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 3rd 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

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 3rd division in the academic career. Condition of no 3rd 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 3rd 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.

Induction Criteria For Faculty on IST BPS Contract

Lab Engineer (BPS-17)	Lecturer (BPS-18)
a) Bachelor of Engineering (BE) / Bachelor of Science (BS/B.Sc.) degree in the relevant Engineering discipline / field from HEC recognized University / Institution with First Class throughout in the entire academic career **b)** PEC registration in the relevant Engineering discipline / field is mandatory	All appointment s on the post of Lecturer (BPS-18) in IST will be in accordance with the eligibility criteria prescribed by HEC for the post of Lecturer (BPS-18) in the relevant discipline / field from time to time.
Lab Associate (BPS-17)	
a) Bachelor of Science (BS/B.Sc.) / Master of Science (M.Sc.) degree with 16 years of education in the relevant discipline / field from HEC recognized University / Institution with First Class throughout in the entire academic career	