



# UNIVERSITY OF THE PUNJAB LAHORE

## ADVERTISEMENT NO.4/2022

**APPLY ONLINE (APPLICATIONS OTHER THAN ON-LINE SHALL NOT BE ACCEPTED)**

<http://jobs.pu.edu.pk/> E.mail: [puhr@pu.edu.pk](mailto:puhr@pu.edu.pk) Phone: (042) 99232319, 99230362

Applications are invited from highly accomplished, dynamic, qualified and motivated Pakistani Nationals for the following posts for appointment under Basic Scale (BS)/Tenure Track System (TTS). HEC eligibility criteria shall be observed in all the subjects/disciplines for the appointment of Professors, Associate Professors, Assistant Professors, Lecturers and Research Officers which are available on HEC/Punjab University Website.

SR/CASE NO.	COLLEGE/ INSTITUTE/CENTRE/ DEPARTMENT	SUBJECT	NO. OF POST
<b>PROFESSOR (PAY PACKAGE BS-21/TTS)</b>			
1.	Department of Philosophy	Philosophy	01
2.	School of Economics	Economics	02
3.	Institute of Business and Information Technology	Business & Information Technology	01
4.	Institute of Polymer and Textile Engineering	Polymer and Textile Engineering/ Polymer Science	01
5.	Institute of Special Education	Special Education	01
6.	Institute of Microbiology and Molecular Genetics	Microbiology and Molecular Genetics	01
7.	Centre for Applied Molecular Biology	Applied Molecular Biology	01
8.	Department of Kashmiryat	Kashmir Studies	01
9.	Department of Data Sciences	Data Sciences	01
10.	Centre for High Energy Physics	High Energy Physics	01
11.	Hailey College of Commerce	Commerce	01
12.	Department of Arabic	Arabic	01
<b>ASSOCIATE PROFESSOR (PAY PACKAGE BS-20/TTS)</b>			
13.	Department of Philosophy	Philosophy	01
14.	Institute of Business Administration	Economics	01
15.	Institute of Polymer and Textile Engineering	Polymer and Textile Engineering	01
16.	Faculty of Agricultural Sciences	Plant Pathology	01
17.	Department of Mathematics	Mathematics	01
18.	Department of Data Sciences	Data Sciences	03
19.	School of Biochemistry & Biotechnology	Biochemistry and Biotechnology	01
20.	Department of Industrial Engineering & Management	Industrial Engineering	01
21.	Institute of Geology	Geology with specialization in Mineralogy	01
39.	Institute of Information Management	Information Management	01
40.	Department of Arabic	Arabic	01
41.	College of Arts & Design	Textile Design	01

### ELIGIBILITY REQUIREMENTS UNDER BASIC SCALE (BS)

ALL DISCIPLINES, EXCLUDING ENGINEERING, INFORMATION TECHNOLOGY, COMPUTING SCIENCES, LAW AND ART & DESIGN:-

Position	Qualifications / Experience/ Number of Publications
Associate Professor	<p><b>Qualification:</b> Ph. D in the relevant field from an HEC recognized University/Institution.</p> <p><b>Experience:</b> 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.</p> <p><b>OR</b></p> <p>5-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.</p> <p><b>Research Publications:</b> 10 research publications (with at least 4 publications in the last 5 years) in HEC recognized journals.</p>
Professor	<p><b>Qualification:</b> Ph.D. from an HEC recognized University/Institution in the relevant field.</p> <p><b>Experience:</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> <p><b>OR</b></p> <p>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.</p> <p><b>Research Publications:</b> 15 research publications (with at least 5 publications in the last 5 years) in HEC recognized journals.</p>

#### ENGINEERING, INFORMATION TECHNOLOGY, AND COMPUTING DISCIPLINES:-

Position	Qualifications / Experience/ Number of Publications
Associate Professor	<p><b>Qualification:</b> Ph.D in the relevant field from an Institution recognized by HEC in consultation with PEC.</p> <p><b>Experience:</b> 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.</p> <p><b>OR</b></p> <p>5-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.</p> <p><b>Research Publications:</b> 10 research publications (with at least 4 publications in the last 5 years) in HEC/PEC recognized Journals.</p>
Professor	<p><b>Qualification:</b> Ph.D Degree in relevant field, recognized by HEC in consultation with PEC.</p> <p><b>Experience:</b> 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.</p> <p><b>OR</b></p> <p>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</p> <p><b>Research Publications:</b> 15 research publications (with at least 5 publications in the last 5 years) in the HEC/PEC recognized Journals.</p>

