engr.) (First Class) in the relevant field with no 3rd Division in the academic career from HEC recognized University/Institution.	No Experience required	Nil
Assistant Professor	Master's degree 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	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.	Nil
	OR		
	PhD in the relevant field from HEC recognized University/Institution	No Experience is required for PhD degree holders.	Nil

Associate Professor	PhD in the relevant field from institution recognized by HEC in consultation with PEC	Till June 2012, 07-years teaching/research experience in a recognized institution/ college/university or 7-years professional experience in the relevant field in a national or international organization out of which 2-years must be teaching experience.	5/8/10 research publications (with at least 1/2/4 publications in the last 5 years) by the calendar years 2007/2008/2012 respectively, in HEC/PEC recognized journals.
		Note: After 2012, 10-years teaching experience with 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.	

Professor	PhD degree in relevant field, recognized by HEC in consultation with PEC	<p>Till June 2012, 12-years teaching/research experience in a recognized institution/ college/university or 12-years professional experience in the relevant field in a national or international organization out of which 5-years must be teaching experience.</p> <p>Note: After 2012, 15-years teaching/research experience with at least 8-years' experience at the Post-PhD level in HEC recognized University or a postgraduate institution or professional experience in the relevant field in a National or International organization will be required.</p>	8/12/15 research publications (with at least 2/3/5 publications in the last 5 years) by the calendar years 2007/2008/2012 respectively, in HEC/PEC recognized journals
		OR	
		<p>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.</p>	