Eligibility Criteria = Faculty Positions

Position	Department	Qualification	Experience	Publications
Professor	Architectural Disciplines	Ph.D from an HEC recognized institution In the relevant field.	12 Years teaching/research experience in HEC recognized university or a post-graduate institution or professional experience in the Relevant field.	15 research publications (with at least 5 publications in the last 5 years), in HEC recognized Journals.
			10 Years post-Ph.D. teaching/research experience in a recognized University or a postgraduate institution or professional experience in the Relevant field.	Recognition (first position) in at least four national/international architectural design competitions or design excellence awards.
Professor	In all disciplines excluding Engineering, Information Technology, Computer Sciences, Medical Sciences, law & Art Design	Ph.D from an HEC recognized institution in the relevant field.	15 Years teaching/research experience with at least eight years post-Ph.D. level experience in HEC recognized university or a post-graduate institution or professional experience in the relevant field in national or International organization. **OR** 10 Years post-Ph.D. teaching/research experience in a	15 research publications (with at least 5 publications in the last 5 years), in HEC recognized Journals.

		recognized University or a postgraduate institution or professional experience in the relevant field in a national or international organization.	
	Electrical Engineering, Computer Engineering, Software Engineering and Computer Science	Ph.D degree in relevant field, recognized by HEC in consultation with PEC.	15 Years teaching/research experience with least 8 Years experience at post-Ph.D. level in HEC recognized university or post graduate institution or professional experience in the relevant field in a national or international organization. **OR** 10 Years post-Ph.D. 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.	15 research publications in HEC/PEC recognized journals.
Professor (TTS)	All disciplines under Tenure Track System.	A PhD/Equivalent terminal qualification from a recognized institution in the relevant field.	11 years of post-Ph.D./Equivalent terminal degree experience or minimum of 7 years of post-Ph.D./Equivalent	15 research publications (with at least 5 publications in the last 5 years) in internationally abstracted journals recognized for the

			terminal degree experience with at least 12 years of experience prior to the Ph.D./Equivalent terminal degree. The experience to be counted is of teaching/research in a recognized University or post-graduate institution or professional experience in relevant field in a national or international organization.	purpose of appointment on Tenure Track by the Commission.
Associate Professor	Architectural Disciplines	Ph.D. in the relevant field from an HEC recognized institution. **OR** 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.	09 years teaching/ research experience in a HEC recognized University or a post-graduate institution or professional experience in the relevant field. **OR** 04 years post-Ph.D teaching/ research experience in HEC recognized University or a postgraduate institution or professional experience in the relevant field. **OR** 10 years teaching/ research experience (with at least three years experience after the Master's	10 research publications (with at least 04 publications in last 05 years) in HEC/PCATP recognized Journal. **OR** Recognition (first 02 positions) in at least 02 national/ international architectural design competition or design excellence awards. **OR** 10 research publications (with at least 04 publications in last 05 years) in HEC/PCATP recognized Journal.

			(Foreign) or equivalent degree in HEC recognized University or a post-graduates institution or professional experience in the relevant field.	
Associate Professor	In all disciplines excluding Engineering, Information Technology, Computer Sciences, Medical Sciences, law & Art Design	Ph.D. in the relevant field from an HEC recognized institution.	10 Years teaching/research experience (out of which 4 years post-Ph.D. level experience) in HEC recognized university or a post-graduate institution or professional experience in the relevant field in national **or** International organization. OR 5 Years post-Ph.D. 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.	10 research publications (with at least 4 publications in the last 5 years), in HEC recognized journals.
	Electrical/ Computer and Software Engineering and Computer Science	Ph.D in the relevant field from an institution recognized by the HEC in consultation	10 Years teaching experience with at least 4 Years experience at the post-Ph.D. level in an HEC recognized university	10 research publications in HEC/PEC recognized journals.

		with PEC.	of postgraduate institution or professional experience in the relevant field in a national or international organization. OR 5 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.	
Associate Professor (TTS)	Electrical, Computer and software Engineering, Management Sciences, Computer Science and Mathematics	A PhD/Equivalent terminal qualification from a recognized institution in the relevant field.	6 years of post-Ph.D./Equivalent terminal degree experience or minimum of 4 years of post-Ph.D./Equivalent terminal degree experience with at least 6 years of experience prior to Ph.D./Equivalent terminal degree. The experience to be counted is to be of teaching/research in a recognized University or post-graduate institution or professional experience in relevant	10 research publications (with at least 4 publications in the past 5 years) in internationally abstracted journals recognized for the purpose of appointment on Tenure Track by the Commission.

			field in national or international organization.	
Assistant Professors	In all disciplines excluding Engineering, Information Technology, Computer Sciences, Medical Sciences, law & Art Design	PhD in the relevant field from HEC recognized Institution **OR** First class 18-year degree or equivalent degree in relevant field with not more than one second division in the academic career from an HEC recognized institution.	No experience **OR** 4 Years 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.	Nil
Assistant Professors (TTS)	All disciplines under Tenure Track system.	PhD/Equivalent terminal qualification from a recognized institution and excellent written communication skills as well as excellent presentation skills.		
Assistant Professors	Engineering, Information technology, and Computer Disciplines	First class 18-year degree or equivalent degree in relevant field from an HEC recognized institution.	4 Years teaching/research experience in a recognized institution/University or professional experience in the relevant field in a national or international organization.	Nil
Assistant Professors	Architectural disciplines	Ph.D. in the relevant filed from a HEC recognized institution. OR First Class Master	Nil **OR** 03 years teaching/ research experience from a	NIL

	degree (Foreign)/ M.Phil. or equivalent degree awarded after 19 years of education in the relevant field from HEC recognized University/ Institution. **OR** First Class Professional degree (five years minimum) from a HEC recognized Institution.	recognized University or a post-graduates institution or professional experience in the relevant field. OR 05 years teaching/ research experience in a recognized University or a post-graduates institution or professional experience in the relevant field.	
Lecturer	-	First class 18-year degree or foreign MS or equivalent degree in relevant field with not more than one second division in the academic career from an HEC recognized institution.	NiL	NiL
Research Associate	First Class 16 year degree in relevant field with no more than one 2nd divisions from an accredited academic institution.	NiL	NiL

Chief Scientific Officer	First Class 16- Year degree in natural science in the relevant field from and accredited academic institution.	Nineteen years relevant experience in a University or other National or International organization or Ph.D with fifteen years relevant experience.