

## HEC ELIGIBILITY CRITERIA FOR APPOINTMENT OF NON-ENGINEERING FACULTY

Position	Minimum Qualification	Experience	Minimum Number of Publications
<b>Lab Associate</b>	Bachelor of Science (BS / BSc) / Master of Science (M.Sc.) degree with 16 years of education in the relevant discipline/field from an HEC recognized University/Institution with First Class throughout in the academic career	Nil	Nil
<b>Lecturer</b>	First Class MS/MPhil/equivalent degree awarded after 18 Years of education in the relevant field from an HEC recognized University/Institution with no 3rd division in the academic career.	<ul style="list-style-type: none"> <li>• No Experience required</li> <li>• 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.</li> </ul>	Nil
<b>Assistant Professor</b>	PhD in relevant field from HEC recognized University/Institution	No Experience required	Nil
<b>Associate Professor</b>	Ph.D. in the relevant field from an HEC recognized University/Institution.	<p>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.</p> <p style="text-align: center;"><b>OR</b></p> <p>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.</p>	The applicant must have 10 research publications (with at least 4 publications in the last 5 years in the HEC recognized Journals).
<b>Professor</b>	Ph.D. degree in relevant field, recognized by HEC in consultation with PEC.	<p>15-years 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 style="text-align: center;"><b>OR</b></p> <p>10-years post-Ph.D. teaching/research experience in a recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.</p>	The applicant must have 15 research publications with at least 5 publications in the last 5 years in HEC recognized journals.