#### ARTS & DESIGN (STUDIO PRACTICE) DISCIPLINES:-

Position	Qualifications / Experience/ Number of Publications
Associate Professor	<p><b>Qualification:</b></p> <p>a. PhD in the relevant field from HEC recognized University/ Institution</p> <p>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</p> <p><b>Experience:</b></p> <p>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.</p> <p><b>Note: After 30th June, 2015,</b> 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.</p> <p><b>OR</b></p> <p>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</p> <p>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.</p> <p><b>Research Publications:</b></p> <p>Outstanding and substantial level of professional art activity (Demonstrated by participation in 6 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)</p>

### ELIGIBILITY REQUIREMENTS UNDER TENURE TRACK SYSTEM (TTS)

#### ALL DISCIPLINES

Position	Qualifications / Experience/ Number of Publications
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<b>Associate Professor</b>	<p><b>Qualification:</b> Ph.D. Degree/ Terminal Qualification in the relevant field from an HEC recognized University/ Institution.</p> <p><b>Experience:</b> 6-years Post-Ph.D. or minimum 4-years post-Ph.D. along with at least 6 years prior to the 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.</p> <p><b>Research Publications:</b> 10 research publications (with at least 4 publications in the past 5 years) in Journals recognized for the purpose of appointment on Tenure Track by the Higher Education Commission.</p>
<b>Professor</b>	<p><b>Qualification:</b> Ph.D. Degree/ Terminal Qualification in the relevant field from an HEC recognized University/ Institution.</p> <p><b>Experience:</b> 11-years Post-Ph.D. or minimum 7-years post-Ph.D. along with at least 12 years prior to the 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.</p> <p><b>Research Publications:</b> 15 research publications (with at least 5 publications in the past 5 years) in Journals recognized for the purpose of appointment on Tenure Track by the Higher Education Commission.</p>

## **MANDATORY INSTRUCTIONS**

### **Application:**

1. Apply on-line (Applications other than On-line shall not be accepted by the University)
2. Candidates are advised to read all terms and conditions and instructions of the Advertisement carefully in order to submit their online applications complete in all respects.
3. The onus/responsibility of correctness of the data given in the on-line application will rest absolutely on the candidate.
4. Candidates should fill the On-line Form carefully in the light of the Guidelines and Instructions mentioned in the Advertisement for the said post.
5. The candidates should submit their personal valid E-mail address and personal Mobile number at the time of submission of their online application.
6. Candidates shall not be allowed to apply after the Closing Date of receipt of applications, in any case.
7. Candidates applying under both systems BS and TTS should submit separate applications along with complete documents together with required fee for each application.
8. The Candidates are required to ensure that:
  - a. No column of Web-generated Application Form is left blank.
  - b. All the Candidates are required to submit one hard copy (duly signed) of On-line Application Form along with updated CV, attested copies of degrees/certificates/testimonials/ photograph (1x1) and first page of each research paper showing name of journal, title of research paper, category of research paper as per HEC classification, Name of author, Name of Publisher and ISSN Number etc.
  - c. Candidates for the posts of Professor and Associate Professor are also required to submit one soft copy of On-line Application Form along with attested copies of degrees/certificates/testimonials/ photograph (1x1) and complete research papers in a Pdf file in USB, in addition to the hard copy.
  - d. The size of Pdf file should not exceed 20 MB.
  - e. The candidates applying under TTS, must fill the proforma for grant of advance increments available at the University website [www.pu.edu.pk/downloads](http://www.pu.edu.pk/downloads). (If he/she has never opted TTS anywhere else).
9. In case the Candidate is a Government Servant, a Departmental Permission Certificate/ NOC issued by the Competent Authority of the concerned Department is required to be produced along with hard copy of application form. Any application without Departmental Permission Certificate/ NOC shall be rejected.
10. If the candidate who has applied after taking NOC from his parent department/ Institution/ University and got selected in any other department/ Institution/ University during the process of selection , he/she would be required to send immediately an NOC from the new employer, failing which the application will be rejected ab-initio.
11. The age, qualification, experience, other credentials and research papers of the candidates prescribed in the relevant Service Rules and Advertisement should be completed in all respects on or before the Closing Date fixed for such post(s).
12. The prescribed educational qualifications and valid registration with PEC/ PMDC/ PNC and such other institutions where applicable must have been acquired on or before the closing date for submission of applications.
13. Applications of candidates, whose result is not officially announced by the Controller of Examination of a Board/ University on or before the closing date, shall not be considered.
14. Ph.D. degree holder will not be considered for Assistant Professor under BS system. However, Punjab University in-service (regular/permanent) Ph. D teachers/employees may apply on BS (if the post is advertised for BS/TTS).
15. Instructions issued by the Higher Education Commission or University from time to time shall be followed in true letter and spirit.
16. All HEC rules/policies and TTS Statutes version 2.0 shall be applicable for BS & TTS appointments.

