

NATIONAL INSTITUTE OF SOCIAL DEVELOPMENT

Ministry of Rural Development, Social Security and Community Empowerment

Post : Additional Director General (Academic)- 01

01. Age Limit : Applicants should be not less than 25 years of age and not more than 55 years of age on closing date of applications. (This maximum age limit does not apply to those who currently employed in the public service, provincial public service or state statutory boards.)

02. Educational Qualifications: Recruitment of External Applicants

Educational Qualifications

Should have a Bachelor's degree in Social Sciences with a postgraduate degree in social work recognized by the University Grants Commission (UGC).

Experience

A very good service record with at least 15 years of experience at a senior management level in a government or public institution. (At least 3 years of this service period should be after obtaining a postgraduate degree in social work.)

Additional Professional Qualifications

Managing programs in the field of social services / social welfare / social development and being a member of a social work professional body .

Recruitment of Internal Candidates

Qualifications

Have a very good service record with at least 3 years of experience in a senior management level position at the National Institute of Social Development.

Additional Professional Qualifications

Managing programs in the field of social services / social welfare / social development and being a member of a social work professional body .

03. Marking Criteria for the Interview

Relevant administrative experience	30 marks
Relevant additional professional experience	30 marks
Other skills	15 marks
Interview performance	25 marks
Total	100 marks

04. Salary Scale

: HM 2-1 2025 Rs. 161,140 – 12 x 4,850 – Rs. 219,340/-
(This salary scheme will be applicable from 2027/01/01. The basic salary is until 31/12/2026 is Rs.140,317/-)
In addition to the above, professional allowance and research allowance is applicable according to government circulars.

Position : Senior Lecturer - 03 (Sinhala Medium - 02, Tamil Medium - 01)

01. Age Limit : Applicants should be not less than 30 years of age and not more than 55 years of age.(The maximum age limit does not apply for the internal applicants.)

02. Educational Qualifications

: For External Applicants (1 or 2 of the Following)

- (1) A special degree in social work / social sciences obtained from a university recognized by the University Grants Commission (UGC).

with

A postgraduate degree in social work/ social science (obtained through research)

and

Having acquired at least eight (08) years of teaching experience in a government, state corporation, board, statutory body or recognized private institution after obtaining a first degree.

- (2) A special degree in social work / social sciences obtained from a university recognized by the University Grants Commission (UGC).

with

Possess a PhD in social work/social sciences

and

Having at least five (05) years of teaching experience in a government, state corporation, board, statutory body or recognized private institution after obtaining a first degree.

For Internal Applicants (1 or 2 or 3 of the Following) Qualifications

- (1) Should have fulfill the qualifications for external applicants mentioned above.

- (2) Special degree / general degree in social work / social sciences obtained from a university recognized by the University Grants Commission (UGC).

with

Possession of a post graduate degree (by research) in the field of social work/social sciences obtained through research;

and

Have completed a minimum of eight (08) years of satisfactory service in a lecturer position in the “Academic/Research” service category (AR-1) .

- (3) A special degree / general degree in social work / social sciences obtained from a university recognized by the University Grants Commission (UGC).

with

Possession of a doctorate (PhD) in the field of social work/social sciences.

and

Have completed at least five (05) years of satisfactory service in a lecturer position in the “ Academic/Research ” service category (AR-1).

03. Method of Allocating Marks for the Interview :

	Criteria	Score
1.	Educational Qualifications (In addition to basic qualifications)	30
	i. Class obtained	
	ii. Postgraduate (Research)	
	iii. Postgraduate (Non-research)	

2.	Teaching experience (Teaching experience at a University/Institution of Higher Education recognized by the University Grants Commission)	10
3.	Research and Publications	20
	(i.) Experimental theses, independent (Non refereed)	
	(ii.) Conference proceedings, research reports	
	(iii.) Independent publications	
	(iv.) Published academic papers (National/International)	
4.	Extra curricular activities	10
	(i.) Sports	
	(ii.) Social Services / Societies, Associations / Community Programmes	
5.	Personality	15
6.	General knowledge of relevant fields	15
	Total	100
	* 50% of this is allocated for joint works	

04. Salary Scale

: AR-2- 2025 - Rs.133,220 – 10 x 3,600 = Rs. 169,220/-

(This salary scheme will be applicable from 2027/01/01. The basic salary is until 31/12/2026 is Rs.116,763/-)

In addition to the above, professional allowance and research allowance is applicable according to government circulars.

Position : Lecturer II - 06 (Sinhala Medium -04, Tamil Medium - 02)

1. Age Limit

: Applicant should not be less than 22 years of age and not more than 45 years of age. (The maximum age limit does not apply to internal applicants.)

