

**SHIFA TAMEER-E-MILLAT UNIVERSITY**  
**STATUTES**  
**REGARDING SERVICE STRUCTURE OF THE UNIVERSITY TEACHERS**

**Table of Contents**

GENERAL	1
FACULTY OF HEALTH SCIENCES (FHS)	2
Shifa College of Medicine (SCM) [Basic Health Sciences Stream]	2
Shifa College of Medicine (SCM) [Clinical Health Sciences Stream]	4
Shifa College of Dentistry (SCD) [Basic Health Sciences Stream]	5
Shifa College of Dentistry (SCD) [Clinical Health Sciences Stream]	7
FACULTY OF NURSING AND MIDWIFERY (FNM)	10
Shifa College of Nursing (SCN)	10
FACULTY OF PHARMACEUTICAL & ALLIED HEALTH SCIENCES (FPAHS)	12
Shifa College of Pharmaceutical Sciences (SCPS) [Academic Stream]	12
Shifa College of Pharmaceutical Sciences (SCPS) [Practice Stream]	13
Department of Rehabilitation Sciences (DRS) [Academic Stream]	16
Department of Rehabilitation Sciences (DRS) [Practice Stream]	18
Shifa College of Medical Technology (SCMT) [Academic Stream]	20
Shifa College of Medical Technology (SCMT) [Practice Stream]	22
Department of Biosciences (DBS)	24
DEPARTMENT OF MANAGEMENT SCIENCES (DMS)	26

**SHIFA TAMEER-E-MILLAT UNIVERSITY**  
**STATUTES**  
**REGARDING SERVICE STRUCTURE OF THE UNIVERSITY TEACHERS**

*In pursuance of Clause d of Sub-Section 1 of  
Section 25 of the Shifa Tameer-e-Millat Act, 2012*

Approved by the Senate  
(including as amended/updated up to and effective July 8, 2020)

**GENERAL**

General clauses with regard to the relevant provisions of the Act, Statutes, Regulations, Rules, and prevailing practices of the University.

- a. All the appointments shall normally be made on the employment contract initially for a period of one year, which shall be confirmed after completion of the probation period and shall get the status of the regular employment contract after completion of the initial period of one year on the basis of evaluation of the performance with regard to the job descriptions described therein.
- b. The probation period for the appointments on the positions of Professors shall be minimum 3 months unless otherwise determined by the appointing authority.
- c. The probation period for the appointments on the positions of Associate Professors and below shall be minimum 6 months unless otherwise determined by the appointing authority.
- d. The Vice Chancellor, on behalf of the University, shall sign the employment contract with the individual appointee of any position.
- e. The minimum criteria for appointments of the teaching staff shall not be less than that as may be described/notified by the respective professional council and/or by the Higher Education Commission of Pakistan (HEC) from time to time.
- f. The academic/professional qualifications and their equivalence as may be issued by the local and foreign Universities/Degree Awarding Institutions (DAIs) duly recognized by the HEC and/or the competent Professional Councils/Bodies shall be recognized according to the National Qualifications Framework of Pakistan (NFQ).
- g. The promotions of the teaching staff shall normally be made on the principles of merit-based recruitments through selection and by advertising the approved positions for the open-merit and fair competition.
- h. The appointing authority for the positions of Associate Professor and above shall be the Senate, which shall approve these appointments upon recommendations of the concerned Selection/Recruitment Committee through the Vice Chancellor.
- i. The appointing authority for the positions of Assistant Professors and below shall be the Vice Chancellor, who shall approve these appointments upon recommendations of the concerned Selection/Recruitment Committee. However, these appointments shall require ratification of the Syndicate.

NOTE: All the appointments/promotions made/acrued under the previous Rules, Regulations, and Statutes of the University shall hold as such. However, future appointments shall be dealt with the new/revised criteria including the directions/updates as may be notified by the HEC/councils from time to time.

**FACULTY OF HEALTH SCIENCES (FHS)**

**Shifa College of Medicine (SCM)  
[Basic Health Sciences Stream]**

<b>Position:</b>	<b>Demonstrator/Lecturer</b>
<b>Minimum Basic Qualification</b>	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
<b>Minimum Post Basic Qualification</b>	Not required.
<b>Minimum Number of Research Publications</b>	Not required. However, preference shall be given if publications are present.
<b>Minimum Academic/ Professional Experience</b>	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Senior Demonstrator/Senior Lecturer</b>
<b>Minimum Basic Qualification</b>	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
<b>Minimum Post Basic Qualification</b>	PM&DC recognized level 2b qualification or equivalent qualification in the respective basic subjects/respective specialty approved by the SRC and recognized/registered by PM&DC.
<b>Minimum Number of Research Publications</b>	Not required. However, preference shall be given if publications are present.
<b>Minimum Academic/ Professional Experience</b>	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Assistant Professor</b>
<b>Minimum Basic Qualification</b>	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
<b>Minimum Post Basic Qualification</b>	PM&DC recognized Level 2b or Level 3 qualification in the respective basic subjects. –OR– Equivalent PM&DC Level 2b or Level 3 qualification in the respective specialty approved for teaching by the SRC and recognized/registered by the PM&DC. <u>For Medical Education Department:</u> Level 2a & b or Level 3 postgraduate degree or diploma in medical education recognized by the PM&DC.
<b>Minimum Number of Research Publications</b>	2 x research articles (1st three authors) in the relevant subjects in PM&DC recognized medical journals.
<b>Minimum Academic/ Professional Experience</b>	2 years' teaching experience as demonstrator/lecturer before or after level 2b qualification. –OR– 1 year teaching experience as