17. Candidates who are applying on TTS and hold Ph.D. degree from Pakistan their Ph. D thesis must have been evaluated by two foreign Experts as per HEC guidelines for award of Ph.D. degree. In case foreign evaluation was not done then the candidate must provide evidence of two publications in Journals recognized by the HEC for the purpose of Tenure Track appointment.
18. In case any information provided by the Candidate in his/her application form is found to be incorrect or false at any stage, he/she will be disqualified and action will be taken under the Rules.
19. Incomplete applications (in any case) shall not be entertained.
20. In case of Assistant Professor/Lecturer only short listed candidates will be called for interview.
21. The University reserves the rights to increase/decrease the number of post(s), not to fill/withdraw any post(s), withhold the appointment against any advertised post(s) without assigning any reason.

#### **Fee**

22. It is mandatory for Candidates to deposit the fee as required in the Advertisement in any Branch of HBL or UBL.
23. The fee must be deposited on the prescribed challan form to be generated on-line and original Receipt must be provided along with hard copy of application form.
24. Candidates applying for the post of Professor/Associate Professors under BS/TTS are required to deposit an amount of Rs.3000/=
25. Candidates applying for the posts of Assistant Professors/Lecturers/Research Officer under BS/TTS and other posts are required to deposit an amount of Rs.1500/=
26. No Bank Draft or Pay Order or Cheque or any such instrument will be accepted as fee by the University.
27. Applications forms received without fee deposit receipts shall be rejected.

#### **FOREIGN DEGREES/DIPLOMAS.**

28. The University shall accept degrees/certificates/diplomas of those Foreign Universities only which have been recognized by Higher Education Commission (HEC) of Pakistan, Pakistan Medical & Dental Council (PMDC), Pakistan Engineering Council (PEC), Pakistan Nursing Council (PNC), Inter Board Committee of Chairmen (IBCC) or any other Competent Agency/Authority.
29. Foreign degree holders must provide equivalence certificate issued by the HEC along with application form.
30. Condition of Master's (foreign) mentioned in the HEC Minimum Eligibility Conditions for the appointment of Faculty at HEIs/DAIs means Master's degree awarded by the chartered foreign University for which HEC has granted its equivalence with Pakistan's MS/MPhil or 18 years of education.

#### **EQUIVALENT QUALIFICATION:**

31. The equivalence of foreign and local academic qualifications as laid down by the Higher Education Commission (HEC) of Pakistan, Pakistan Engineering Council (PEC) or other Competent Authority shall be accepted only.
32. In case a candidate claims that his/her qualification is equivalent to the prescribed qualification, he/she will be required to submit equivalence of his/her qualification issued by the Competent Authority before closing date or during the period as extended for the purpose by University.
33. If a candidate fails to submit Equivalence Certificate issued by the Competent Authority before closing date or whenever asked by the University, his/her candidature shall be cancelled.
34. Candidates who claim equivalence of a foreign/ domestic degree with the prescribed educational qualifications of post, must at the time of submission of requisite documents, enclose certificate/proof of such equivalence of degrees/diplomas/certificates issued by the competent authority e.g. Higher Education Commission/Pakistan Engineering Council/Pakistan Council of Architects & Town Planners /Pakistan Nursing Council/Pakistan Medical and Dental Council/Inter Board Committee, along with their translation in Urdu/English. Otherwise their applications will be liable to rejection, and no subsequent claim on this account will be accepted by the University.

