

Disciplines	Eligibility conditions for appointment of faculty in All disciplines excluding Engineering, Information Technology, Computing Sciences, Medical Sciences, Law and Arts & Design (Studio Practice) disciplines in all HEIs/DAIs
Lecturer	
Minimum Qualification	First Class MS/MPhil/equivalent degree awarded after 18 Years of education in the relevant field from an HEC recognized University/Institution with no 3 rd division in the academic career. Condition of no 3 rd 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 PhD or equivalent degree with not more than one 3 rd division in entire academic career.
Experience	Nil
Minimum Number of Publications	Nil
Assistant Professor	
Minimum Qualification	PhD in relevant field from HEC recognized University/Institution
Experience	No experience required
Minimum Number of Publications	Nil
Associate Professor	
Minimum Qualification	PhD 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 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).
Professor	
Minimum Qualification	PhD 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. 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 journals.
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Disciplines	Eligibility conditions for appointment of faculty in Engineering, Information Technology, and Computing disciplines in all HEIs/DAIs
Lecturer	
Minimum Qualification	Master's Degree (First Class) in the relevant field from HEC recognized University/Institution with no 3 rd division in the academic career
Experience	No Experience required
Minimum Number of Publications	Nil
Assistant Professor	
Minimum Qualification	PhD in the relevant field from HEC recognized University/Institution
Experience	No Experience required
Minimum Number of Publications	Nil
Associate Professor	
Minimum Qualification	PhD in the relevant field from Institution recognized by HEC in consultation with PEC
Experience	10-years teaching/research experience in a recognized Institution/ College/University or 10-years professional experience in the relevant field in a National or International Organization out of which 2-years must be teaching experience. 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	10 research publications with at least 4 in the last 5 years in HEC/PEC recognized journals
Professor	
Minimum Qualification	Ph.D. degree in relevant field, recognized by HEC in consultation with PEC.
Experience	15- Years teaching/ research experience in a recognized Institution/College/ University or 15-years professional experience in the relevant field in a National or International organization out of which 5-years must be teaching experience OR 10-years post-Ph.D. teaching/research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International organization.
Minimum Number of Publications	15 research publications with at least 5 in the last five years in HEC/PEC recognized journals

Discipline	Eligibility Conditions for Appointment of Faculty in Medical Sciences (Non-Clinical & Basic Sciences) disciplines as per classification by PMDC
Demonstrator	
Minimum Qualification	MBBS from an HEC recognized University /Institution with no 3rd Division in the academic career
Experience	No experience is required
Minimum Number of Publications	Nil
Assistant Professor	
Minimum Qualification	a. Ph.D. in the relevant field from an HEC recognized University /Institution or equivalent degree awarded after 18-years of education in the relevant field as determined by HEC b. M.Phil. or equivalent degree awarded after 18-years of education in the relevant field from an HEC recognized University/Institution.
Experience	a. No experience is required b. 4-years 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	Nil
Associate Professor	
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 post-graduate Institution or professional experience in the relevant field in a National or International organization. OR 5 years post MPhil teaching experience till 2014.
Minimum Number of Publications	5/8/10 research publications in journals recognized jointly by HEC and PMDC by calendar years 2009/2011/2013 (with at least 1/2/4 of these publications in the last 5 years).
Professor	
Minimum Qualification	PhD from HEC recognized Institution in the relevant field.
Experience	10-years post MPhil 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. Note: After 30th June, 2015 , at least 8-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 will be required.
Minimum Number of Publications	8/ 12/ 15 research publications in journals recognized jointly by HEC and PMDC by calendar year 2009/2011/2013 (with at least 2 / 3/5 publications in the last 5 years)

Discipline	Eligibility Conditions for appointment of faculty in all law disciplines in all HEIs/DAIs	
Lecturer		
Minimum Qualification	LLB Degree (First Class) from an HEC recognized University/ Institutions with no 3rd division in the academic career	
Experience	Nil	
Minimum Number of Publications	Nil	
Assistant Professor		
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in Law or equivalent degree from an HEC recognized University/Institutions b. L.L.M, J.D or equivalent degree from an HEC recognized University/Institutions. c. LLB degree (First Class) from an HEC recognized University/Institutions. 	
Experience	<ul style="list-style-type: none"> a. Nil b. 4-years 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 c. 6-years 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	Nil	
Associate Professor		
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in law or equivalent degree from an HEC recognized University/Institution. b. L.L.M, J.D in Law or equivalent degree from an HEC recognized University/ Institution. 	
Experience	<ul style="list-style-type: none"> a. 10-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 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 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. b. 12-years teaching/research experience (with at least 4-years' experience after the post-terminal degree level) in an HEC recognized University or a postgraduate 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 HEC recognized Journals.	

Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in Law or equivalent degree from an HEC recognized University/Institution b. L.L.M, J.D in Law or equivalent degree from an HEC recognized University/ Institution.
Experience	<ul style="list-style-type: none"> a. 15-years teaching/research experience in an HEC recognized University or 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-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 10-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. b. 17-years teaching/research experience (with at least 8-years' experience after LLM/J.D or equivalent degrees in HEC recognized University or a postgraduate 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 Journals.

Discipline	Eligibility Conditions for appointment of faculty in Arts & Design (Studio Practice) disciplines, in all HEIs/DAIs
Lecturer	
Minimum Qualification	First professional degree (4 Years minimum, First Division) from HEC recognized University/Institution with no third division in the academic career
Experience	Nil
Minimum Number of Publications	Nil
Assistant Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in the relevant field from HEC recognized University/ Institution b. Master's degree (foreign) or MPhil or equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution c. First professional degree (4 Years minimum, First Division) with no 3rd division in the academic career from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. Nil b. 4-years 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. c. 6-years 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	Nil
Associate Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD in the relevant field from HEC recognized University/ Institution b. Master's degree (foreign) or MPhil OR equivalent degree awarded after 18 years of education in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. 10-years 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. Note: After 30th June, 2015, at least 4-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 will be required. OR 5-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 b. 12-years teaching/research experience (with at least 4-years' experience after the Masters (Foreign) or equivalent degree 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	Outstanding and substantial level of professional art activity (Demonstrated by participation in 6 exhibitions at

Publications	national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)
Professor	
Minimum Qualification	<ul style="list-style-type: none"> a. PhD from HEC recognized University/Institution in the relevant field b. Master's degree (foreign) or MPhil or equivalent degree in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. 15-years 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 Note: After 30th June, 2015 at least 8-years post PhD level experience in a 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 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. b. 17-years teaching/ research experience (with at least 8-years' experience after Master's degree (foreign) or MPhil or equivalent degree in 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	Outstanding and substantial level of professional art activity and a national or international contribution to the development of Arts and Design in general. (Demonstrated by at least 8 exhibitions at national or international level with two or more than two new works in each exhibition or evidence of equal number of visual communication campaigns designed and published or equivalent work in any other discipline of Arts and Design as specified in the research criteria)

Discipline	Eligibility Conditions for Appointment of Faculty in Architecture & Town Planning disciplines in HEIs/DAIs
Lecturer	
Minimum Qualification	First Professional degree (5 years minimum or Master / Equivalent Degree (First Class) in the relevant field from an HEC recognized University / Institution with no 3rd Division in the academic career
Experience	Nil
Minimum Number of Publications	Nil
Assistant Professor	
Qualification	<ul style="list-style-type: none"> a. Ph.D. in the relevant field from an HEC recognized University/Institution. b. Master's Degree (Foreign)/M.Phil. Or equivalent degree awarded after 19-years of education in the relevant field from an HEC recognized University / Institution. c. First Professional degree (5 years minimum, First Division) from an HEC recognized University/ Institution.
Experience	<ul style="list-style-type: none"> a. Nil b. 3-years teaching /research experience from an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization. c. 5-years 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	Nil
Associate Professor	
Qualification	<ul style="list-style-type: none"> a. Ph.D. in the relevant field from HEC recognized University / Institution b. Master's Degree (Foreign)/M.Phil. or equivalent degree awarded after 19-years of education in the relevant field from HEC recognized University/Institution
Experience	<ul style="list-style-type: none"> a. 9-years 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. <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> 4-years post- Ph.D. teaching/ research experience in HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization will be required. b. 10 years teaching/ research experience (with at least 3-years' experience after the Masters (Foreign) or equivalent degree in 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	<ul style="list-style-type: none"> a. 8/10 research publications (with at least 2/4 publications in last five years by the calendar years 2008 / 2012, respectively) in HEC/PCATP recognized Journals. OR Recognition in at least 2 national/international architectural design competitions or design excellence awards b. 8/10 research publications (with at least 2/4 publications in last five years by the calendar years 2008 / 2012,

	<p>respectively) in HEC/PCATP recognized Journals. OR Recognition in at least 3 national/international architectural design competitions or design excellence award.</p>
Professor	
Qualification	<p>a. Ph.D. in the relevant field from HEC recognized University/Institution. b. Master's (Foreign) or MPhil or equivalent degree in the relevant field from an HEC recognized University/Institution</p>
Experience	<p>a. 12- years 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 OR 10-years post-Ph.D. teaching/ research experience in an HEC recognized University or a post-graduate Institution or professional experience in the relevant field in a National or International Organization b. 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</p>
Minimum Number of Publications	<p>a. 12/ 15 research Publications (with at least 3 / 5 publications in last five years by the Calendar years 2008 / 2012, respectively) in HEC/PCATP recognized Journals OR Recognition in at least 4 national/international architectural design competitions or design excellence awards b. 12/ 15 research Publications (with at least 3 / 5 publications in last five years by the Calendar years 2008 / 2012, respectively) in HEC/PCATP recognized Journals OR Recognition in at least 5 national/international architectural design competitions or design excellence awards</p>