

UNIVERSITY OF AGRICULTURE, FAISALABAD.
(SITUATION VACANT)

Applications are invited from Pakistani nationals who are not married to a foreign national, on the Prescribed Form obtainable free of cost on any working day during office hours from the Office of the Registrar (Personnel Section) and also available on **University Website at <http://www.uaf.edu.pk>** for the following posts of **Professor, Associate Professor, Assistant Professor, Assistant Professor/Deputy Director (QEC), Lecturer, Librarian and Director (Planning & Development)**. The applications for other posts should be submitted on plain paper alongwith complete biodata and attested copies of all certificates for making appointments under **Tenure Track System** and on **regular/ temporary (likely to become permanent)** basis with the prescribed qualifications, mentioned below:-

FOR APPOINTMENTS UNDER TENURE TRACK SYSTEM

1. PROFESSORS/ASSOCIATE PROFESSORS/ASSISTANT PROFESSORS

- i. Departments/Institutes of Plant Breeding & Genetics, Agronomy, Agri. Entomology, Plant Pathology, Forestry, Crop Physiology, in the subject of Biotechnology (CABB), Soil & Environmental Sciences, Horticultural Sciences, Agri. Economics, Rural Sociology, Development Economics, Environmental & Resource Economics, Business Management Sciences, Structures & Environmental Engineering, Irrigation & Drainage, Farm Machinery & Power, Fibre & Textile Technology, Food Science & Technology, Anatomy, Physiology & Pharmacology, Parasitology, Clinical Medicine & Surgery, Pathology, Theriogenology, Microbiology, Animal Breeding & Genetics, Poultry Science, Livestock Management, Animal Nutrition & Feed Technology, Botany, Zoology & Fisheries, Chemistry & Biochemistry, Physics, Mathematics & Statistics, Islamic Studies, Computer Science, Agri. Extension and Rural Home Economics.

ii. **SALARY PACKAGE**

Post	Min	Increment	Maximum	Stages
Professor	234,000	11,440	405,600	15
Associate Professor	156,000	9,100	292,500	15
Assistant Professor	104,000	7,150	211,250	15

iii. **ELIGIBILITY**

PROFESSOR:

Ph.D./Relevant terminal qualification from a recognized and reputable institution in the relevant field with either 11-years post-Ph.D./Relevant terminal degree or minimum of 7-years of post-Ph.D. experience with at least 12-years of experience prior to the Ph.D. The experience to be counted is to be of teaching/research in a recognized University or a post-graduate institution or professional experience in the relevant field in a National or International Organization. In addition 15 research publications (with at least 5 publications in the past 5 years) in Internationally Abstracted Journals, recognized for the purpose of appointment on Tenure Track by the Higher Education Commission.

ASSOCIATE PROFESSOR:

Ph.D./Relevant terminal qualification from a recognized and reputable institution in the relevant field with either 6-years post-Ph.D./Relevant terminal degree or minimum of 4-years of post-Ph.D. experience with at least 6-years of experience prior to the Ph.D. The experience to be counted is to be of teaching/research in a recognized University or a post-graduate institution or professional experience in the relevant field in a National or International Organization. In addition 10 research publications (with at least 4 publications in the past 5 years) in Internationally Abstracted Journals, recognized for the purpose of appointment on Tenure Track by the Higher Education Commission.

ASSISTANT PROFESSOR:

Ph.D./Relevant terminal qualification from a recognized institution and excellent written communication skills as well as excellent presentation skills.

CONDITIONS FOR APPOINTMENTS UNDER TENURE TRACK SYSTEM

- a. The applications are required **on Prescribed Form in quadruplicate for the posts of Professor, Associate Professor and Assistant Professor** with attested copies of all certificates, degrees, testimonials, detailed marks certificates, experience certificates with specific dates, publications, transcripts and a Bank Draft amounting to rupees as indicated below against each post drawn in favour of the Treasurer, University of Agriculture, Faisalabad:-
- | | | | |
|------|---------------------|---|------------|
| i. | Professor | = | Rs.10000/- |
| ii. | Associate Professor | = | Rs. 8000/- |
| iii. | Assistant Professor | = | Rs. 5000/- |
- b. Any graduate of the University shall not be eligible for appointment on tenure track in the same department of that University where he/she has obtained his/her terminal degree for at least 3-years following his/her graduation.
- c. The tenure track process normally involves an initial term contract appointment of a faculty member for a period of three years. For a faculty member appointed at a junior rank (not higher than Assistant Professor) it will be followed by a second term contract appointment for an additional period of three years. A tenure decision must be made for such a faculty member in the third year of the second term contract appointment. Faculty members initially appointed at a junior rank will thus normally serve six years, before a final tenure decision is made. For a faculty member appointed at a senior rank (Associate and Full Professor) the probationary period shall normally be four years for Associate and Professors. The services of a faculty member having tenure shall be terminated only for adequate cause, except at the normal retirement age or under extraordinary circumstances discussed in these statutes.
- d. Each candidate who wishes to be considered for the Tenure Track Scheme should prepare a comprehensive application dossier that includes letters of reference from his/her Ph.D. Supervisor as well as others from eminent researchers in his/her area of specialization and the publications will be counted which are published in the list of journals having impact factor.
- e. The candidates for Engineering disciplines will also supply a copy of registration certificate of Pakistan Engineering Council alongwith application.
- f. The candidate is required to resign or retire from any position held previously in any public/private Institution or Organization, except in the case that the candidate is incumbent of the same university for appointment on Tenure Track System.
- g. The other terms and conditions for appointment under Tenure Track System may be seen by the candidates on HEC Website - www.hec.gov.pk