<b>Experience</b>	demonstrator/lecturer before or after level 3 qualification.
<b>Position:</b>	<b>Associate Professor</b>
<b>Minimum Basic Qualification</b>	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
<b>Minimum Post Basic Qualification</b>	PM&DC recognized Level 2b or Level 3 qualification in the respective basic subjects. –OR– Equivalent PM&DC Level 2b or Level 3 qualification in the respective specialty approved for teaching by the SRC and recognized/registered by the PM&DC. <u>For Medical Education Department:</u> Level 2a & b or Level 3 postgraduate degree or diploma in medical education recognized by the PM&DC.
<b>Minimum Number of Research Publications</b>	6 x original research articles (1st three authors) as Assistant Professor in relevant subject in PM&DC recognized medical journals with at least 3 in HEC 'W' category.
<b>Minimum Academic/ Professional Experience</b>	5 years' teaching experience as Assistant Professor in the relevant subject. (PM&DC experience recognition letter is mandatory)
<b>Position:</b>	<b>Professor</b>
<b>Minimum Basic Qualification</b>	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
<b>Minimum Post Basic Qualification</b>	PM&DC recognized level 3 qualification in relevant subject. <u>For Medical Education Department:</u> Level 2a & b or Level 3 postgraduate degree (–OR–) diploma in medical education recognized by the PM&DC.
<b>Minimum Number of Research Publications</b>	10 x original research articles (1st three authors) in the relevant subjects in PM&DC recognized medical journals. At least 5 in HEC 'W' category and total 3 out of 10 articles in the last 3 years.
<b>Minimum Academic/ Professional Experience</b>	3 years' teaching experience as Associate Professor in the respective subject. (–OR–) 9 years' teaching experience as an Assistant Professor in the respective subject.

**Shifa College of Medicine (SCM)**  
**[Clinical Health Sciences Stream]**

<b>Position:</b>	<b>Medical Officer/Registrar</b>
Minimum Basic Qualification	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Senior Registrar</b>
Minimum Basic Qualification	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (FCPS/MS/MD) in the respective subject. –OR– Other equivalent level 3 qualification in the specialty approved by the SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (FCPS/MS/MD) in the respective subject. –OR– Other equivalent level 3 qualification in the specialty approved by the SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	2 x research articles (1st three authors) in the relevant subjects in PM&DC recognized medical journals.
Minimum Academic/ Professional Experience	Full-time faculty: 2 years' teaching experience before or after level 3 qualification as Senior Registrar or equivalent in relevant subjects. Recognized faculty: Consultants not holding the academic designations/ titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at the ratio 2:1.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (FCPS/MS/MD) in the respective subject. –OR– Other equivalent level 3 qualification in the specialty approved by the SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	6 x original research articles (1st three authors) as Assistant Professor in the relevant subject in PM&DC recognized medical journals with at least 3 in HEC 'W' category.
Minimum Academic/ Professional	Full time faculty: 5 years' teaching experience as Assistant Professor in relevant subject.

Experience	Recognized faculty: Consultants not holding the academic designations/ titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at the ratio 2:1.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	MBBS or equivalent medical qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (FCPS/MS/MD) in the respective subject. –OR– Other equivalent level 3 qualification in the specialty approved by the SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	10 x original research articles (1st three authors) in the relevant subjects in PM&DC recognized medical journals. At least 5 in HEC 'W' category and total 3 out of 10 articles in the last 3 years.
Minimum Academic/ Professional Experience	Full-time faculty: 3 years' teaching experience as Associate Professor in the respective subject. –OR– 9 years' teaching experience as an Assistant Professor in the respective subject. Recognized faculty: Consultants not holding the academic designations/ titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at the ratio 2:1.

**Shifa College of Dentistry (SCD)**  
**[Basic Health Sciences Stream]**

Position:	<b>Lecturer/Demonstrator</b>
Minimum Basic Qualification	BDS/MBBS or equivalent dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
Position:	<b>Senior Demonstrator/Senior Lecturer</b>
Minimum Basic Qualification	BDS/MBBS or equivalent dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC recognized Level 2b or Level 3 or equivalent qualification in the respective basic subjects/respective specialty (PhD, MPhil, FCPS, MSc, MDS) approved by the concerned SRC and recognized/registered by PM&DC.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.

