HEC ELIGIBILITY CRITERIA FOR APPOINTMENT OF PROFESSOR ON BPS

Minimum Qualification	Ph.D. from an HEC recognized Institution in the relevant field.
Experience	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. **Note:** After 30th June, 2015, at least 8 years Post Ph.D. level experience in an HEC recognized university or postgraduate Institution or professional experience in the relevant field in a National or International organization will be required. OR 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. Minimum Number of Publications. The applicant must have 15 research publications with at least 5 publications in the last 5 years in HEC recognized
Minimum number of publications	The applicant must have 15 research publications with at least 5 publications in the last 5 years in HEC recognize journals

HEC Eligibility conditions for appointment of Associate Professor in all HEIs/DAIs

Associate Professor (BPS-20)	
Minimum Qualification	Ph.D. in the relevant field from an HEC recognized University/Institution.
Experience	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 **Note: After 30th June, 2015,** at least 4-years Post-PhD level experience in an HEC recognized University or post-graduate institution or professional experience in the relevant field in a National or International organization will be required **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
Minimum Number of Publications	The applicant must have 10 research publications (with at least 4 publications in the last 5 years in the HEC recognized Journals.

HEC Eligibility Conditions for appointment of Assistant Professor (BPS-19)

Position	Minimum Qualifications	Experience	Minimum Number of Publications
Assistant Professor	PhD in relevant field from HEC recognized University / Institution	No experience required	Nil
	OR		
	Master's degree (foreign) OR M.Phil (Pakistan) OR Equivalent degrees awarded after 18 years of education as determined by the HEC in the relevant field from an HEC recognized University / Institution	4-years teaching/research experience in a recognized university or a post graduation Institution or professional experience in the relevant field in a National or International organization.	Nil

HEC Eligibility criteria for the appointment of Lectures (BPS-18) in the all Higher Education Institutions.

Minimum Qualification	First Class Master's Degree OR equivalent degree awarded after 16 Years of education in the relevant field from an HEC recognized University/Institution with no 3rd division in the academic career. Condition of no 3rd 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. M.Phil./PhD or equivalent degree with not more than one 3rd division in entire academic career. Furthermore, the candidate with 2nd division in the Master's Degree but holding higher degree i.e. M. Phil/PhD or equivalent degree with 18 years of education may be Considered.
Experience	**Nil**
Minimum Number of Publications	**Nil**