FOR APPOINTMENTS ON REGULAR/TEMPORARY BASIS

2. ASSOCIATE PROFESSORS (BPS-20):

ON REGULAR BASIS:

Departments of Plant Breeding & Genetics (two), Agri. Economics (one), Rural Sociology (two), Structures & Environmental Engineering (one), Irrigation & Drainage (one), Farm Machinery & Power (one), Statistics (two), Islamic Studies (one), in the subject of English, Department of Social Sciences & Humanities (one) & in the subject of Plant Breeding & Genetics, Office of Research Innovation & Commercialization (one).

ON TEMPORARY BASIS (LIKELY TO BECOME PERMANENT):

Departments of Agri. Economics (one), Computer Science (one) & in the subject of Biotechnology, Centre of Agri. Biochemistry & Biotechnology (CABB) (two).

QUALIFICATIONS FOR THE POSTS OF ASSOCIATE PROFESSOR IN ALL DISCIPLINES EXCLUDING ENGINEERING & COMPUTING SCIENCES.

Sr. No. 1:

MINIMUM QUALIFICATIONS	EXPERIENCE	MINIMUM NUMBER OF PUBLICATIONS
Ph.D. in the relevant field from an HEC recognized University/ Institution.	10-years teaching/research experience including at least 4-years Post-Ph.D. 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 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.	The applicant must have 10-publications (with at least 04-publications in last 5 years) in the HEC recognized journals.

Sr. No. 2:

MINIMUM QUALIFICATIONS	EXPERIENCE	MINIMUM NUMBER OF PUBLICATIONS
Ph.D. in the relevant field from an HEC recognized University/ Institution.	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-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.	The applicant must have 10-publications (with at least 04-publications in last 5 years) in the HEC recognized journals.

Note: - Applications received against Qualifications at Sr. No. 2 will only be considered subject to relaxation granted by the Worthy Chancellor/Governor which is under process.

QUALIFICATIONS FOR THE POSTS OF ASSOCIATE PROFESSORS IN THE DISCIPLINES OF ENGINEERING & COMPUTING SCIENCES.

MINIMUM QUALIFICATIONS	EXPERIENCE	MINIMUM NUMBER OF PUBLICATIONS
Ph.D. in the relevant field from Institution recognized by HEC in consultation with PEC.	07-years teaching/research experience in a recognized Institution/College/ University or 07 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-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.	10-research publications (with at least 04-publications in the last 5 years) in HEC/PEC recognized Journals.

3. ONE REGULAR ASSISTANT PROFESSOR/DEPUTY DIRECTOR IN BPS-19 IN THE QUALITY ENHANCEMENT CELL:

QUALIFICATIONS

Ph.D. in the relevant field from HEC recognized University/ Institution. No experience required.

OR

Master's degree(foreign) or M.Phil(Pakistan) or equivalent degrees awarded after 18 years of education as determined by the HEC in the relevant field from an HEC recognized University/Institution, with 4-years 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.

- NOTE:** i. Preferably, proper experience in Quality Assurance and Quality Management will count as a rewarding credential.
- ii. Besides, a candidate must possess strong ability in interpersonal and communication skills, analytical and writing skills, rated as a prerequisite for this post.
- iii. A candidate's vision and insight into the subject area will be judged by a power point presentation made by all short-listed candidates.

4. LECTURERS (BPS-18):

ON REGULAR BASIS:

Departments of Environmental & Resource Economics (one) and Farm Machinery & Power (one).

ON TEMPORARY BASIS (LIKELY TO BECOME PERMANENT):

Departments of Agri. Economics (two), Structures & Environmental Engineering (two), Irrigation & Drainage (two), Farm Machinery & Power (one), Anatomy (two), Physiology & Pharmacology (one), Statistics (one) and in the subject of English, Department of Social Sciences & Humanities (two).

QUALIFICATIONS FOR THE POST OF LECTURER IN ALL DISCIPLINES EXCLUDING ENGINEERING.