Experience	
Position:	<b>Assistant Professor</b>
Minimum Basic Qualification	BDS/MBBS or equivalent dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC recognized level 2b or level 3 qualification (like MSc, MPhil, MS, MDS, FCPS, PhD) in respective basic subject or equivalent PM&DC level 2b or level 3 qualification in the respective specialty approved for teaching by the concerned SRC and recognized/registered by the PM&DC. For Medical Education Department: Level 2a & b or Level 3 postgraduate degree. –OR– diploma in medical education recognized by PM&DC. Preference will be given to PhD in ME.
Minimum Number of Research Publications	3 x research articles (1st three authors) in the relevant subjects in PM&DC recognized medical/dental journals. At least one article as a first author.
Minimum Academic/ Professional Experience	2 years' teaching experience as demonstrator/lecturer before or after level 2b qualification or 1 year's teaching experience as demonstrator/lecturer before or after level 3 qualification.
Position:	<b>Associate Professor</b>
Minimum Basic Qualification	BDS/MBBS or equivalent dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC recognized level 2b or level 3 qualification (like MSc, MPhil, MS, MDS, FCPS, PhD) in respective basic subject or equivalent PM&DC level 2b or level 3 qualification in the respective specialty approved for teaching by the concerned SRC and recognized/registered by the PM&DC. For Medical Education Department: Level 2a & b or Level 3 postgraduate degree. –OR– diploma in medical education recognized by PM&DC. Preference will be given to PhD in ME.
Minimum Number of Research Publications	7 x original research articles (1st three authors) as Assistant Professor in the relevant subject in PM&DC recognized medical/dental journals with at least 3 in HEC 'W' category. The candidate has to show that at the time of submission and/or publication the journal was approved in HEC 'W' category. Out of the 7 articles, at least 3 articles should be as a first author and 1 of these 3 must be from HEC 'W' category. Note: No traditional review, opinion articles or guest editorial etc. would be acceptable, even in 'W' Category.
Minimum Academic/ Professional Experience	5 years' teaching experience as an Assistant Professor in the relevant subject. PM&DC experience recognition letter is mandatory.
Position:	<b>Professor</b>
Minimum Basic Qualification	BDS/MBBS or equivalent dental qualification fully recognized/registered by the PM&DC.

Minimum Post Basic Qualification	PM&DC recognized Level 3 qualification (like PhD, MS, MDS, FRC Path, FCPS, FDS, DDPH RCS) in the relevant subject. For Medical Education Department: Level 2a & b or Level 3 postgraduate degree. –OR– diploma in medical education recognized by the PM&DC.
Minimum Number of Research Publications	12 x original research articles (1st three authors) in the relevant subject in PM&DC recognized medical/dental journals. Out of these 12 articles at least: a. 6 in the HEC 'W' category. b. 4 in the last 3 years. c. 6 as the first author. d. In case of being a supervisor of PGs then articles as second and last author (i.e., articles with only 2 authors) will be acceptable in place of category 'c' as first author. e. 2 of the 6 (c and/or d) must be from the HEC 'W' category. Note: The candidate has to show that the journal was approved in HEC 'W' category at the time of submission/publication. No traditional review, opinion articles or guest editorial etc. would be acceptable, even in 'W' Category.
Minimum Academic/ Professional Experience	3 years' teaching experience as Associate Professor in the respective subject. –OR– 9 years' teaching experience as an Assistant Professor in the respective subject.

**Shifa College of Dentistry (SCD)  
[Clinical Health Sciences Stream]**

Position:	<b>Lecturer/Demonstrator/Registrar</b>
Minimum Basic Qualification	BDS or equivalent dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
Position:	<b>Senior Lecturer/Senior Demonstrator/Senior Registrar</b>
Minimum Basic Qualification	BDS or equivalent dental qualification fully recognized/ registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (like FCPS/MS/MDS/MSD/FDS/FFD) in the respective subject. –OR– Other level 3 equivalent qualification in the specialty approved by the concerned SRC and recognized/registered by the PM&DC.
Minimum Number of	Not required. However, preference shall be given if publications are



Research Publications	present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
Position:	<b>Assistant Professor</b>
Minimum Basic Qualification	BDS or equivalent medical/dental qualification fully recognized/ registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (like FCPS/MS/MDS/MSD/FDS/FFD) in the respective subject. –OR– Other level 3 equivalent qualification in the specialty approved by the concerned SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	2 x research articles (1st three authors) in the relevant subjects in PM&DC recognized medical/dental journals. At least one article as a first author.
Minimum Academic/ Professional Experience	Full-time faculty: 2 years' teaching experience before or after level 3 qualification as Senior Registrar or equivalent position in the relevant subjects. Recognized faculty: Consultants not holding the academic designations/titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at the ratio 2:1.
Position:	<b>Associate Professor</b>
Minimum Basic Qualification	BDS or equivalent medical/dental qualification fully recognized/ registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (like FCPS/MS/MDS/MSD/FDS/FFD) in the respective subject. –OR– Other level 3 equivalent qualification in the specialty approved by the concerned SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	6 x original research articles (1st three authors) as Assistant Professor in the relevant subject in PM&DC recognized medical/dental journals with at least 3 in HEC 'W' category. The candidate has to show that at the time of submission and/or publication the journal was approved in HEC 'W' category. Out of the 6 articles, at least 2 articles should be as a first author and 1 of these 2 must be from HEC 'W' category. Note: No traditional review, opinion articles or guest editorial etc. would be acceptable, even in 'W' Category.
Minimum Academic/ Professional Experience	Full time faculty: 5 years' teaching experience as Assistant Professor in the relevant subjects. Recognized faculty: Consultants not holding the academic designations/titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at a the ratio 2:1.
Position:	<b>Professor</b>

