**Eligibility Criteria**

**For**

**Faculty Positions**

**At**

**COMSATS Institute of Information Technology (CIIT)**

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| **Post** |  | **Qualification** | **Experience** | **Publications** |
| **Professor** |
| **OG-IV** | For appointment of faculty members in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) Disciplines.  | PhD from an HEC recognized institution in the relevant field. | 15 years teaching/researchexperience with at least 08 yearspost-PhD level experience in anHEC recognized University or apost-graduate institution orprofessional experience in therelevant field in a national orInternational organization.**OR**10 Years post-PhD teaching/research experience in arecognized University or postgraduateinstitution orprofessional experience in therelevant field in a national orInternational organization. | 15 research publications (withat least 05 publications inthe last 05 years) in HECRecognized Journals. |
| **OG-IV** | For appointment of faculty members in Engineering, Information Technology and Computing Disciplines.  | PhD degree in the relevant field, recognized by HEC in consultation with Pakistan Engineering Council (PEC) | 15 years teaching/ researchexperience with at least 08 yearsexperience at the post-PhD. levelin HEC recognized University ora post-graduate institution orprofessional experience in therelevant field in a national orInternational organization.**OR**10 years post-PhD teaching/research experience in HECrecognized University or a postgraduate institution orprofessional experience in therelevant field in national orInternational organization. | 15 research publications inHEC/ PEC recognized Journals. |
| **OG-IV** | For appointment of faculty members in Architectural Disciplines. | PhD from HEC recognized Institution in the relevant field.**OR**First class Masters degree (foreign) or M.Phil or equivalent degree awarded after nineteen years of education in the relevant field from an HEC recognized institution.  | Twelve years teaching/research experience in HEC recognized University OR a Post Graduate institution OR professional experience in the relevant field**-------------------------**Ten years post PhD teaching / research experience in a recognized university or a post graduate institution OR Professional Experience in the relevant field.**OR**Fifteen 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 research publications in last five years) in HEC/PCATP recognized journals.------------------------Recognition (first position) in at least four national / international architectural design competitions or design excellence awards.**OR** Fifteen research publications (with at least 5 publications in last five years) in HEC/PCATP recognized Journals. **OR**Recognition (first position) in at least five national / international architectural design competitions or design excellence awards. |
| **TTS** | All disciplinesunder **Tenure****Track System** | A Ph.D./ Equivalentterminal qualificationfrom a recognizedInstitution in therelevant field. | 11 years of post-Ph.D./Equivalentterminal degree experience **or**minimum of 07 years of post Ph.D./ Equivalent terminal degreeexperience with at least 12 years of experience prior to the Ph.D./Equivalent terminal degree. The experience to be counted is ofteaching/research in a recognized University or Post-graduateinstitution or professionalexperience in relevant field in a national or internationalOrganization. | 15 researchpublications (withat least 05publications inthe past 05 years)in internationallyabstractedjournalsrecognized for thepurpose ofappointment onTenure Track bythe Commission. |
| **Associate Professor** |
| **OG-III** | For appointment of faculty members in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) Disciplines. | PhD from HEC recognized institution in the relevant field. | 10 years teaching/ research experience with at least 04 years experience at the post-PhD level in HEC recognized university or aPost-graduate institution or Professional experience in the relevant field in a national or International organization.**OR**05 years Post-PhD teaching/research experience in HEC recognized University or a postgraduate institution orProfessional experience in the relevant field in a national or International organization. | 10 research publications (with at least 04in the last 05 years), in HECRecognized Journals. |
| **OG-III** | For appointment of faculty members in Engineering, Information Technology and Computing Disciplines. | PhD degree in the relevant field, recognized by HEC in consultation with Pakistan Engineering Council (PEC). | 10 years teaching/ researchexperience with at least 04 yearsexperience at the post-PhD. Level in HEC recognized University ora post-graduate institution or professional experience in therelevant field in a national or International organization.**OR**05 years Post-PhD teaching/ research experience in an HECrecognized University or a postgraduate institution or professional experience in therelevant field in a national or International organization. | 10 research publications inHEC/ PEC recognized Journals. |