2. Educational Qualifications

: **For external applicants (1 or 2 of the following)**

- (1) A four-year degree in social work / a special bachelor's degree in social sciences recognized by the University Grants Commission (UGC).
- (2) A bachelor's degree with social work / social sciences recognized by the University Grants Commission (UGC), together with a postgraduate diploma in the relevant field of study.

For Internal Applicants

- (1) Must have met the qualifications for external applicants mentioned above.

03. Method of Awarding Marks for the Structured Interview

	<i>The criterion</i>	<i>Score</i>
1.	Educational Qualifications (In addition to basic qualifications)	30
	(i.) Class obtained	
	(ii.) Postgraduate (with research)	
	(iii.) Postgraduate (Non-research)	
2.	Teaching experience (Minimum teaching experience at a University/Institution of Higher Education recognized by the University Grants Commission)	10
3.	Research and Publications	20

	(i.) Experimental theses, independent (non refereed)	
	(ii.) Conference proceedings, research reports	
	(iii.) Independent publications	
	(iv.) Published academic papers	
4.	Extracurricular activities	10
	(i.) Sports	
	(ii.) Social Services / Societies, Associations,	
5.	Personality	15
6.	General knowledge of relevant field	15
	Total	100
	* 50% of this is allocated for joint works.	

4. Salary Scale :

AR – 1 2025 Rs.91,650 – 10 x 2,480 – 15x3,450 - Rs. 168, 200 /-

(This salary scheme will be applicable from 2027/01/01. The basic salary is until 31/12/2026 is Rs.81,675/-)

In addition to the above, professional allowance and research allowance is applicable according to government circulars.

Position : Project Programmer III - 01

1. Age Limit : Applicant should not be less than 22 years of age and not more than 45 years of age. (Maximum age limit does not apply to internal applicants.)

2. Educational

Qualifications: External Applicants

1. Possess a degree in the field of social work / human resource management / public administration / public management / social sciences recognized by the University Grants Commission (UGC).

Internal Applicants

1. Must have met the qualifications for external applicants mentioned above.

3. Method of Awarding Marks for the Structured Interview :

Relevant experience	30 marks
Relevant additional qualifications	30 marks
Other performances/skills	15 marks
Skills demonstrated in the interview	25 marks
Total	100 marks

4. Salary Scale : MA 3 - 2025 – Rs. 53,940 – 10x800 – 11x1190 – 10x1320 – 5x 1350 = Rs. 94,980/-
(This salary scheme will be applicable from 2027/01/01. The basic salary is until 31/12/2026 is Rs.49,831/-)

Position : Audio Visual Technician III - 01

1. Age Limit : Applicant should not be less than 18 years of age and not more than 45 years of age. (Maximum age limit does not apply to internal applicants.)

2. Educational

Qualifications : External Applicants

1. Possession of a Certificate of Proficiency in Audio-Visual Technical Skills of not less than

National Vocational Qualification (NVQ) level five (05) issued by a Technical/Vocational Training Institution recognized by the Tertiary and Vocational Education Commission .

Internal Applicants

Must have met the qualifications for external applicants mentioned above.

03. The scoring in the structured interview is as follows.

Relevant additional experience	30 marks
Relevant additional educational/professional qualifications	30 marks
Other skills and performances	15 marks
Skills demonstrated during the interview	25 marks
Total	100 marks

04. Salary scale

MA 2-2 -2025 – Rs. 50, 540 –10 x 540 –7x630 – 4x1,080 – 20x1,280 – Rs. 90,270/-
(This salary scheme will be applicable from 2027/01/01. The basic salary is until 31/12/2026 is Rs.46,960/-)

**05. Conditions of Employment for the Position
Related to Every Applicant,**

1. Must be Sri Lankan citizen.
2. Must possess the physical and mental fitness required to effectively perform the duties assigned to the position and to serve in any part of the island.
3. Contributions to the Employees' Provident Fund (EPF) must be paid according to the percentages approved by the government.
4. Subject to a three-year (03) probationary period.

Terms of Service

Must be subject to the provisions of the National Social Development Institutions Act, No. 41 of 1992 and the rules and regulations imposed by the government from time to time.

Recruitment Process

A structured interview will be conducted by an interview panel as directed by the appointing authority. Selection will be made in order of merit basis from among the highest scorers.

Applicants should send their applications with complete bio-data to the following address by registered post on or before **25.09.2026**. The post applied for should be mentioned at the top left corner of the envelope. Incomplete, illegible or late applications will be rejected and those applicants will be eligible is shortlisted according to the marking criteria of the interview. (Officers serving in the public sector should submit their applications through the Head of Department/ Institution.)

Director General,
National Institute of Social Development,
Liyanagemulla,
Seeduwa,
11th September, 2026.

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