Minimum Basic Qualification	BDS or equivalent medical/dental qualification fully recognized/registered by the PM&DC.
Minimum Post Basic Qualification	PM&DC level 3 qualification (like FCPS/MS/MDS/MSD/FDS/FFD) in the respective subject. –OR– Other level 3 equivalent qualification in the specialty approved by the concerned SRC and recognized/registered by the PM&DC.
Minimum Number of Research Publications	10 x original research articles (1st three authors) in the relevant subject in PM&DC recognized medical/dental journals. Out of these 10 articles at least: a. 5 in the HEC 'W' category. b. 3 in the last 3 years. c. 5 as the first author. d. In case of being a supervisor of PGs then articles as second and last author (i.e., articles with only 2 authors) will be acceptable in place of category 'c' as first author. e. 2 of the 5 (c and/or d) must be from the HEC 'W' category. Note: The candidate has to show that the journal was approved in HEC 'W' category at the time of submission/publication. No traditional review, opinion articles or guest editorial etc. would be acceptable, even in 'W' Category.
Minimum Academic/ Professional Experience	Full time faculty: 3 years' teaching experience as Associate Professor in the respective subject. –OR– 9 years' teaching experience as an Assistant Professor in the respective subject. Recognized faculty: Consultants not holding the academic designations/titles but teaching undergraduate/postgraduate students in the PM&DC recognized institutions shall be granted teaching experience at the ratio 2:1.

NOTE: A PhD or equivalent qualifications holder in a Clinical Subject without any postgraduate clinical training qualification will be considered for appointment in the SCD. Although such degree is not recognized by the PM&DC but as long as the PhD or equivalent is recognized by the HEC, the candidates with such qualifications shall be given preference.

## FACULTY OF NURSING AND MIDWIFERY (FNM)

### Shifa College of Nursing (SCN)

<b>Position:</b>	<b>Junior Lecturer</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' clinical experience excluding degree required internship.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) or Bachelor of Science in Nursing Post-RN (BSN-PRN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	1 year's teaching and 2 years' clinical experience.
<b>Position:</b>	<b>Senior Lecturer</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) or Bachelor of Science in Nursing Post-RN (BSN-PRN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Master of Science in Nursing (MSN) or Master's degree in Health Sciences (MHS) from the HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	1 publication as first author.
Minimum Academic/ Professional Experience	Candidate with MSN qualification: 2 years' teaching and 2 years' clinical experience. Candidate with MHS qualification: 3 years' teaching and 2 years' clinical experience.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) or Bachelor of Science in Nursing Post RN (BSN-PRN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Master of Science in Nursing (MSN) or Master's in Health Sciences (MHS) from the HEC recognized University/DAI.

	(NQF-Level 7)
Minimum Number of Research Publications	2 publications in the HEC recognized 'W' or 'X' category journals with at least 1 publication as first author.
Minimum Academic/ Professional Experience	4 years' teaching and 3 years' clinical experience. Candidates with research experience as PI/Co-PI shall be preferred.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) or Bachelor of Science in Nursing Post RN (BSN-PRN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	5 articles with at least 3 in the HEC recognized 'W' or 'X' category journals. Provided also that at least 2 out of the 5 shall be as first author.
Minimum Academic/ Professional Experience	6 years' teaching/research experience (including graduate level teaching) and 4 years' clinical experience. Candidates with research experience as PI/Co-PI and/or supervision of master's level degree theses/projects shall be preferred.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	Bachelor of Science in Nursing (BSN) or Bachelor of Science in Nursing Post RN (BSN-PRN) from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	10 articles with at least 5 in the HEC recognized 'W' or 'X' category journals. Provided also that at least 5 out of the 10 shall be as first author.
Minimum Academic/ Professional Experience	10 years' teaching/research experience (including graduate level teaching) and 5 years' clinical experience. Candidates with research experience as PI/Co-PI in minimum 2 different projects and/or supervision of master's/doctoral level degree theses/projects shall be preferred.

