

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 (OG-I)	First Class 18-Year degree or foreign MS or equivalent degree in the relevant field with not more than one 2 nd 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
Associate Professor (OG-III)	PhD in the relevant field from HEC recognized Institution.	<p>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</p> <p style="text-align: center;">OR</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>	Ten Publications (with at least four in the last five years) in HEC recognized journals.

<p>Professor (OG-IV)</p>	<p>PhD from an HEC recognized institution in the relevant field.</p>	<p>Fifteen Years teaching/research experience (out of which at least eight years Post-PhD level experience) in HEC recognized University or a post graduate institution or professional experience in the relevant field in national or international organization.</p> <p style="text-align: center;">OR</p> <p>Ten years post-Ph.D. teaching / research experience in a 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 (with at least five publications in last five years) in HEC recognized journals.</p>
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Eligibility Conditions
For appointment of Faculty members in
Engineering, Information Technology, Computing disciplines

Post	Qualification	Experience	Publications
Lecturer (OG-I)	First Class 18-years degree or foreign MS or equivalent degree in the relevant field with not more than one 2 nd 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
Associate Professor (OG-III)	PhD in the relevant field from an institution recognized by the HEC in consultation with PEC.	<p>Ten years teaching experience with at least four years' experience at the post-Ph.D. level 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.</p> <p style="text-align: center;">OR</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>	Ten research publications in HEC/PEC recognized journals (with at least four in last five years).

<p>Professor (OG-IV)</p>	<p>PhD degree in relevant field recognized by 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 a national or international organization will be required.</p> <p style="text-align: center;">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 national or international organization.</p>	<p>Fifteen research publications in HEC/PEC recognized journals (with at least five in last five years).</p>
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Eligibility Conditions
For appointment of Faculty members in Architectural Disciplines

Post	Qualification	Experience	Publications
Lecturer (OG-I)	First Class Professional degree (five years minimum) or Master / Equivalent degree (First Class) in the relevant field with not more than one 2nd 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.	Nil	Nil
	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 Three years teaching / research experience from a recognized University or a Post graduate institution or Professional experience in the relevant field.	Nil
	OR First Class Professional degree (five years minimum) from an HEC recognized institution.	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.	Nine years teaching / research experience in an 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 recognized journals.

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

		<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>	<p>Recognition (first position) in at least four national / international architectural design competitions or design excellence awards.</p>
	<p style="text-align: center;">OR</p> <p>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.</p>	<p style="text-align: center;">OR</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 style="text-align: center;">OR</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 style="text-align: center;">OR</p> <p>Recognition (first position) in at least five national / international architectural design competitions or design excellence awards.</p>

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

Publications	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)
Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD from HEC recognized University/Institution in the relevant field b. Master's degree (foreign) or MPhil or equivalent degree in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> 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 Note: After 30th June, 2015 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. OR 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. 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.
Minimum Number of Publications	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)