

HEC ELIGIBILITY CRITERIA FOR APPOINTMENT OF ENGINEERING FACULTY

Position	Minimum Qualification	Experience	Minimum Number of Publications
Lab Engineer	Bachelor of Engineering (BE) / Bachelor of Science (BS/BSc) degree in the relevant Engineering Discipline / field from HEC recognized University / Institution with First Class throughout in the entire academic career	Nil	Nil
Lecturer	Master's Degree (First Class) (18 years) in the relevant field from HEC recognized University/Institution with no 3 rd division in the academic career.	No Experience required	Nil
Assistant Professor	PhD in the relevant field from HEC recognized University/Institution	No Experience required	Nil
Associate Professor	PhD in the relevant field from Institution recognized by HEC in consultation with PEC.	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. 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.	10 research publications with at least 4 publications in last 5 years in HEC/PEC recognized journals.
Professor	Ph.D. degree in relevant field, recognized by HEC in consultation with PEC.	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. 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.	15 research publications with at least 5 publications in last five years in HEC/PEC recognized journals