**Eligibility Criteria**

**For**

**Faculty Positions**

**At**

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

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **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/research  experience with at least 08 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.  **OR**  10 Years post-PhD teaching/  research experience in a  recognized University or postgraduate  institution or  professional experience in the  relevant field in a national or  International organization. | 15 research publications (with  at least 05 publications in  the last 05 years) in HEC  Recognized 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/ research  experience with at least 08 years  experience at the post-PhD. level  in HEC 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 teaching/  research experience in HEC  recognized University or a postgraduate institution or  professional experience in the  relevant field in national or  International organization. | 15 research publications in  HEC/ 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 disciplines  under **Tenure**  **Track System** | A Ph.D./ Equivalent  terminal qualification  from a recognized  Institution in the  relevant field. | 11 years of post-Ph.D./Equivalent  terminal degree experience **or**  minimum of 07 years of post Ph.D./ Equivalent 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. | 15 research  publications (with  at least 05  publications in  the past 05 years)  in internationally  abstracted  journals  recognized for the  purpose of  appointment on  Tenure Track by  the 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 a  Post-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 or  Professional experience in the relevant field in a national or International organization. | 10 research publications (with at least 04  in the last 05 years), in HEC  Recognized 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/ research  experience with at least 04 years  experience at the post-PhD. Level in HEC recognized University or  a post-graduate institution or professional experience in the  relevant field in a national or International organization.  **OR**  05 years Post-PhD 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. | 10 research publications in  HEC/ 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 publications  in the last 05 years), in HEC / PCATP  recognized 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 disciplines  under **Tenure**  **Track System** | A Ph.D./ Equivalent  terminal qualification  from a recognized  institution in the  relevant field. | 06 years of post-PhD./  Equivalent terminal degree experience or minimum of 04  years of post PhD/ Equivalent terminal degree experience with  at least 06 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 field in national or international organization. | 10 research  publications (with  at least 04  publications in  the past 05 years)  in internationally  abstracted  journals  recognized for the  purpose of  appointment on  Tenure Track by  the 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 disciplines  under **Tenure**  **Track System** | A Ph.D./ Equivalent terminal  qualification from a recognized  Institution 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 |