| **OG-III** | For appointment of faculty members in Architectural Disciplines. | PhD in the relevant field from 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. | Nine years teaching / Research experience in an HEC recognized University or a post-graduate institution or professional experience in the relevant field.**OR**Four (04) years Post PhD teaching / research experience in HEC recognized University or Post-graduate Institution or professional experience in the relevant field--------------------------Ten (10) years teaching /research experience ( with at least three (03) 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. | 10 research publications (with at least 04 publicationsin the last 05 years), in HEC / PCATPrecognized Journals.**OR**Recognition (first two 02 positions) in at least two national / international architectural design competitions or design excellence awards------------------------Ten (10) research publications (with at least 04 publications in the last five (05) years in HEC / PCATP recognized journals.**OR**Recognition (first two 02 positions) in at least three national / international architectural design competitions or design excellence awards |
| **TTS** | All disciplinesunder **Tenure****Track System** | A Ph.D./ Equivalentterminal qualificationfrom a recognizedinstitution in therelevant field. | 06 years of post-PhD./Equivalent terminal degree experience or minimum of 04years of post PhD/ Equivalent terminal degree experience withat least 06 years of experience prior to Ph.D./ Equivalent terminal degree. The experienceto be counted is to be ofteaching / research in a recognized University or post-graduate Institution **or** professional experience in relevant field in national or international organization. | 10 researchpublications (withat least 04publications inthe past 05 years)in internationallyabstractedjournalsrecognized for thepurpose ofappointment onTenure Track bythe Commission. |
|  | **Assistant Professor** |  |  |  |
| **OG-II** | For appointment of faculty members in Architectural Disciplines. | PhD from HEC recognized institution in the relevant field-------------------------**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.-------------------------**OR**First Class Professional Degree (five years minimum) from an HEC recognized institution. | Nil--------------------------**OR**Three years teaching/research experience from a recognized University or a post-graduate institution or professional experience in the relevant field.--------------------------**OR**Five years teaching/research experience in recognized University or a post-graduate institution or professional experience in the relevant field. | Nil------------------------Nil-----------------------Nil |
| **OG-II** | For appointment of faculty members in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) Disciplines. | PhD in the relevant field from HEC recognized institution.-------------------------**OR**First Class 18-year degree or equivalent degree in the relevant field from an HEC recognized Institution with not more than one 2nd division in the academic career. | No Experience**--------------------------****OR**Four years teaching/work experience in a recognized university or post-graduate institution or professional experience in the relevant field in a national or international organization. **Note:** Period spent on obtaining MS/M.Phil degree shall not count towards research experience.  | Nil------------------------Nil |
| **OG-II** | For appointment of faculty members in Engineering, Information Technology and Computing Disciplines. | First Class 18 years degree or equivalent degree in the relevant field from an HEC recognized institution.-------------------------**OR**PhD in the relevant field from HEC recognized university / institution. | Four years (04) teaching/research experience in a recognized institution / university / college or professional experience in the relevant field in a national or international organization.--------------------------**OR**NO experience | Nil-----------------------**OR**Nil |
| **TTS** | All disciplinesunder **Tenure****Track System** | A Ph.D./ Equivalent terminalqualification from a recognizedInstitution and excellent written communication skills as well as excellent presentation skills. | Nil | Nil |
| **Lecturer** |
| **OG-I** | For appointment of faculty members in all disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) Disciplines. | First Class 18 years Degree or Foreign MS or equivalent degree in the relevant field with no more than one second division in the academic career from an HEC recognized institution. | No Experience.  | Nil |
| **OG-I** | For appointment of faculty members in Engineering, Information Technology and Computing Disciplines  | First class 18 year degree or foreign MS or equivalent degree in the relevant field with not more than one 2nd division in the academic career from an HEC recognized institution. | No experience | Nil |
| **OG-I** | For appointment of faculty members in Architectural Disciplines. | First class professional degree (05 years minimum) or Masters/ Equivalent degree (First class) in the relevant field with not more than one 2nd division in the academic career from an HEC recognized institution. | 01 Year Experience | Nil  |
| **Research Associate** |
| **RA Scale** | For appointment in all disciplines. | First Class 16 years Degree degree in the relevant field with no more than one second division in the academic career from an HEC recognized institution. | No Experience.  | Nil |
| **Lab Engineer** |
| **OG-I** | For appointment in all disciplines. | First class 16-year degree in relevant field from an accredited academic institution.  | Two years experience in relevant field in a University or other national or international organization.  | Nil |