#### **EXPERIENCE WHERE SO REQUIRED/ MANDATORY)**

35. For the purpose of counting of experience of the candidates, the following criteria will be applied: -
36. Experience where required for determination of eligibility for a post, a candidate shall have to produce documentary evidence in support of his/her claim.
37. Experience of Government Service shall only be accepted if the Certificate is issued by the concerned Appointing Authority/Person Authorized to do so.
38. Experience in private entities shall be accepted only if such entity is registered with SECP, Registrar of Firms or any other Regulatory Authority.
39. Only that particular/professional experience shall be considered which has been acquired in the relevant area while working in Public Sector or recognized institutions in the Private Sector.
40. Experience certificate in respect of Contract, Current Charge, Acting Charge and Ad-hoc Appointment, issued by the Appointing Authority under the rules shall be accepted.

41. In case where Experience is a Pre-requisite, it shall be counted only post qualification experience, if not otherwise prescribed.
42. Experience in a general specialty/subject shall not be considered relevant as experience in a specific specialty/subject prescribed for a post.
43. Research/ professional experience means the actual period spent on conducting research in the area of specialty or in the area of profession relevant to the post applied for:-
  - a. Actual duration of PhD program or up to 4 years at maximum and actual duration of post-doc program shall be counted as research experience.
  - b. Period spent on study leave shall be counted as research / professional experience if the area of study is relevant to the post applied for.
44. Post qualification experience' means the experience gained in a regular full time paid job including experience of contract services and that of the on job training subject to its relevancy acquired after attaining the requisite/ minimum advertised qualifications.
45. The experience as part time, honorary/ self-employed and apprentice/ internee will not be considered/ counted as experience.
46. Experience from Firms/ Companies/ Institutions/ Organizations/ Banks/ NGOs etc., will be accepted if these are well known nationally or internationally, have appropriately been registered/ incorporated with concerned government department/ institution for doing business, maintain office (s) and have proper registration number/ reference number, where applicable.

**RESEARCH PAPERS (WHERE SO REQUIRED/MANDATORY)**

47. Research papers which have been published in a journal enlisted by Higher Education Commission (HEC) shall be accepted only.
48. International Journals having an impact factor of ISI and listed in Journal Citation Report (JCR) of Institute for Scientific Information (ISI) would only be considered as HEC recognized International journals.
49. The University shall not accept research papers of a candidate which have been published in any journal after the Closing Date for receipt of applications for the advertised post. Research Papers under publications shall also not be acceptable.
50. Review articles, case-studies, translations, briefs, presentations in conferences, short communication etc. shall not be admissible as professional/ original research papers.
51. Utilization and validity of categories of journals (w, x, y, z) shall be applicable as per HEC guide lines.
52. For TTS appointments research papers published in Journals that fall under the category W, X and Y will be acceptable for Social Sciences and for Science disciplines papers published in W category (Impact Factor) Journals only shall be acceptable.
53. HEC Journal Recognition System shall be followed as per HEC guidelines.

<b>SCHEDULE FOR SUBMISSION OF APPLICATIONS</b>	<b>CLOSING DATE</b>	On the Closing Date, Online Application Portal will be closed at 4:00 pm
Professor/Associate Professor	13/05/2022	

**Note:**

- i. The hard copies of on-line application form, complete in all respect, should reach in the office of the Registrar (Human Resource Branch, Admin. Block, Room No.19), University of the Punjab Quaid-i-Azam Campus, Lahore, during office hours, through registered post, within twelve (12) days after closing date of online application.
- ii. Applicants for the posts of Professors & Associate Professors should send a soft copy of their applications and research publications in PDF format saved (single file) in a USB along with the hard copy of the application form.
- iii. No application shall be received by hand.
- iv. The hard copy of on-line application form should be posted separately (one application in one envelop).

**MUHAMMAD RAUF NAWAZ**  
**REGISTRAR**