



## SCHEMS OF RECRUITMENT OF ACADEMIC STAFF (NON MEDICAL)



### **(1) Post & Salary Code**

**Post : Lecturer (Probationary) (Non Medical)**

**Salary Code : U-AC 3(IV)**

**Salary Scale : Rs.94,400 - 10x2400- 118,400 p.m. (as at 01.01.2025)**

### **Method of Recruitment**

By Open advertisement

### **Qualifications**

(I) A Degree with specialization in the relevant subject with First or Second Class (Upper Division) Honours.

**OR**

(2) A Degree with specialization in the relevant subject with Second Class (Lower Division) Honours.

**OR**

(3) (a) A Degree with specialization in the relevant subject without Honours or any other degree with at least Second Class Honours.

**AND**

(b) A Postgraduate Degree of at least 02 academic years duration in the relevant subject with a research component by way of thesis/dissertation.

**OR**

(4) Such academic or professional qualifications or professional experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

### **Notes:**

(a) An applicant who is eligible under (2) or (3) above could be considered for appointment only if applicants qualified under (1) above are either not available or evaluated and considered as unsatisfactory by the Selection Committee. Such appointment would require a special justification and approval of the University Grants Commission.

### **Special Note:**

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All Lecturers (Probationary) shall complete an induction training course (which includes Teaching/Learning Methodologies) within a period of one year from the date of first appointment. This is a pre-requisite for probationary study leave and confirmation in the post. The University Grants Commission will organize this course of training twice a year. ie: December/January and June/July

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### **(2) Post & Salary Code**

**Post : Lecturer Unconfirmed (Non Medical)**

**Salary Code : U-AC 3(III)**

**Salary Scale : Rs.121,340 - 5x2940- 136,040 p.m. (as at 01.01.2025)**

### **Method of Recruitment**

By Open advertisement

### **Qualifications**

Candidates Shall possess the academic qualifications required for Lecturer (Probationary) Non-(Medical/dental) in the Scheme of recruitment (as given above)

### **AND**

A Master's degree (as specified in para.3 of Commission Circular No.08/2016) or Doctoral Degree, in the relevant field ,but less than 06 years of experience as specified in the Scheme of Recruitment for Senior Lecturer Grade II by open advertisement.

### **(3) Post & Salary Code**

**Post : Senior Lecturer (Grade II) (Non Medical)**

**Salary Code : U-AC 3(II)**

**Salary Scale : Rs.138,980 - 11x2940- 171,320 p.m. (as at 01.01.2025)**

### **Method of Recruitment**

By Open advertisement

### **Qualifications**

- (1) Candidates shall possess the academic qualifications required for lecturer (Probationary) [Non-(Medical/Dental) ] as specified under post of Lecturer (Probationary) in this document

AND

(2) (i) A Masters Degree in the relevant field obtained after a full-time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or  
a Doctoral Degree.

In the case of Faculties of Science/Applied Science the required qualification shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business Studies a Masters Degree of one year's duration in the relevant field may be accepted when combined with an evaluated research record in conformity with current guidelines. (See notes)

OR

(ii) Such professional qualifications and experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

AND

(4) At least six (06) years experience in one or more of the following :-

- (i) Teaching at University Level,
- (ii) Professional experience,
- (iii) Research in a recognized Institution,
- (iv) Postgraduate Studies to acquire the qualifications stipulated at (2) above.

**Notes:**

- (a) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) may be exempted from (2)(i) above if he/she has a Doctoral Degree in the relevant field.
- (b) An applicant who qualifies only under (3) of the qualifications for Lecturer (Probationary) and has a Masters Degree as specified under (2)(i) above may be exempted from (2)(i) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines.
- (c) The current guidelines in regard to evaluated research and dissemination is that a candidate should obtain a minimum total of 15 marks and the marking scheme for this purpose is section 2.0 and 3.1 of the marking scheme for post of associate professor/professor.
- (d) A senior lecturer, Gr. II may be confirmed in the post on completion of 3 years satisfactory service in the permanent cadre and completion of an induction training course (which includes teaching/learning methodologies) within a period of one year from date of first appointment. The university grants commission will organize this course of training.

#### **(4) Post & Salary Code**

**Post : Senior Lecturer (Grade I) (Non Medical)**

**Salary Code : U-AC 3(I)**

**Salary Scale : Rs.160,520 - 7x3900- 187,820 p.m (as at 01.01.2025)**

#### **Method of Recruitment**

By Open advertisement

#### **Qualifications**

(1) Candidates shall possess the academic qualifications required for lecturer (Probationary) [Non-(Medical/Dental) ] as specified under post 2 in this document

**AND**

(2) (i) A Masters Degree in the relevant field obtained after a full-time course of study of at least two academic years (or an equivalent part-time course of study) with a research component by way of thesis/dissertation or

Doctoral Degree.

In the case of Faculties of Science/Applied Science the required qualification shall be a Masters Degree in the relevant field with full-time research of at least 02 years or a Doctoral Degree.

In the case of Faculties of Arts, Humanities, Social Sciences, Law and Management/Business Studies a Masters Degree of one year's duration in the relevant field may be accepted when combined with an evaluated research record in conformity with current guidelines. (See notes)

**OR**

(ii) Such professional qualifications and experience as may be approved by the University Grants Commission upon the recommendation of the Higher Educational Institution concerned.

**AND**

(4) At least twelve (12) years experience [if which not less than six (06) years should have been after obtaining qualifications stipulated in 2 above] in one or more of the following :-

- (i) Teaching at University Level,
- (ii) Professional experience,
- (iii) Research in a recognized Institution,
- (iv) Postgraduate Studies.

**Notes:**

- (a) An applicant who recruited under (3) of the qualifications for Lecturer (Probationary) Non-(Medical/Dental) as given in post 2 of this document, may be exempted from 2(i) above if he/she has a Doctoral Degree in the relevant field.
- (b) An applicant who is recruited under (3) of the qualifications for Lecturer (Probationary) Non-(Medical/Dental) with a Masters Degree as specified under 2(i) above may be exempted from (2)(i) if he/she has evaluated research and dissemination of knowledge in conformity with current guidelines (See note (c) below).
- (c) The current guidelines for evaluated research record is that a candidate should obtain a minimum of 15 marks. The marking scheme for this purpose is section 2.0 and 3.1 of the marking scheme for posts of Associate Professor/Professor.
- (d) A Senior Lecturer, Gr. I may be confirmed in the post on completion of 03 years satisfactory service in the permanent cadre which shall include a satisfactory completion of a course of training in Teaching/Learning Methodologies for which facilities will be provided by the University Grants Commission.

**BENEFITS:**

- Selected candidates will contribute 10% from their monthly salary to the Universities' Provident Fund while the University will make a contribution of 15% of their salary of which 8% will be credited to Universities Pension Fund and 7% to the Universities Provident Fund. In addition, they will become contributors to the Employees' Trust Fund which the University will contribute an amount equivalent to 3% of the Salary.
- Gratuity payment in accordance with the provisions of the payment of Gratuity Act 12 of 1983.
- Senior Lecturer Grade II and above are eligible for one year of Sabbatical Leave with full pay or two years without pay on completion of seven years of service. Further those proceeding abroad during the Sabbatical Leave Period are eligible to receive full air passage for self and spouse subject to maximum value of Rs. 750,000.00

**Special Note:**

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Above Qualifications are as per prevailing University Grants Commission Circulars with related to the appointment of Lecturer (Probationary), Lecturer (Un - confirmed), Senior Lecturer (Grade II) and Senior Lecturer (Grade I). In addition, the preference areas/subjects are given in the paper advertisement.