**FACULTY OF PHARMACEUTICAL & ALLIED HEALTH SCIENCES (FPAHS)**

**Shifa College of Pharmaceutical Sciences (SCPS)  
[Academic Stream]**

<b>Position:</b>	<b>Instructor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	1 year's total teaching experience as a regular and full-time faculty member at the HEC recognized University/DAI.
<b>Position:</b>	<b>Senior Lecturer</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (18 years of education/ NQF-Level 7)
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	6 years' total teaching/research experience as a regular and full-time faculty member at the HEC recognized University/DAI. –OR– 4 years' total teaching/research experience with at least 2 years' post-MS/M.Phil qualification teaching/research experience.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/ DAI. (NQF-Level 8) However, in case no suitable candidate with the PhD qualification

	(NFQ-Level 8) in the specific field of study is available, the Syndicate upon being satisfied with the details/efforts made in respect of searching the PhD qualification holder may allow a candidate with the first class MS/M.Phil (NFQ-Level 7) qualification having 6 years post MS/MPhil qualification teaching/research experience in the relevant field for the appointment.
Minimum Number of Research Publications	2 x original research articles in the HEC recognized 'W', 'X' or 'Y' category journals. Preference shall be given to the higher category.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	10 x original research articles with at least 2 in the 'W' and 2 in the 'X' Category HEC recognized journals. Provided also that at least 4 out of the 10 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	10 years' total experience with at least 5 years' post MS/M.Phil qualification teaching/research experience. –OR– 5 years' post PhD qualification teaching/research experience.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	15 x original research articles with at least 3 in the 'W' and 3 in the 'X' Category HEC recognized journals. Provided also that at least 6 out of the 15 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	15 years' total experience with at least 10 years' post MS/M.Phil qualification teaching/research experience. –OR– 10 years' post PhD qualification teaching/research experience.

**Shifa College of Pharmaceutical Sciences (SCPS)**  
**[Practice Stream]**

<b>Position:</b>	<b>Instructor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.

Minimum Academic/ Professional Experience	2 years' post licensure experience in the respective field as a regular and full-time employee in a recognized organization/ institution.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Professional postgraduate certificates/diplomas obtained after graduation in the relevant field assessed through the prescribed examinations. –OR– Up keeping of minimum 5 CPD/CME/CE/CPE hours per year offered by a relevant regulatory body in the past 2 years.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' post-licensure experience in the respective field as a regular and full-time employee in a recognized organization/institution.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	5 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	6 years' post-licensure experience in the respective field as a regular and full- time employee with total 10 CPD/CME/CE/CPE hours or 10 years' experience without CPD/CME/CE/CPE hours. –OR– In case of Board Certificate/Fellowship or equivalent qualification: 4 years' post-licensure experience in the respective field as a regular and full-time employee with total 10 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/ MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	10 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	10 years' post-licensure experience in the respective field as a regular and full- time employee with total 15 CPD/CME/CE/CPE hours or 14 years' experience without CPD/CME/CE/CPE hours. –OR–

	In case of Board Certificate/Fellowship or equivalent qualification: 8 years' post-licensure experience in the respective field as a regular and full-time employee with total 15 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	B.Pharm/Pharm-D from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	15 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	14 years' post-licensure experience in the respective field as a regular and full-time employee with total 20 CPD/CME/CE/CPE hours or 18 years' experience without CPD/CME/CE/CPE hours. –OR– In case of Board Certificate/Fellowship or equivalent qualification: 12 years' post-licensure experience in the respective field as a regular and full-time employee with total 20 CPD/CME/CE/CPE hours.



**Department of Rehabilitation Sciences (DRS)**  
**[Academic Stream]**

<b>Position:</b>	<b>Instructor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	01 x original research article in the HEC recognized 'W', 'X' or 'Y' category journal. Preference shall be given to the higher category.
Minimum Academic/ Professional Experience	1 year's total teaching experience as a regular and full-time faculty member at the HEC recognized University/DAI.
<b>Position:</b>	<b>Senior Lecturer</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	03 x original research articles in the HEC recognized 'W', 'X' or 'Y' category journals. Preference shall be given to the higher category.
Minimum Academic/ Professional Experience	6 years' total teaching/research experience as a regular and full-time faculty member at the HEC recognized University/DAI. –OR– 4 years' total experience with at least 2 years' post MS/M.Phil qualification teaching/research experience.
<b>Position:</b>	<b>Assistant Professor</b>

Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/ DAI. (NQF-Level 8) However, in case no suitable candidate with the PhD qualification (NFQ-Level 8) in the specific field of study is available, the Syndicate upon being satisfied with the details/efforts made in respect of searching the PhD qualification holder may allow a candidate with the first class MS/M.Phil (NFQ-Level 7) qualification having 6 years' post MS/MPhil qualification teaching/research experience in the relevant field for the appointment.
Minimum Number of Research Publications	5 x original research articles in the HEC recognized 'W', 'X' or 'Y' category journals. Preference shall be given to the higher category.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/ DAI. (NQF-Level 8)
Minimum Number of Research Publications	10 x original research articles with at least 2 in the 'W' and 2 in the 'X' Category HEC recognized journals. Provided also that at least 4 out of the 10 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	10 years' total experience with at least 5 years' post MS/M.Phil qualification teaching/research experience. –OR– 5 years' post PhD qualification teaching/research experience.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/ DAI. (NQF-Level 8)
Minimum Number of Research Publications	15 x original research articles with at least 3 in the 'W' and 3 in the 'X' Category HEC recognized journals. Provided also that at least 6 out of the 15 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	15 years' total experience with at least 10 years' post MS/M.Phil qualification teaching/research experience. –OR– 10 years' post PhD qualification teaching/research experience.