First Class Master's Degree OR equivalent degree awarded after 16 years of education in the relevant field from an HEC recognized University/Institute with no 3rd Division in the academic career. Further more, the candidate with 2nd division in the Master's Degree but holding higher degree i.e. M.Phil./Ph.D. or equivalent degree with 18 years of education could be considered. Condition of first division is relaxed for a period of 5 years in Master of Arts in English in favour of 2nd division as minimum eligibility condition for appointment of Lecturer in English for Annual System degree holders.

QUALIFICATIONS FOR THE POST OF LECTURER IN THE DISCIPLINES OF ENGINEERING.

Master's degree/B.Sc.(Engr.)(First Class) in the relevant field with no 3rd Division in the academic career from HEC recognized University/Institution.

- Note: -** Due to flexibility in courses the selected faculty members can be assigned teaching courses in other departments in addition to their teaching and research assignment in the department where they originally selected.

5. ONE REGULAR LIBRARIAN IN BPS-19:

QUALIFICATIONS:

Ph.D. in Library Science from a recognized University with five years experience of organizing and maintaining a Library in an educational institution preferably a University.

OR

- i. Master's degree (at least 2nd division) in Library Science from a recognized University preceded by a Bachelor's degree in Science from a recognized University.
- ii. Ten years' experience of organizing and maintaining a Library in an educational institution preferably a University.

NOTE: The persons who had already applied for the post which was published in the National Press on 20th & 22nd November, 2009 vide No.IPL-16271 ("NAWA-I-WAQT" dated 20.11.2009 and "DAWN" dated 22.11.2009 with last date 15.12.2009) should again apply with updated biodata/ information.

6. ONE REGULAR DIRECTOR (PLANNING & DEVELOPMENT) IN BPS-19:

QUALIFICATIONS & EXPERIENCE:

First Class Master's degree preferably in Agriculture or its Allied Disciplines or in Management Sciences with 12-years experience in Planning & Development/Preparation of Schemes etc. in a University, or Govt. or Semi Govt. Organizations or Educational Institutions.

MINIMUM/MAXIMUM AGE LIMIT: 35-45 years.

7. THREE DEPUTY REGISTRARS IN BPS-18:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University combined with seven years office experience including at least 3 years experience in scale-17 in a University or a Government or a Semi-Government Organization or Educational Institute".

8. ONE DEPUTY CONTROLLER OF EXAMINATIONS IN BPS-18:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University combined with seven years office experience including at least 3 years experience in scale-17 in a University or a Government or a Semi-Government Organization or Educational Institute".

9. ONE DEPUTY TREASURER IN BPS-18:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University combined with seven years office experience including at least 3 years experience in scale-17 in a University or a Government or a Semi-Government Organization or Educational Institute".

10. ONE SENIOR MEDICAL OFFICER IN BPS-18

QUALIFICATIONS:

"M.B.B.S. with postgraduate training in Medicines from a recognized University with seven years' of professional experience".

11. ONE MEDICAL OFFICER IN BPS-17:

QUALIFICATIONS: "M.B.B.S."

12. TWO ACCOUNTS OFFICERS IN BPS-17:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University with five years office experience including at least 3 years experience in scale-16 in a University or a Government or Semi-Government Organization or Educational Institution".

NOTE:- Preference will be given to the candidates having SAS Qualification.

13. FOUR ASSISTANT REGISTRARS IN BPS-17:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University with five years office experience including at least three years experience in Scale-16 in a University or a Government or Semi-Government Organization or Educational Institution".

14. ONE SECRETARY TO VICE CHANCELLOR IN BPS-17:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University with five years office experience including at least 3 years experience in scale-16 in a University or a Government or Semi-Government Organization or Educational Institution".

15. ONE STORES OFFICER IN BPS-17:

QUALIFICATIONS:

"Bachelor's Degree (at least 2nd Division) from a recognized University with five years office experience including at least 3 years experience in scale-16 in a University or a Government or Semi-Government Organization or Educational Institution".

16. TWO ADMINISTRATIVE OFFICER IN BPS-16:

QUALIFICATIONS:

"Graduate with five years experience as Office Assistant or in an equivalent post or a non-Graduate (Matriculate or Intermediate) with ten years office experience as Head Assistant or/and Assistant or Personal Assistant or/and Senior Scale Stenographer or in the posts equivalent thereto, under Government or/autonomous body".

17. SIX ASSOCIATE ENGINEERS (LAB. SUPERVISOR) IN BPS-16:

QUALIFICATIONS:

Three years Diploma in Civil/Electrical/Instrument/Auto and Farm Machinery/Mechanical Technology from Poly Technic Institute with six years experience.

NOTE: Preference will be given to degree holder in the relevant field of Engineering/Agri. Engineering.

18. EIGHT OFFICE ASSISTANTS IN BPS-14:

QUALIFICATIONS:

Graduate with five years office experience.

