



INSTITUTE OF EDUCATION AND RESEARCH
UNIVERSITY OF THE PUNJAB,
QUAID-I-AZAM CAMPUS, LAHORE 54590
PHONE No. 042-99231265

Applications are invited from dynamic, qualified and energetic Pakistani nationals for the following posts for appointment. HEC eligibility criteria shall be observed.

STATUTORY REQUIREMENTS FOR TEACHING STAFF

Position	Qualification	Experience	Publications
Professor of Education BS-21 (05)	Ph.D. in Education from HEC recognized university/Institution.	15 years teaching/research experience in HEC recognized university or post-graduate institution or professional experience in the relevant field in National or International organization. OR 10 years Post-Ph.D. teaching/research experience in HEC recognized university or post-graduate institution or professional experience in the relevant field in National or International organization.	The applicant must have 15 research publications (with at least 5 publications in last 5 years) in HEC recognized journals.
Associate Professor of Education BS-20 (08)	Ph.D. in Education from HEC recognized University/Institution.	10 years teaching/research experience in HEC recognized university or post-graduate institution or professional experience in the relevant field in National or International organization. OR 5 years post-PhD teaching/research experience in HEC recognized university or post-graduate institution or professional experience in the relevant field in National or International organization.	The applicant must have 10 publications (with at least 4 publications in last 5 years) in HEC recognized journals.
Assistant Professor of Education BS-19 (06)	Ph.D. in Education from HEC recognized University/Institution.	Nil	Nil
Position	Category	Qualification	
Lecturer in Education BS-18 (04)	Lecturer in Business Education (Marketing) (01)	- BS/Master degree in Business Education (16 years of Education) having specialization in Marketing/Marketing Management. AND - First Class MS/MPhil/equivalent degree awarded after 18 Years of Education in the relevant field from HEC recognized University/Institution with no 3rd division in the academic career.	
	Lecturer in Technology Education (01)	- BS/Masters degree in Technology Education (16 years of Education). AND - First Class MS/MPhil/equivalent degree awarded after 18 Years of Education in the relevant field from HEC recognized University/Institution with no 3rd division in the academic career.	
	Lecturer in English Language Teaching & Linguistics (01)	- BS/Masters degree in ELTL/Applied Linguistics/Linguistics (16 years of Education). AND - First Class MS/MPhil/equivalent degree awarded after 18 Years of Education in the relevant field from HEC recognized University/Institution with no 3rd division in the academic career.	
	Lecturer in Education (01)	First Class MS/MPhil/equivalent degree awarded after 18 Years of Education in the relevant field from HEC recognized University/Institution with no 3rd division in the academic career.	

IMPORTANT NOTICE:

In pursuance of the decision of the competent fora of the IER/University i.e. BOG, IER, Syndicate and Senate, all the fresh recruitments at the IER, University of the Punjab shall be governed under the Punjab Defined Contribution Pension Scheme Rules 2025.

Note:

- i. All those already working on BPS within or outside the University applying through proper channel will be governed under old (BPS) Pension Rules.
- ii. This decision will apply on the new/ fresh recruitments. Detailed document of Punjab Defined Contribution Pension Scheme Rules 2025 is available on PU website.

MANDATORY INSTRUCTIONS

APPLICATION:

1. Candidates are advised to read all terms and conditions and instructions of the Advertisement carefully in order to submit their hard and soft copies of applications complete in all respects.
2. Apply online on <http://jobs.pu.edu.pk/>.
3. The applicants should also submit two (02) hard copies of online application form, complete in all respect with signature of the applicant, should reach in the Office of the Director, Institute of Education and Research, University of the Punjab, Quaid-I-Azam Campus, Lahore - 54590 during office hours, **on or before the closing date of advertisement through registered post.**
4. Applicants for the posts of Professors & Associate Professors should send a soft copy of their applications and research publications in PDF format saved in a USB along with the hard copy of the application form with signature of the applicant.
5. **No application shall be received by hand.**
6. All correspondence during selection procedure shall be made through given email address.
7. 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.
8. The onus/responsibility of correctness of the data given in the online application will rest absolutely on the candidate.
9. Candidates should fill the On-line Form carefully in the light of the Guidelines and Instructions mentioned in the Advertisement for the said post.
10. The candidates should submit their personal valid e-mail address and personal Mobile number at the time of submission of their online application.
11. Candidates shall not be allowed to apply after the closing date of receipt of applications, in any case.
12. 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 two hard copies (duly signed) of online 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 online 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.
13. 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.
14. 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.