**Department of Rehabilitation Sciences (DRS)**  
**[Practice Stream]**

<b>Position:</b>	<b>Instructor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' post licensure experience in the respective field as a regular and full-time employee in a recognized organization/ institution.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Professional certificates/ diplomas/ PGC/ PGD obtained after graduation in the relevant field assessed through prescribed examinations. –OR– Up keeping of minimum 5 CPD/CME/CE/CPE hours per year offered by a relevant regulatory body over the past 2 years.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' post licensure experience in the respective field as a regular and full-time employee in a recognized organization/ institution.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	5 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	6 years' post-licensure experience in the respective field as a regular and full-time employee with total 10 CPD/CME/CE/CPE hours or 10 years' experience without CPD/CME/CE/CPE hours. –OR– In case of Board Certificate/Fellowship or equivalent qualification: 4 years' post-licensure experience in the respective field as a regular and

	full-time employee with total 10 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/ MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	10 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	10 years’ post-licensure experience in the respective field as a regular and full- time employee with total 15 CPD/CME/CE/CPE hours or 14 years’ experience without CPD/CME/CE/CPE hours. –OR– In case of Board Certificate/Fellowship or equivalent qualification: 8 years’ post-licensure experience in the respective field as a regular and full-time employee with total 15 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	DPT, BS-SLP, BS-Audiology, BS-OT, BS-PNO or other degree in the relevant/required field from HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent in a specialization that is considered relevant to the field of practice (NQF-Level 7). –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations.
Minimum Number of Research Publications	15 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	14 years’ post-licensure experience in the respective field as a regular and full- time employee with total 20 CPD/CME/CE/CPE hours or 18 years’ experience without CPD/CME/CE/CPE hours. –OR– In case of Board Certificate/Fellowship or equivalent qualification: 12 years’ post-licensure experience in the respective field as a regular and full-time employee with total 20 CPD/CME/CE/CPE hours.

**Shifa College of Medical Technology (SCMT)**  
**[Academic Stream]**

<b>Position:</b>	<b>Instructor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	For BS/B.Sc Degree Holders: MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (NQF-Level 7) For MBBS Degree Holders: 6 months' certificate course in medical education from a recognized/reputable institution. –OR– PM&DC Level 2a qualification.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Senior Lecturer</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	For BS/B.Sc Degree Holders: MS/MPhil degree awarded after 16 years of education in the relevant field from HEC recognized University/DAI. (NQF-Level 7) For MBBS Degree Holders: 6 months' certificate course in medical education from a recognized/reputable institution. –OR– PM&DC Level 2a qualification.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	For BS/B.Sc Degree Holders: 6 years' total teaching/research

Professional Experience	experience as a regular and full-time faculty member at the HEC recognized University/DAI. –OR– 4 years’ total experience with at least 2 years’ post MS/M.Phil qualification teaching/research experience. For MBBS Degree Holders: Not required.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	For BS Degree Holders: PhD in the relevant field from HEC recognized University/DAI. (NQF-Level 8) For MBBS Degree Holders: As per PM&DC criteria.
Minimum Number of Research Publications	For BS/B.Sc Degree Holders: 5 x original research articles in the HEC recognized 'W', 'X' or 'Y' category journals. Preference shall be given to the higher category. For MBBS Degree Holders: As per PM&DC criteria.
Minimum Academic/ Professional Experience	For BS/B.Sc Degree Holders: Not required. However, preference shall be given if experience is present. For MBBS Degree Holders: As per PM&DC criteria.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	For BS/B.Sc Degree Holders: PhD in the relevant field from HEC recognized University/DAI. (NQF-Level 8) For MBBS Degree Holders: As per PM&DC criteria.
Minimum Number of Research Publications	For BS/B.Sc Degree Holders: 10 x original research articles with at least 2 in the 'W' and 2 in the 'X' Category HEC recognized journals. Provided also that at least 4 out of the 10 articles have been published in the last 5 years. For MBBS Degree Holders: As per PM&DC criteria
Minimum Academic/ Professional Experience	For BS Degree Holders: 10 years’ total experience with at least 5 years’ post MS/M.Phil qualification teaching/research experience. –OR– 5 years’ post PhD qualification teaching/research experience. For MBBS Degree Holders: As per PM&DC criteria.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	For BS/B.Sc Degree Holders: PhD in the relevant field from HEC recognized University/DAI. (NQF-Level 8) For MBBS Degree Holders: As per PM&DC criteria.
Minimum Number of	For BS/B.Sc Degree Holders: 15 x original research articles with at

Research Publications	least 3 in the 'W' and 3 in the 'X' Category HEC recognized journals. Provided also that at least 6 out of the 15 articles have been published in the last 5 years. For MBBS Degree Holders: As per PM&DC criteria
Minimum Academic/ Professional Experience	For BS Degree Holders: 15 years' total experience with at least 10 years' post MS/M.Phil qualification teaching/research experience. – OR– 10 years' post PhD qualification teaching/research experience. For MBBS Degree Holders: As per PM&DC criteria.

