

# HEC-Faculty-Appointment-Criteria

1. **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**
  - a. **Lecturer**

**Minimum Qualification:** First Class MS/MPhil/equivalent degree awarded after 18 Years of education in the relevant field from an HEC recognized University/Institution with no 3<sup>rd</sup> division in the academic career. Condition of no 3<sup>rd</sup> 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 PhD or equivalent degree with not more than one 3<sup>rd</sup> division in entire academic career.
  - b. **Assistant Professor**

**Minimum Qualification:** PhD in relevant field from HEC recognized University/Institution.

**Important Note: For appointments in the Department of Pharmacy, registration as a licensed pharmacist is mandatory. Preference will be given to candidates holding a terminal degree in Physiology or Pharmacology.**
  - c. **Associate Professor**

**Minimum Qualification, Experience and Publications:** PhD in the relevant field from an HEC recognized University/Institution. 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. The applicant must have 10 research publications (with at least 4 publications in the last 5 years in the HEC recognized Journals).
2. **Eligibility conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all HEIs/DAIs**
  - a. **Lecturer**

**Minimum Qualification:** Master's Degree (First Class) in the relevant field from HEC recognized University/Institution with no 3<sup>rd</sup> division in the academic career.
  - b. **Lecturers (Energy System Engineering)**

**Minimum Qualification:** Master's Degree (First Class) in Energy Engineering Discipline with valid Energy Engineering Number (ENERGY) from Pakistan Engineering Council (PEC) is required from a recognized university/ institution with no 3<sup>rd</sup> division in the academic career.

*Note: Valid PEC registration in the relevant field is also required for appointment in all engineering fields.*
3. **Eligibility Conditions for appointment of faculty in Arts & Design (Studio Practice) disciplines, in all HEIs/DAIs**
  - a. **Lecturer (Fashion & Design)**

**Minimum Qualification:** First professional degree (4 Years minimum, First Division) from HEC recognized University/Institution with no 3<sup>rd</sup> division in the academic career.
4. **Eligibility Conditions for Appointment of Faculty in Medical Sciences (Non-Clinical & Basic Sciences) disciplines as per classification by PMDC**
  - a. **Lecturer/Demonstrator (Allied Health Sciences)**

**Minimum Qualification:** MBBS from an HEC recognized University /Institution with no 3<sup>rd</sup> Division in the academic career.
5. **Eligibility Conditions for Appointment of Faculty in Architecture disciplines in HEIs/DAIs**
  - a. **Lecturer (Architecture Engineering Technology)**

**Minimum Qualification:** First Professional degree (5 years minimum or Master / Equivalent Degree (First Class) in the relevant field from an HEC recognized University / Institution with no 3<sup>rd</sup> division in the academic career.

*Note: Registration from relevant Council/Body is required.*
6. **Eligibility Conditions for appointment of faculty in all law disciplines in all HEIs/DAIs**
  - a. **Lecturer**

**Minimum Qualification:** LLB Degree (First Class) from an HEC recognized University/ Institutions with no 3<sup>rd</sup> division in the academic career.
  - b. **Assistant Professor**
    - i. **Minimum Qualification**
      - 1) PhD in Law or equivalent degree from an HEC recognized University/Institutions.
      - 2) L.L.M, J.D or equivalent degree from an HEC recognized University/Institutions.
      - 3) LLB degree (First Class) from an HEC recognized University/Institutions.
    - ii. **Experience**
      - 1) Nil
      - 2) 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.
      - 3) 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.