15. 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).
16. 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.
17. 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.
18. Instructions issued by the Higher Education Commission or University from time to time shall be followed in true letter and spirit.
19. All HEC rules/policies shall be applicable for appointment on basic pay scale.
20. 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.
21. Incomplete applications (in any case) shall not be entertained.
22. In case of Assistant Professor/Lecturer only short listed candidates will be called for interview.
23. The Institute of Education and Research, University of the Punjab 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

24. It is mandatory for candidates to deposit the online processing fee of Rs. 500/- submitted through online generated challan.
25. The candidates applying for the posts must also attached a pay order in favour of “Director, Institute of Education & Research, University of the Punjab, Lahore.” or online deposit slip of Account No. 01820001012503, HBL, University of the Punjab, New Campus Branch, Lahore, Pakistan.
26. Candidates applying for the post of Professor/Associate Professors are required to deposit an amount of Rs.6000/-.
27. Candidates applying for the post of Assistant Professor/Lecturer required to deposit an amount of Rs. 3000/-.
28. Applications forms received without pay order in favor of “Director, Institute of Education & Research, University of the Punjab, Lahore”/deposit receipts shall be rejected.

FOREIGN DEGREES/DIPLOMAS

29. The University shall accept degrees/certificates/diplomas of those Foreign Universities only which have been recognized by Higher Education Commission (HEC) of Pakistan, Inter Board Committee of Chairmen (IBCC) or any other Competent Agency/Authority.
30. Foreign degree holders must provide equivalence certificate issued by the HEC along with application form.
31. 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:

32. The equivalence of foreign and local academic qualifications as laid down by the Higher Education Commission (HEC) of Pakistan or other Competent Authority shall be accepted only.
33. 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 IER, University of the Punjab.
34. 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.

35. 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/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

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. Only that particular/professional experience (teaching in HEI and research) shall be considered which has been acquired in the relevant area while working in Public Sector or recognized institutions in the Private Sector.
- 39. 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.
- 40. In case where Experience is a Pre-requisite, it shall be counted only post qualification experience, if not otherwise prescribed.
- 41. Experience in a general specialty/subject shall not be considered relevant as experience in a specific specialty/subject prescribed for a post.
- 42. 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.
- 43. 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.
- 44. The experience as part time, honorary/ self-employed and apprentice/ interneer will not be considered/ counted as experience.

RESEARCH PAPERS (WHERE SO REQUIRED/MANDATORY)

- 45. Research papers which have been published in a journal enlisted by Higher Education Commission (HEC) shall be accepted only. From 1st July 2020 onwards, only HJRS enlisted journals shall be considered as HEC recognized research journals. Publications upto June 30, 2020 shall be dealt as per previous policy/SOP, in vogue.
- 46. 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.
- 47. 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.
- 48. Review articles, case-studies, translations, briefs, presentations in conferences, short communication etc. shall not be admissible as professional/ original research papers.
- 49. Utilization and validity of categories of journals (w, x, y, z) shall be applicable as per HEC guide lines.
- 50. Research papers which have been published in a journal of at least Y category enlisted by Higher Education Commission (HEC) shall be accepted only.

SCHEDULE FOR SUBMISSION OF APPLICATIONS:	START DATE	CLOSING DATE	On the closing date, online application portal will be closed at 04:00 pm
All posts: Professor/Associate Professor/ Assistant Professor/Lecturer	14-09-2026	30-11-2026	

DIRECTOR