**Shifa College of Medical Technology (SCMT)  
[Practice Stream]**

<b>Position:</b>	<b>Junior Clinical Instructor</b>
Minimum Basic Qualification	Associate Degree in Medical Technology or equivalent qualification the relevant field from the HEC recognized University/DAI. (NQF-Level 5)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' clinical experience.
<b>Position:</b>	<b>Senior Clinical Instructor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' clinical experience.
<b>Position:</b>	<b>Clinical Lecturer</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	Professional certificates/ diplomas/ PGC/ PGD obtained after graduation in the relevant field assessed through prescribed examinations. –OR– Up keeping of minimum 5 CPD/CME/CE/CPE hours per year offered by a relevant regulatory body over the past 2 years.
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	2 years' clinical and/or academic experience in the respective field as a regular and full-time employee.

Experience	
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent qualification in a specialization that is considered relevant to the field of practice (NQF-Level 7) or PM&DC Level 2 Qualification. –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations or PM&DC Level 3 qualification.
Minimum Number of Research Publications	5 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	6 years' post-licensure experience in the respective field as a regular and full- time employee with total 10 CPD/CME/CE/CPE hours or 10 years' experience without CPD/CME/CE/CPE hours. In case of Board Certificate/Fellowship or PM&DC Level 3 Qualification: 4 years' post-licensure experience in the respective field as a regular and full-time employee with total 10 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent qualification in a specialization that is considered relevant to the field of practice (NQF-Level 7) or PM&DC Level 2 Qualification. –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed examinations or PM&DC Level 3 qualification.
Minimum Number of Research Publications	10 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	10 years' post-licensure experience in the respective field as a regular and full- time employee with total 15 CPD/CME/CE/CPE hours or 14 years' experience without CPD/CME/CE/CPE hours. In case of Board Certificate/Fellowship or PM&DC Level 3 Qualification: 8 years' post-licensure experience in the respective field as a regular and full-time employee with total 15 CPD/CME/CE/CPE hours.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	Preferably BS-MT in relevant specialization, –OR– BS/B.Sc in Basic Medical Sciences, –OR– MBBS, from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	MS/MPhil or equivalent qualification in a specialization that is considered relevant to the field of practice (NQF-Level 7) or PM&DC Level 2 qualification. –OR– Board Certification/Fellowship or equivalent that is considered relevant to the field of practice assessed through the prescribed



	examinations or PM&DC Level 3 qualification.
Minimum Number of Research Publications	15 x publications (scientific or journalistic articles) or presentations in conferences in the respective field of expertise.
Minimum Academic/ Professional Experience	14 years' post-licensure experience in the respective field as a regular and full-time employee with total 20 CPD/CME/CE/CPE hours or 18 years' experience without CPD/CME/CE/CPE hours. In case of Board Certificate/Fellowship or PM&DC Level 3 Qualification: 12 years' post-licensure experience in the respective field as a regular and full-time employee with total 20 CPD/CME/CE/CPE hours.

### Department of Biosciences (DBS)

<b>Position:</b>	<b>Demonstrator</b>
Minimum Basic Qualification	First Class BS or equivalent degree in the relevant field from the HEC recognized University/DAI. (16 years of education/NQF-Level 6) NOTE: Relevancy of the field for basic minimum qualification shall be determined by at least 3 independent reviewers before announcement of the vacancy.
Minimum Post Basic Qualification	Not required.
Minimum Number of Research Publications	Final year degree project conducted with a printed thesis/report.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
Means of continuation/progress after completion of probation period	a. Up keeping a minimum average score of 70% in the Student Feedback over every two years' term. b. Enrollment in MS/MPhil program within 2 years of appointment and completion of the program within 5 years of appointment.
<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	First Class BS or equivalent degree in the relevant field from the HEC recognized University/DAI. (16 years of education/NQF-Level 6) NOTE: Relevancy of the field for basic minimum qualification shall be determined by at least 3 independent reviewers before announcement of the vacancy.
Minimum Post Basic Qualification	First Class MS/M.Phil or equivalent degree in relevant field from the HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	1 x original research article in the HEC recognized 'W' category journal.
Minimum Academic/ Professional Experience	1 Year's post MS/M.Phil teaching/research experience.
Means of continuation/progress after completion of	a. Up keeping a minimum average score of 70% in the Student Feedback over every two years' term.