19. FIVE JUNIOR CLERKS IN BPS-7:

QUALIFICATIONS:

- i. Matriculate having passed that examination in full subjects at least in the second division.
- ii. Typing speed 30 words per minute.

20. ONE AIR CONDITIONER (AC) FITTER IN BPS-6:

QUALIFICATIONS:

- i. Secondary School Certificate.
- ii. At least two years experience with well-reputed Air Conditioning Firm.

21. ONE ELECTRICIAN IN BPS-6:

QUALIFICATIONS:

- i. Matric.
- ii. Eight (08) years experience in repair of Electrical Appliances (Relaxable by the Vice Chancellor).
- iii. Diploma in Electrician Technician.

22. ONE WOMEN DISPENSER IN BPS-6:

QUALIFICATIONS:

Dispenser's Diploma from an Institute recognized by Punjab Medical Faculty.

23. ONE MECHANIC-CUM-ELECTRICIAN IN BPS-5:

QUALIFICATIONS:

- i. Secondary School Certificate with Science.
- ii. Five years of experience of repairing instruments in a Laboratory or Firm of repute.

24. THREE LINEMAN (BPS-4) IN TELEPHONE EXCHANGE:

QUALIFICATIONS:

Middle pass with seven years experience in the relevant field.

25. ONE POULTRY ATTENDANT IN BPS-1:

QUALIFICATIONS: Literate.

NOTE:- Persons who are less than 18 years or above 35 years are not eligible for the posts mentioned at Sr.Nos.16 to 25.

GENERAL CONDITIONS

2. The applications are required **on Prescribed Form in quadruplicate for the posts of Associate Professor (BPS) and in triplicate for the posts of Assistant Professor/Deputy Director (QEC) & Lecturer (BPS)** with attested copies of all certificates, degrees, testimonials, detailed marks certificates, experience certificates with specific dates, publications, transcripts and a Bank Draft amounting to rupees as indicated below against each post drawn in favour of the Treasurer, University of Agriculture, Faisalabad:-

- | | | | |
|------|---------------------|---|-----------|
| i. | Associate Professor | = | Rs.2500/- |
| ii. | Assistant Professor | = | Rs.2000/- |
| iii. | Lecturer | = | Rs.1500/- |

3. **Only one copy of the application is required on Prescribed Form for the posts of Librarian and Director (Planning & Development)** with attested copies of all certificates, degrees, testimonials, detailed marks certificates, experience certificates with specific dates, transcripts and a Bank Draft amounting to Rs.1000/- drawn in favour of the Treasurer, University of Agriculture, Faisalabad.

4. **Only one copy of the application is required on plain paper for other posts** alongwith complete biodata, attested copies of all certificates, degrees and experience certificates with specific dates and a Bank Draft amounting to rupees as indicated below drawn in favour of the Treasurer, University of Agriculture, Faisalabad:-

- i. For BPS-17 & above = Rs.1000/-
- ii. For BPS-5 to 16 = Rs. 500/-

5. Persons already employed in any Government or other organizations should submit their applications through proper channel. Advance copies may, however, be sent to save time. The requisite No Objection Certificate from present employer must reach in the Office of the Registrar (Personnel Section) before or on the last date for receipt of applications or on the date of interview, failing which such candidates will not be allowed to appear for interview. The existing University employees studying abroad will be considered in absentia. The candidates who are living abroad and unable to appear before the Selection Board, their interviews will be conducted by the Selection Board through Video Conferencing/ SKYPE. **Two percent (2%) quota is reserved for disabled persons and five percent (5%) quota is also reserved for Minorities (Non-Muslims).**

6. All Government Employees who intend to apply for any post through proper channel shall clarify through the Heads of their Attached Departments that there is no pending enquiry/outstanding dues against them. Moreover, there are no adverse remarks in any of their Annual Confidential Reports. These conditions are necessary for grant of Departmental Permission Certificate/No Objection Certificate (N.O.C.). The A.C.Rs grading for the last five years may also be recorded in the forwarding letter.

7. The University reserves the right;

- i. not to fill any vacancy without assigning any reason thereof or consider a person for appointment in a lower cadre against the posts advertised.
- ii. to short list the candidates on the basis of academic qualifications/test as may be prescribed by the University. Only short listed candidates will be called for interview.
- iii. to increase or decrease the number of vacancies as per availability of funds.

8. Incomplete applications or those received after the due date will not be entertained. The applications for the posts of **Professor, Associate Professor, Assistant Professor, Assistant Professor/Deputy Director (QEC), Lecturer, Librarian and Director (Planning & Development)** should reach in the **Office of the Registrar (Personnel Section)** and the **applications for other posts** in the **Establishment Section** by **31.01.2012** during office hours.

Sd/-
(CH. MUHAMMAD HUSSAIN)
REGISTRAR