probation period	b. At least 1 x original research articles as the first/co-first author in HEC recognized 'W' Category Journals or 2 x academic publications as the senior/co-senior author in the Edited Books over every 2 years' term.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	First Class BS or equivalent degree in the relevant field from the HEC recognized University/DAI. (16 years of education/NQF-Level 6) NOTE: Relevancy of the field for basic minimum qualification shall be determined by at least 3 independent reviewers before announcement of the vacancy.
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	2 x original research articles in the HEC recognized 'W' category journals.
Minimum Academic/ Professional Experience	4 Years' post MS/M.Phil teaching/research experience.
Means of continuation/progress after completion of probation period	a. Up keeping a minimum average score of 70% in the Student Feedback over every two years' term. b. At least 2 x original research articles as the first/co-first author in HEC recognized 'W' Category Journals or 4 x academic publications as the senior/co-senior author in the Edited Books over every 2 years' term.
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	First Class BS or equivalent degree in the relevant field from the HEC recognized University/DAI. (16 years of education/NQF-Level 6) NOTE: Relevancy of the field for basic minimum qualification shall be determined by at least 3 independent reviewers before announcement of the vacancy.
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	10 x original research articles with at least 5 in the HEC recognized 'W' Category journals. Provided also that at least 4 out of the 10 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	10 years' total experience with at least 5 years' post MS/M.Phil qualification teaching/research experience. –OR– 5 years' post PhD qualification teaching/research experience.
Means of continuation/progress after completion of probation period	a. Up keeping a minimum average score of 70% in the Student Feedback over every two years' term. b. At least 3 x original research articles as the first/co-first author in HEC recognized 'W' Category Journals or 6 x academic publications as the senior/co-senior author in the Edited Books over every 2 years' term.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	First Class BS or equivalent degree in the relevant field from the HEC recognized University/DAI. (16 years of education/NQF-Level 6) NOTE: Relevancy of the field for basic minimum qualification shall

	be determined by at least 3 independent reviewers before announcement of the vacancy.
Minimum Post Basic Qualification	PhD in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	15 x original research articles with at least 7 in the HEC recognized 'W' Category journals. Provided also that at least 6 out of the 15 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	15 years' total experience with at least 10 years' post MS/M.Phil qualification teaching/research experience. –OR– 10 years' post PhD qualification teaching/research experience.
Means of continuation/progress after completion of probation period	a. Up keeping a minimum average score of 70% in the Student Feedback over every two years' term. b. At least 4 x original research articles as the first/co-first author in HEC recognized 'W' Category Journals or 8 x academic publications as the senior/co-senior author in the Edited Books over every 2 years' term.

#### DEPARTMENT OF MANAGEMENT SCIENCES (DMS)

<b>Position:</b>	<b>Lecturer</b>
Minimum Basic Qualification	Preferably BBA/BS-Management Sciences or other equivalent degree as may be relevant/required from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	First Class MBA/MS/M.Phil degree awarded after 16 years of education in the relevant/required field from the HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	Not required. However, preference shall be given if publications are present.
Minimum Academic/ Professional Experience	Not required. However, preference shall be given if experience is present.
<b>Position:</b>	<b>Senior Lecturer</b>
Minimum Basic Qualification	Preferably BBA/BS-Management Sciences or other equivalent degree as may be relevant/required from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	First Class MBA/MS/M.Phil or other equivalent degree awarded after 16 years of education in the relevant/required field from the HEC recognized University/DAI. (NQF-Level 7)
Minimum Number of Research Publications	2 x original research publications in the HEC recognized journals.
Minimum Academic/ Professional Experience	3 years' total experience with at least 2 years of post-MS/M.Phil teaching/research experience.
<b>Position:</b>	<b>Assistant Professor</b>
Minimum Basic Qualification	Preferably BBA/BS-Management Sciences or other equivalent degree as may be relevant/required from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)

Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	3 x original research articles in HEC recognized journals.
Minimum Academic/ Professional Experience	2 years' post PhD qualification experience in the HEC recognized University/DAI
<b>Position:</b>	<b>Associate Professor</b>
Minimum Basic Qualification	Preferably BBA/BS-Management Sciences or other equivalent degree as may be relevant/required from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	10 x original research articles in the HEC recognized journals. Provided also that at least 4 out of 10 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	10 years' teaching/research experience in the HEC recognized University/DAI or professional experience in the relevant field in a National or International Organization. –OR– 5 years' post PhD qualification teaching/research experience in the HEC recognized University/DAI or professional experience in the relevant field in a National or International Organization.
<b>Position:</b>	<b>Professor</b>
Minimum Basic Qualification	Preferably BBA/BS-Management Sciences or other equivalent degree as may be relevant/required from the HEC recognized University/DAI. (16 years of education/NQF-Level 6)
Minimum Post Basic Qualification	PhD degree in the relevant field from the HEC recognized University/DAI. (NQF-Level 8)
Minimum Number of Research Publications	15 x original research articles in the HEC recognized journals. Provided also that at least 5 out of 15 articles have been published in the last 5 years.
Minimum Academic/ Professional Experience	15 years' teaching/research experience in the HEC recognized University/DAI or professional experience in the relevant field in a National or International Organization. –OR– 10 years' post PhD qualification teaching/research experience in the HEC recognized University/DAI or professional experience in the relevant field in a National or International Organization.

\*\*\*\*\*